

Team Role Theory In Higher Education Belbin

Team Roles at WorkRoutledge

Make workplace conflict resolution a game that EVERYBODY wins! Recent studies show that typical managers devote more than a quarter of their time to resolving coworker disputes. The Big Book of Conflict-Resolution Games offers a wealth of activities and exercises for groups of any size that let you manage your business (instead of managing personalities). Part of the acclaimed, bestselling Big Books series, this guide offers step-by-step directions and customizable tools that empower you to heal rifts arising from ineffective communication, cultural/personality clashes, and other specific problem areas—before they affect your organization's bottom line. Let The Big Book of Conflict-Resolution Games help you to: Build trust Foster morale Improve processes Overcome diversity issues And more Dozens of physical and verbal activities help create a safe environment for teams to explore several common forms of conflict—and their resolution. Inexpensive, easy-to-implement, and proved effective at Fortune 500 corporations and mom-and-pop businesses alike, the exercises in The Big Book of Conflict-Resolution Games delivers everything you need to make your workplace more efficient, effective, and engaged.

Updated to reflect the latest research evidence, the third edition of Effective Teamwork provides business managers with the necessary guidance and tools to build and maintain effective teamwork strategies. A new edition of a bestselling book on teamwork from an acknowledged leader in the field Offers a unique integration of rigorous research with practical guidance to develop effective leadership teams Features new chapters on virtual teams and top management teams, plus contemporary themes of ethics and values Utilizes research based on positive psychology techniques

There are many books about teaching in Geography, but this is the first dealing specifically with Pedagogic Research, its methods and practices. Pedagogy research concerns the processes of learning and the development of learners. It is a learner-centred activity that aims to evaluate and improve the ways that students learn and learn to manage, control and comprehend their own learning processes, first as Geographers in Higher Education but equally as future educated citizens. This book collects together some key research papers from the Journal of Geography in Higher Education. They concern original research and critical perspectives on how Geographers learn, critical evaluations of both new and traditional frameworks and methods used for Pedagogic research in Geography, and some case studies on the promotion of self-authorship, learner autonomy, in key Geography Higher Education contexts such as fieldwork and undergraduate project work. This book is a compilation of articles from various issues of the Journal of Geography in Higher Education.

In the current era where lifelong learning is brought to the fore, higher education can no longer be regarded as an isolated trajectory within one's educational career as many students face substantial challenges in crafting their professional future. More specifically, the transition from school to higher education and continuing to the labour market are often a difficult hurdles for many students. Almost half of students do not succeed in the first year and often withdraw from education, students are faced with a variety of contexts and may choose to study in a different (international) context, and they are then confronted with structural barriers in finding a (high-quality) job, as evidenced by increasing levels of youth unemployment and underemployment. Higher Education Transitions aims to deepen our understanding of the transitions taking place when students enter, progress and leave higher education to enter the labour market. Drawing on an international team of contributors, this guide includes three conceptual and fifteen empirical studies which include a range of quantitative, qualitative, cross-sectional and longitudinal studies. Divided into three sections to reflect each important transition phase, topics include: transitions from secondary to higher education; transitions within higher education; transitions from higher education to the labour market. By considering transitions across different phases as a broad and interrelated process, this guide will be essential reading for higher education researchers, policy stakeholders and all those interested in the transitions into higher education and the labour market.

Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday—healthcare managers who must motivate and lead very diverse populations in a constantly changing environment. Designed for graduate-level study, this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior, specifically in healthcare organizational settings. Using an applied focus, it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager's perspective. Organizational Behavior in Health Care examines the many aspects of organizational behavior, such as individuals' perceptions and attitudes, diversity, communication, motivation, leadership, power, stress, conflict management, negotiation models, group dynamics, team building, and managing organizational change. Each chapter contains learning objectives, summaries, case studies or other types of activities, such as, self-assessment exercises or evaluation.

In The Five Dysfunctions of a Team Patrick Lencioni once again offers a leadership fable that is as enthralling and instructive as his first two best-selling books, The Five Temptations of a CEO and The Four Obsessions of an Extraordinary Executive. This time, he turns his keen intellect and storytelling power to the fascinating, complex world of teams. Kathryn Petersen, Decision Tech's CEO, faces the ultimate leadership crisis: Uniting a team in such disarray that it threatens to bring down the entire company. Will she succeed? Will she be fired? Will the company fail? Lencioni's utterly gripping tale serves as a timeless reminder that leadership requires as much courage as it does insight. Throughout the story, Lencioni reveals the five dysfunctions which go to the very heart of why teams even the best ones-often struggle. He outlines a powerful model and actionable steps that can be used to overcome these common hurdles and build a cohesive, effective team. Just as with his other books, Lencioni has written a compelling fable with a powerful yet deceptively simple message for all those who strive to be exceptional team leaders.

Belbin's renowned Team Role theory is a familiar concept for managers and management trainers across the world. Following on from the best-selling Management Teams: Why they succeed or fail, this second edition of Team Roles at Work provides useful insights into how to apply the theory in everyday work situations. This book explores the impact of Team Roles from interpersonal chemistry and managing difficult relationships, to cultivating effective leaders and shaping organizations. Now fully updated, this second edition has new practical examples and summaries bringing this book up to date 17 years after its original publication. Drawing from Belbin's own practical experience it answers the queries that have arisen during those years.

Further information accompanies the book on the Belbin website, www.belbin.com/books/books.htm including a free, downloadable, full-page summary of Team Roles with their icons, descriptions, strengths and allowable weaknesses. Team Roles at Work is the best-selling, second book written by Meredith Belbin, designed for any manager who wants to understand the practical application of Team Role theory. R. Meredith Belbin was formerly Chairman of the Industrial Training Research Unit. A founder Member of Belbin Associates, he is also Visiting Professor and Honorary Fellow of Henley Management College. RELATED TITLES Belbin, Management Teams: Why they succeed or fail, 3e, ISBN: 978-1-85617-8075

Work in the 21st Century, 5th Edition by Frank J. Landy and Jeffrey M. Conte, ties together themes such as diversity, mental and physical ability, personality, interpersonal skills, emotional intelligence, and evidence-based I-O psychology in a way that explores the rich and intