Smart Collaboration How Professionals And Their Firms

Integrated primary care, now instituted in many areas of the country, is both the service that integrates medical and mental health primary care and the practice of defining the problem brought by a patient without using "medical" or "mental" as inevitable distinctions. This volume makes the case for this approach, shows how to implement it, and describes some successful programs. It will be attractive to medical managers, plan administrators, physicians, and mental health providers.

This book is for anyone invested in the future of the legal profession, be it someone tasked with transforming their practice, someone looking to approach their work in a new way, someone looking for a fresh approach to client relations, or someone new to the field interested in a forecast of the world to come.

Praise for How Learning Works "How Learning Works is the perfect title for this excellent book. Drawing upon new research in psychology, education, and cognitive science, the authors have demystified a complex topic into clear explanations of seven powerful learning principles. Full of great ideas and practical suggestions, all based on solid research evidence, this book is essential reading for instructors at all levels who wish to improve their students' learning."

—Barbara Gross Davis, assistant vice chancellor for educational development, University of California, Berkeley, and author, Tools for Teaching "This book is a must-read for every instructor, new or experienced. Although I have been teaching for almost thirty years, as I read this book I found myself resonating with many of its ideas, and I discovered new ways of thinking about teaching." —Eugenia T. Paulus, professor of chemistry, North Hennepin Community College, and 2008 U.S. Community Colleges Professor of the Year from The Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education "Thank you Carnegie Mellon for making accessible what has previously been inaccessible to those of us who are not learning scientists. Your focus on the essence of learning combined with concrete examples of the daily challenges of teaching and clear tactical strategies for faculty to consider is a welcome work. I will recommend this book to all my colleagues." —Catherine M. Casserly, senior partner, The Carnegie Foundation for the Advancement of Teaching "As you read about each of the seven basic learning principles in this book, you will find advice that is grounded in learning theory, based on research evidence, relevant to college teaching, and easy to understand. The authors have extensive knowledge and experience in applying the science of learning to college teaching, and they graciously share it with you

in this organized and readable book." —From the Foreword by Richard E. Mayer, professor of psychology, University of California, Santa Barbara; coauthor, e-Learning and the Science of Instruction; and author, Multimedia Learning Google, Microsoft, Apple, Starbucks, and Wal-Mart are "category killers." Why? One key to their astounding success is that they have mastered the art of creating highly attractive partner and customer value propositions. They have all built their business on the principles and practices of Partnership Marketing to offer superior products, create long-term distribution opportunities, new revenue streams for their businesses, and increased brand awareness on a world-wide level. Developing an affiliation with the right partner allows both parties to realize successes that they could not have otherwise achieved on their own by transforming their individual strengths into mutual performance. Whether you're an entrepreneur working to expand your customer base and increase value or a corporation looking for cost-effective ways to stimulate growth and brand-presence on a tight budget, Partnership Marketing is a practical in-depth guide to this core business concept. A powerful strategy in good times, partnership marketing is an excellent way to gain competitive advantage and grow your business even in tough, recessionary economic conditions. As marketing resources are being slashed everywhere, coupled with employee lay-offs and

cutbacks to existing programs, partnership marketing is a creative way to do more with less. Partnership Marketing provides the complete how-to of collaborating successfully with other organizations, including: how to align PM objectives to your resources; how to assess what you have to offer a partner-brand and how to leverage your core strengths; how to search for the right partner-brand; how to assess the pros and cons of partnering with other brands; and much more.

Over a decade ago, renowned innovation expert Rosabeth Moss Kanter co-founded and then directed Harvard's Advanced Leadership Initiative. Her breakthrough work with hundreds of successful professionals and executives, as well as aspiring young entrepreneurs, identifies the leadership paradigm of the future: the ability to "think outside the building" to overcome establishment paralysis and produce significant innovation for a better world. Kanter provides extraordinary accounts of the successes and near-stumbles of purpose-driven men and women from diverse backgrounds united in their conviction that positive change is possible. A former Trader Joe's executive, for example, navigated across business, government, and community sectors to deal with poor nutrition in inner cities while reducing food waste. A concerned European banker used the power of persuasion, not position, to find novel financing for improving the health

of the oceans. A Washington couple enticed global partners to join an Uber-like platform to match skilled refugees with talent-hungry companies. A visionary journalist-turned-entrepreneur closed social divides by giving fifty million social media users access to free local education and culture. When traditional approaches are inadequate or resisted, advanced leadership skills are essential. In this book, Kanter shows how people everywhere can unleash their creativity and entrepreneurial adroitness to mobilize partners across challenging cultural, social, and political situations and innovate for a brighter future.

Working remotely gives you flexibility and independence. But it can pose challenges when you need to team up with colleagues or coworkers. Virtual Collaboration covers the basics of working productively--and collaboratively--from anywhere. You'll learn to: Communicate clearly over a variety of media Bond with colleagues across the wires Keep others--and yourself--accountable Avoid and mitigate tech glitches Don't have much time? Get up to speed fast on the most essential business skills with HBR's 20-Minute Manager series. Whether you need a crash course or a brief refresher, each book in the series is a concise, practical primer that will help you brush up on a key management topic. Advice you can quickly read and apply, for ambitious professionals and aspiring executives--from the most trusted source in business. Also available as an

ebook.

In the first book on philanthropy written from a donor's perspective, businesswoman and philanthropist Lisa Greer lifts the lid on our charitable sector, with an authentic account that describes exactly how outdated the sector has become and why it's at risk of collapse.

Collaboration is key for organizations in the 21st century, yet few business people have been trained to teach this skill. How do you advance ideas in a collaborative way and then communicate them throughout your company? In this practical book, author Gretchen Anderson shows you how to generate ideas with others while gaining buy-in from all levels of your organization. Product managers, designers, marketers, technical leaders, and executives will obtain better insight into how team members work together to make decisions. Through tangible exercises and techniques, you'll learn how to turn promising ideas into products, services, and solutions that make a real difference in the market. Use a framework to develop ideas into hypotheses to be tested and refined Avoid common pitfalls in the collaboration process Align communication approaches to ensure that collaboration is effective and inclusive Structure events or meetings for different types of collaboration depending on the people involved Practice giving and receiving critiques to foster inclusion without resorting to consensus-

based decisions

Human resources and management consultants are frequently asked to help their clients address fundamental breakdowns within their organizations. More often than not, these breakdowns occur between conflicting functional areas, such as sales and customer service, sales and operations, or creative and operations management. This book explains why the

"This monograph presents the experience in the implementation of smart specialization strategies (S3) from multi-level policy governance, as well as from the bottom-up perspectives of firms, clusters, and networks in selected European countries. The presented research focuses on relevance and feasibility of the S3 adoption, emphasizing the importance of linking policy considerations with partnerships at lower governance levels. The major contribution of the presented research rests in theoretical implications and practical recommendations relevant for the implementation of regional S3 in the European context, with the possibility of place-based adoption in other environments. The book is also valuable for synthesizing the most recent advancements in smart specialization as policy concept and the concept of transformation and growth for territorial units and economic entities. This book aims to further diffuse and expand the academic community's learning of the new S3 approach in Europe and beyond. The book will be of interest and useful to the academic community of researchers and doctoral students focused on regional innovation development and related policy, as well as on entrepreneurship, networks, and clusters. Public sector professionals dealing with regional development, regional innovation policies, and industrial transformation will also benefit from

its content"--

Solving today's environmental and sustainability challenges requires more than expertise and technology. Effective solutions will require that we engage with other people, wrestle with difficult questions, and learn how to adapt and make confident decisions despite uncertainty. We need new approaches to leadership that empower professionals at all levels to tackle wicked problems and work towards sustainability. Leadership for Sustainability gives readers perspective and skills for promoting creative and collaborative solutions. Blending systems thinking approaches with leadership techniques, it offers dozens of strategies and specific practices that build on the foundation of three main skills: connecting, collaborating, and adapting. Inspiring case studies show how the book's strategies and principles can be applied to diverse situations: Coordinating the activities of widely dispersed individuals and groups who may not even know they are connected, illustrated by the work of urban planners, local businesses, citizens, and other stakeholders advancing ambitious climate action goals via a Community Energy Plan in Arlington County, Virginia Collaborating with diverse stakeholders to span boundaries despite their differences of opinion, expertise, and culture, as illustrated by the bold actions of a social entrepreneur who transformed the global food service industry with the "plant-forward" movement Adapting to continuous change and confounding uncertainty, as a small nonprofit organization mobilizes partners to tackle poverty, water scarcity, sanitation, and climate change in rural India Readers will come away with a holistic understanding of how to lead from where they are by applying leadership principles and practices to a wide range of wicked situations. While the challenges we face are daunting, the authors argue that these situations present opportunities for creating a more just, healthy, and prosperous world.

Critical Collaboration is about the critical need for partnership between pastors and mental health professionals in service to urban African American communities. While the historically African American church has done commendable work in its virtually exclusive role as emotional caregiver, there is a disproportionate susceptibility to certain mental illnesses in the African American community, which calls for a collaborative effort to advance the cause of holistic health. Critical Collaboration provides historical, socioeconomic, theological, and psychological contexts that serve to increase the awareness and cultural competence needed to bridge the gap between the professional communities of faith and mental health.

The most widely-used text on the topic of collaboration, Interactions is a guide for preprofessionals and professionals to help them understand and participate effectively in their interactions with other school professionals and parents, in an increasingly diverse world that is also now routinely electronically and globally connected. Interactions presents theory and conceptual principles heavily seasoned with examples, cases, and applied activities. Written specifically to enable readers to quickly use their skills in professional settings, the book will be a useful tool for pre-service educators and practitioners-whether they are engaged in formal instructional settings, a study group, or independent study. The book recognizes that knowledge about instructional practices that can improve student outcomes are more important than ever before, and educators are scrambling to respond to the federal legislative mandates that require increasingly high standards and a clear trajectory of improving academic performance for all students, including those with disabilities and other special needs.

A guide to putting cognitive diversity to work Ever wonder what it is that makes two people click or clash? Or why some groups excel while others fumble? Or how you, as a leader, can make

or break team potential? Business Chemistry holds the answers. Based on extensive research and analytics, plus years of proven success in the field, the Business Chemistry framework provides a simple yet powerful way to identify meaningful differences between people's working styles. Who seeks possibilities and who seeks stability? Who values challenge and who values connection? Business Chemistry will help you grasp where others are coming from, appreciate the value they bring, and determine what they need in order to excel. It offers practical ways to be more effective as an individual and as a leader. Imagine you had a more in-depth understanding of yourself and why you thrive in some work environments and flounder in others. Suppose you had a clearer view on what to do about it so that you could always perform at your best. Imagine you had more insight into what makes people tick and what ticks them off, how some interactions unlock potential while others shut people down. Suppose you could gain people's trust, influence them, motivate them, and get the very most out of your work relationships. Imagine you knew how to create a work environment where all types of people excel, even if they have conflicting perspectives, preferences and needs. Suppose you could activate the potential benefits of diversity on your teams and in your organizations, improving collaboration to achieve the group's collective potential. Business Chemistry offers all of this--you don't have to leave it up to chance, and you shouldn't. Let this book guide you in creating great chemistry!
This book presents the know-how of the real-time IoT application development activity including a basic understanding of the IoT architecture, use cases, smart computing, and the associated challenges in design and development of the IoT system. All the technical details related to protocol stack, technologies, and platforms used for the implementation are

explained. It further includes techniques and case studies that include smart computing on the IoT–Cloud models along with test beds for experimentation purposes. The book aims at setting up the groundwork for the creation of applications that can help make day-to-day tasks simpler by meeting the needs of varied sectors like education, health care, agriculture, and so forth. Features: • Covers IoT cloud convergence with a focus on complex industrial IoT case studies. • Discusses the broad background of IoT–Cloud convergence architectures and its fundamentals along with resource provisioning mechanisms. • Emphasizes the use of context in developing context-aware IoT solutions. • Presents a novel C-model that explains the IoT application development phases. • Discusses a simplified convergence model that depicts the role of Cloud in an IoT application. This book aims at graduate students, researchers, and professionals getting started in the IoT field.

One of the biggest challenges in today's law firms is recruiting partners, experienced associates, and senior business professionals into the firm--and then finding ways to integrate them, retain them, and help make them sustainably productive. Yet, many firms are misallocating their efforts and resources. This Special Report offers a new, research-based approach for law firms to improve their lateral hiring process and results by engaging new hires in smart collaboration. Laterals who collaborate with their new colleagues are significantly more likely to stay with the firm longer, to hit or exceed their targets, and to thrive professionally. Firms need a well-constructed plan, a relentless focus on execution, and clear accountability processes if they expect to help laterals achieve two-way collaboration quickly and efficiently. This Special Report offers the tools, processes, and best practices for successful implementation. Aimed at readers who aspire to take a more strategic approach to

improve lateral hiring, this report will be useful for law firm leaders, hiring partners, professional executives such as chief operating officers and chief talent officers. Lawyers or business executives considering a career move across firms, or business professionals seeking to move into the legal sector, will find practical ways to boost their likelihood of success.

The bright future of green IoT will change our tomorrow environment to become healthier and green, with very high quality of service that is socially, environmentally, and economically sustainable. This book covers the most recent advances in IoT, it discusses Smart City implementation, and offers both quantitative and qualitative research. It focuses on greening things such as green communication and networking, green design and implementations, green IoT services and applications, energy saving strategies, integrated RFIDs and sensor networks, mobility and network management, the cooperation of homogeneous and heterogeneous networks, smart objects, and green localization. This book with its wide range of related topics in IoT and Smart City, will be useful for graduate students, researchers, academicians, institutions, and professionals that are interested in exploring the areas of IoT and Smart City.

This practical, straightforward guide presents the basic skills, attitudes, and knowledge needed for successful interprofessional collaboration in healthcare. Collaboration is fundamental to quality healthcare, and many regulatory bodies and accrediting agencies now have standards and benchmarks for interprofessional collaboration. This guide brings together in one volume basic collaboration competencies for healthcare professionals. Teamwork, Leadership and Communication serves both as an introduction for novices and as a refresher for experienced practitioners. It provides exceptional learning support for classes, working groups, and self-

study. Topics include: Group dynamics, team structures, decision making, shared leadership, conflict management, communication in small groups, stereotyping, liability and more.
This book is a guidebook on how universities and communities can best develop partnership projects. It includes thirteen case studies of successful university-community collaborations on smart growth initiatives. The chapters include geographically diverse locations, including urban, suburban, and rural projects, Each case includes a comprehensive discussion of how and why the project was initiated, who was involved, and what were the techniques, the pitfalls, and the outcome. --book cover.
Smart CollaborationHow Professionals and Their Firms Succeed by Breaking Down SilosHarvard Business Review Press
A breakthrough book on the transformative power of collaborative thinking Collaborative intelligence, or CQ, is a measure of our ability to think with others on behalf of what matters to us all. It is emerging as a new professional currency at a time when the way we think, interact, and innovate is shifting. In the past, "market share" companies ruled by hierarchy and topdown leadership. Today, the new market leaders are "mind share" companies, where influence is more important than power, and success relies on collaboration and the ability to inspire. Collaborative Intelligence is the culmination of more than fifty years of

original research that draws on Dawna Markova's background in cognitive neuroscience and her most recent work, with Angie McArthur, as a "Professional Thinking Partner" to some of the world's top CEOs and creative professionals. Markova and McArthur are experts at getting brilliant yet difficult people to think together. They have been brought in to troubleshoot for Fortune 500 leaders in crisis and managers struggling to inspire their teams. When asked about their biggest challenges at work, Markova and McArthur's clients all cite a common problem: other people. This response reflects the way we have been taught to focus on the gulfs between us rather than valuing our intellectual diversity—that is, the ways in which each of us is uniquely gifted, how we process information and frame questions, what kind of things deplete us, and what engages and inspires us. Through a series of practices and strategies, the authors teach us how to recognize our own mind patterns and map the talents of our teams, with the goal of embarking together on an aligned course of action and influence. In Markova and McArthur's experience, managers who appreciate intellectual diversity will lead their teams to innovation; employees who understand it will thrive because they are in touch with their strengths; and an entire team who understands it will come together to do their best work in a symphony of collaboration, their individual strengths working in harmony like an orchestra or a high-performing

sports team. Praise for Collaborative Intelligence "Rooted in the latest neuroscience on the nature of collaboration, Collaborative Intelligence celebrates the power of working and thinking together at the highest levels of business and politics, and in the smallest aspects of our everyday lives. Dawna Markova and Angie McArthur show us that our ability to collaborate is not only a measure of intelligence, but essential to solving the world's problems and seeing the possibilities in ourselves and others."—Arianna Huffington "This inspiring book teaches you how to align your intention with the intention of others, and how, through shared strengths and talents, you have every right to expect greatness and set the highest goals and expectations."—Deepak Chopra "Everyone talks about collaboration today, but the rhetoric typically outweighs the reality. Collaborative Intelligence offers tangible tools for those serious about becoming 'system leaders' who can close the gap and make collaboration real."—Peter M. Senge, author of The Fifth Discipline "I have worked with Markova and McArthur for several years, focusing on achieving better results through intellectual diversity. Their approach has encouraged more candid debate and collaborative behavior within the team. The team, not individuals, becomes the hero."—Al Carey, CEO, PepsiCo

Social and behavioral science has for decades studied and recognized

leadership as a social exchange between leaders and followers. But leadership is rather complex, and as such, it tends to lead to an increased interest within and across different disciplines. This book is an attempt to provide theoretical and empirical framework to better understand leadership challenges in various contexts. The authors cover an array of themes that span from an individual level to an organizational and societal level. In this volume, two sections are presented. The first section based on individual level focuses on different leadership styles and abilities, and the other section provides theories to understand leadership in public administration, in industrial settings and in nonprofit organizations.

Faced with increased budget cuts, libraries must continue to advance their services through new technologies and practices in order to keep pace with the rapid changes society is currently facing. The once traditional in-person services offered can no longer be the only option, and to keep themselves afloat, libraries must offer more in terms of digital services. The convenience of offering mobile and digital services brings a new wave of accessibility to libraries and a new question on just how much libraries will need to change to meet the newfound needs of its patrons. Beyond offering these digital services, libraries are incorporating other types of technology in multifaceted ways such as utilizing

artificial intelligence practices, social media, and big data management. Moreover, libraries are increasingly looking for ways to partner and collaborate with the community, faculty, students, and other libraries in order to keep abreast of the best practices and needs of their users. The Research Anthology on Collaboration, Digital Services, and Resource Management for the Sustainability of Libraries explores emerging strategies and technologies that are redefining the role of the library within communities and academia. This reference book covers extensive ground on all the ways libraries have shifted to manage their resources, digitalize their services, and market themselves within the new technological revolution. These continued shifts for libraries come with benefits, challenges, and future projections that are critical for discussion as libraries continue to strive to remain updated and relevant in times of change. This book is ideal for librarians, archivists, collection managers, IT specialists, electronic resource librarians, practitioners, stakeholders, researchers, academicians, and students who are interested in the current state of libraries and how they are transforming to fit modern needs.

Building on both cutting-edge research and professional learning practice, Amanda Datnow and Vicki Park explore how professional collaboration can support deeper learning for students and teachers alike. While many schools and

systems support teacher collaboration, they often fall short of their intended goals of improving teaching and learning. This book provides concrete guidance for creating the conditions for collaboration in which teachers are moved toward—rather than repelled—by joint work. The authors explore how collaborative settings can provide a space for working through the inevitable challenges that accompany the changing nature of teaching in the age of accountability and show the motivation, inspiration, and energy that teachers personally--and collectively--gain from collaborating to improve student learning. Ultimately, they show how teacher empowerment towards working together builds equitable and excellent learning environments.

A plan for conquering collaborative overload to drive performance and innovation, reduce burnout, and enhance well-being. Most organizations have created always-on work contexts that are burning people out and hurting performance rather than delivering productivity, innovation and engagement. Collaborative work consumes 85% of employees' time and is drifting earlier into the morning, later into the night, and deeper into the weekend. The dilemma is that we all need to collaborate more to create effective organizations and vibrant careers for ourselves. But conventional wisdom on teamwork and collaboration has created too much of the wrong kind of collaboration, which hurts our performance, health

and overall well-being. In Beyond Collaboration Overload, Babson professor Rob Cross solves this paradox by showing how top performers who thrive at work collaborate in a more purposeful way that makes them 18-24% more efficient than their peers. Good collaborators are distinguished by the efficiency and intentionality of their collaboration—not the size of their network or the length of their workday. Through landmark research with more than 300 organizations, in-depth stories, and tools, Beyond Collaboration Overload will coach you to reclaim close to a day a week when you: Identify and challenge beliefs that lead you to collaborate too quickly Impose structure in your work to prevent unproductive collaboration Alter behaviors to create more efficient collaboration It then outlines how successful people invest this reclaimed time to: Cultivate a broad network—not a big one—for innovation and scale Energize others—a strong predictor of high performance Connect with others to reduce micro-stressors and enhance physical and mental well-being Cross' framework provides relief from the definitive problem of our age—dysfunctional collaboration at the expense of our performance, health and overall well-being.

NEW from the bestselling HBR's 10 Must Reads series. Join forces with others inside and outside your organization to solve your toughest problems. If you read nothing else on collaborating effectively, read these 10 articles. We've combed

through hundreds of articles in the Harvard Business Review archive and selected the most important ones to help you work more productively with people on your team, in other departments, and in other organizations. Leading experts such as Daniel Goleman, Herminia Ibarra, and Morten Hansen provide the insights and advice you need to: • Forge strong relationships up, down, and across the organization • Build a collaborative culture • Bust silos • Harness informal knowledge sharing • Pick the right type of collaboration for your business • Manage conflict wisely • Know when not to collaborate Looking for more Must Read articles from Harvard Business Review? Check out these titles in the popular series: HBR's 10 Must Reads: The Essentials HBR's 10 Must Reads on Communication HBR's 10 Must Reads on Innovation HBR's 10 Must Reads on Leadership HBR's 10 Must Reads on Making Smart Decisions HBR's 10 Must Reads on Managing Yourself HBR's 10 Must Reads on Strategic Marketing HBR's 10 Must Reads on Teams

A Washington Post Bestseller Not all collaboration is smart. Make sure you do it right. Professional service firms face a serious challenge. Their clients increasingly need them to solve complex problems—everything from regulatory compliance to cybersecurity, the kinds of problems that only teams of multidisciplinary experts can tackle. Yet most firms have carved up their highly

specialized, professional experts into narrowly defined practice areas, and collaborating across these silos is often messy, risky, and expensive. Unless you know why you're collaborating and how to do it effectively, it may not be smart at all. That's especially true for partners who have built their reputations and client rosters independently, not by working with peers. In Smart Collaboration, Heidi K. Gardner shows that firms earn higher margins, inspire greater client loyalty, attract and retain the best talent, and gain a competitive edge when specialists collaborate across functional boundaries. Gardner, a former McKinsey consultant and Harvard Business School professor now lecturing at Harvard Law School, has spent over a decade conducting in-depth studies of numerous global professional service firms. Her research with clients and the empirical results of her studies demonstrate clearly and convincingly that collaboration pays, for both professionals and their firms. But Gardner also offers powerful prescriptions for how leaders can foster collaboration, move to higher-margin work, increase client satisfaction, improve lateral hiring, decrease enterprise risk, engage workers to contribute their utmost, break down silos, and boost their bottom line. With case studies and real-world insights, Smart Collaboration delivers an authoritative case for the value of collaboration to today's professionals, their firms, and their clients and shows you exactly how to achieve it.

The Routledge Companion to Smart Cities explores the question of what it means for a city to be 'smart', raises some of the tensions emerging in smart city developments and considers the implications for future ways of inhabiting and understanding the urban condition. The volume draws together a critical and cross-disciplinary overview of the emerging topic of smart cities and explores it from a range of theoretical and empirical viewpoints. This timely book brings together key thinkers and projects from a wide range of fields and perspectives into one volume to provide a valuable resource that would enable the reader to take their own critical position within the topic. To situate the topic of the smart city for the reader and establish key concepts, the volume sets out the various interpretations and aspects of what constitutes and defines smart cities. It investigates and considers the range of factors that shape the characteristics of smart cities and draws together different disciplinary perspectives. The consideration of what shapes the smart city is explored through discussing three broad 'parts' – issues of governance, the nature of urban development and how visions are realised – and includes chapters that draw on empirical studies to frame the discussion with an understanding not just of the nature of the smart city but also how it is studied, understood and reflected upon. The Companion will appeal to academics and advanced undergraduates and postgraduates from

across many disciplines including Urban Studies, Geography, Urban Planning, Sociology and Architecture, by providing state of the art reviews of key themes by leading scholars in the field, arranged under clearly themed sections.

An international business expert helps you understand and navigate cultural differences in this insightful and practical guide, perfect for both your work and personal life. Americans precede anything negative with three nice comments; French, Dutch, Israelis, and Germans get straight to the point; Latin Americans and Asians are steeped in hierarchy; Scandinavians think the best boss is just one of the crowd. It's no surprise that when they try and talk to each other, chaos breaks out. In The Culture Map, INSEAD professor Erin Meyer is your guide through this subtle, sometimes treacherous terrain in which people from starkly different backgrounds are expected to work harmoniously together. She provides a field-tested model for decoding how cultural differences impact international business, and combines a smart analytical framework with practical, actionable advice.

A comprehensive look at the promise and potential of online learning In our digital age, students have dramatically new learning needs and must be prepared for the idea economy of the future. In Getting Smart, well-known global education expert Tom Vander Ark examines the facets of educational innovation in the

United States and abroad. Vander Ark makes a convincing case for a blend of online and onsite learning, shares inspiring stories of schools and programs that effectively offer "personal digital learning" opportunities, and discusses what we need to do to remake our schools into "smart schools." Examines the innovation-driven world, discusses how to combine online and onsite learning, and reviews "smart tools" for learning Investigates the lives of learning professionals, outlines the new employment bargain, examines online universities and "smart schools" Makes the case for smart capital, advocates for policies that create better learning, studies smart cultures

Academic and professional publishing represents a diverse communications industry rooted in the scholarly ecosystem, peer review, and added value products and services. Publishers in this field play a critical and trusted role, registering, certifying, disseminating and preserving knowledge across scientific, technical and medical (STM), humanities and social science disciplines. Academic and Professional Publishing draws together expert publishing professionals, to provide comprehensive insight into the key developments in the industry and the innovative and multi-disciplinary approaches being applied to meet novel challenges. This book consists of 20 chapters covering what publishers do, how they work to add value and what the future may bring. Topics

include: peer-review; the scholarly ecosystem; the digital revolution; publishing and communication strategies; business models and finances; editorial and production workflows; electronic publishing standards; citation and bibliometrics; user experience; sales, licensing and marketing; the evolving role of libraries; ethics and integrity; legal and copyright aspects; relationship management; the future of journal publishing; the impact of external forces; career development; and trust in academic and professional publishing. This book presents a comprehensive review of the integrated approach publishers take to support and improve communications within academic and professional publishing. Brings together expert publishing professionals to provide an authoritative insight into industry developments Details the challenges publishers face and the leading-edge processes and procedures used to meet them Discusses the range of new communication channels and business models that suit the wide variety of subject areas publishers work in

Agile has the power to transform work--but only if it's implemented the right way. For decades business leaders have been painfully aware of a huge chasm: They aspire to create nimble, flexible enterprises. But their day-to-day reality is silos, sluggish processes, and stalled innovation. Today, agile is hailed as the essential bridge across this chasm, with the potential to transform a company and catapult

it to the head of the pack. Not so fast. In this clear-eyed, indispensable book, Bain & Company thought leader Darrell Rigby and his colleagues Sarah Elk and Steve Berez provide a much-needed reality check. They dispel the myths and misconceptions that have accompanied agile's rise to prominence--the idea that it can reshape an organization all at once, for instance, or that it should be used in every function and for all types of work. They illustrate that agile teams can indeed be powerful, making people's jobs more rewarding and turbocharging innovation, but such results are possible only if the method is fully understood and implemented the right way. The key, they argue, is balance. Every organization must optimize and tightly control some of its operations, and at the same time innovate. Agile, done well, enables vigorous innovation without sacrificing the efficiency and reliability essential to traditional operations. The authors break down how agile really works, show what not to do, and explain the crucial importance of scaling agile properly in order to reap its full benefit. They then lay out a road map for leading the transition to a truly agile enterprise. Agile isn't a goal in itself; it's a means to becoming a high-performance operation. Doing Agile Right is a must-have guide for any company trying to make the transition--or trying to sustain high agility.

Intelligent Digital Oil and Gas Fields: Concepts, Collaboration, and Right-time

Decisions delivers to the reader a roadmap through the fast-paced changes in the digital oil field landscape of technology in the form of new sensors, well mechanics such as downhole valves, data analytics and models for dealing with a barrage of data, and changes in the way professionals collaborate on decisions. The book introduces the new age of digital oil and gas technology and process components and provides a backdrop to the value and experience industry has achieved from these in the last few years. The book then takes the reader on a journey first at a well level through instrumentation and measurement for real-time data acquisition, and then provides practical information on analytics on the real-time data. Artificial intelligence techniques provide insights from the data. The road then travels to the "integrated asset" by detailing how companies utilize Integrated Asset Models to manage assets (reservoirs) within DOF context. From model to practice, new ways to operate smart wells enable optimizing the asset. Intelligent Digital Oil and Gas Fields is packed with examples and lessons learned from various case studies and provides extensive references for further reading and a final chapter on the "next generation digital oil field," e.g., cloud computing, big data analytics and advances in nanotechnology. This book is a reference that can help managers, engineers, operations, and IT experts understand specifics on how to filter data to create

useful information, address analytics, and link workflows across the production value chain enabling teams to make better decisions with a higher degree of certainty and reduced risk. Covers multiple examples and lessons learned from a variety of reservoirs from around the world and production situations Includes techniques on change management and collaboration Delivers real and readily applicable knowledge on technical equipment, workflows and data challenges such as acquisition and quality control that make up the digital oil and gas field solutions of today Describes collaborative systems and ways of working and how companies are transitioning work force to use the technology and making more optimal decisions

In-house legal teams are under more pressure than ever to add value to their organisations. This Special Report combines the rigour of Harvard research with a pragmatic focus based on input from hundreds of General Counsels, in-house lawyers, CEOs and board members to show why and how legal teams work across silos - what we call 'Smart Collaboration.' It includes the business case, practical tips, case studies and tools to help legal teams master the four essential 'vectors' of collaboration: 1.Within legal: the full potential of legal and non-legal talent. Rethink hiring and onboarding. Collaborate across countries and cultures. Elevate leadership skills and engineer work to make time for collaboration. 2.With

the business: create more innovative, strategic solutions by partnering with business leaders. Proactively engage with the board and c-suite to deliver value. 3.Across functions: integrate with other departments (Finance, R&D, HR, etc.) to create more holistic solutions that capture opportunities, lower risk, and improve the employee and customer experience. 4.Externally: co-develop solutions to shape regulatory agendas and inform public discourse. Maximise value with outside counsel and other third-party legal providers. Vetted by dozens of General Counsel and in-house lawyers, this report will benefit all members of in-house legal teams and those who work with them (eg, executives, heads of other corporate functions, recruiters and consultants). Partners and leaders in law firms will also gain from a deeper understanding of their clients' operations and aspirations.

Introduction: Why collaborate? -- Collaboration helps the firm do business better -- Collaboration helps the firm recruit, retain, and grow the right people -- Collaboration and the solo specialist -- The seasoned collaborator -- Collaboration and the contributor -- Collaboration for ringmasters -- Collaboration: a look sideways -- Collaboration: yes, your clients care.

From packing the right equipment to keeping enough gas in the tank to get home, every aspect of making a successful tour with a band is addressed in this

comprehensive guide. More than 100 luminaries and leading organizations from the world of touring--among them Chris Connelly, Henry Rollins, the House of Blues, and the Vans Warped Tour, as well as club owners, tour managers, and even sex advisors--provide handy insider know-how along with insight on mistakes commonly made by novice bands. Chapters address the nitty-gritty of touring, with instructions on how to secure venues and publicity, how to stay healthy on the road, and how to keep the budget in the black. Loaded with hundreds of years' worth of collective hands-on experience from those steeped in the music business, this is a must-have resource for creating an unforgettable tour.

Today in the United States, the professional health workforce is not consistently prepared to provide high quality health care and assure patient safety, even as the nation spends more per capita on health care than any other country. The absence of a comprehensive and well-integrated system of continuing education (CE) in the health professions is an important contributing factor to knowledge and performance deficiencies at the individual and system levels. To be most effective, health professionals at every stage of their careers must continue learning about advances in research and treatment in their fields (and related fields) in order to obtain and maintain up-to-date knowledge and skills in caring for their patients. Many health professionals

regularly undertake a variety of efforts to stay up to date, but on a larger scale, the nation's approach to CE for health professionals fails to support the professions in their efforts to achieve and maintain proficiency. Redesigning Continuing Education in the Health Professions illustrates a vision for a better system through a comprehensive approach of continuing professional development, and posits a framework upon which to develop a new, more effective system. The book also offers principles to guide the creation of a national continuing education institute.

AI is radically transforming business. Are you ready? Look around you. Artificial intelligence is no longer just a futuristic notion. It's here right now--in software that senses what we need, supply chains that "think" in real time, and robots that respond to changes in their environment. Twenty-first-century pioneer companies are already using AI to innovate and grow fast. The bottom line is this: Businesses that understand how to harness AI can surge ahead. Those that neglect it will fall behind. Which side are you on? In Human + Machine, Accenture leaders Paul R. Daugherty and H. James (Jim) Wilson show that the essence of the AI paradigm shift is the transformation of all business processes within an organization--whether related to breakthrough innovation, everyday customer service, or personal productivity habits. As humans and smart machines collaborate ever more closely, work processes become more fluid and adaptive, enabling companies to change them on the fly--or to completely reimagine them. AI is changing all the rules of how companies operate. Based on the authors'

experience and research with 1,500 organizations, the book reveals how companies are using the new rules of AI to leap ahead on innovation and profitability, as well as what you can do to achieve similar results. It describes six entirely new types of hybrid human + machine roles that every company must develop, and it includes a "leader's guide" with the five crucial principles required to become an AI-fueled business. Human + Machine provides the missing and much-needed management playbook for success in our new age of AI. BOOK PROCEEDS FOR THE AI GENERATION The authors' goal in publishing Human + Machine is to help executives, workers, students and others navigate the changes that AI is making to business and the economy. They believe AI will bring innovations that truly improve the way the world works and lives. However, AI will cause disruption, and many people will need education, training and support to prepare for the newly created jobs. To support this need, the authors are donating the royalties received from the sale of this book to fund education and retraining programs focused on developing fusion skills for the age of artificial intelligence.

In today's schools, teachers are frequently called on to adapt new curricula and instructional practices in their classrooms. Making sense of the complexities of teaching occurs primarily during the work day, and instead of relying on before or after school one-size-fits-all professional development activities, schools must support teachers in learning on the job. The latest book from renowned author Sally J. Zepeda is written for

teachers, teacher leaders, and school and district leaders who want to support job-embedded learning, a powerful form of professional development characterized by active learning and reflection grounded in the context of a teachers' work environment. Job-Embedded Professional Development provides a framework for helping teachers stop, take a deep breath, and learn along the way as they engage in their daily work. Through the engaging job-embedded learning activities, processes, and cases from the field explored in this book, teachers will immediately be able to: Implement what they are learning in the context of their own classrooms; Work with supportive peers who can coach them along the way; Get feedback on what's working and what needs to be tweaked; Learn as adult learners fully capable of making sound professional judgments; Engage in conversations that allow teachers to dig deeper into their practices; Focus intently on content knowledge and the linkages to instruction and assessment; Capitalize on learning in digital learning environments before, during, and after school; Gain confidence in themselves and others through learning together.

This first-of-its-kind legal guide showcases how to use the latest Web-based and software technologies, such as Web 2.0, Google tools, Microsoft Office, and Acrobat, to work collaboratively and more efficiently on projects with colleagues, clients, co-counsel and even opposing counsel. The book provides a wealth of information useful to lawyers who are just beginning to try collaboration tools, as well as tips and techniques for those lawyers with intermediate and advanced collaboration experience.

This big initiative could make or break this fiscal year--or your career. Managing a successful strategic initiative may be the key to transforming your company--and propelling your career forward. Yet running a cross-functional team on a high-profile project can present a multitude of challenges and risks, causing even the most experienced manager to struggle. The HBR Guide to Managing Strategic Initiatives provides practical tips and advice to help you manage all the stages of an initiative's life cycle, from buy-in to launch to scaling up. You'll learn how to: Win--and keep--support for your new initiative Move rapidly from approval to implementation Assemble transformative, high-performing initiative teams Maintain the confidence of sponsors and stakeholders Stay on schedule and within budget Avoid initiative overload by killing projects that aren't meeting business needs Keep multiple initiatives in strategic alignment Arm yourself with the advice you need to succeed on the job, from a source you trust. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

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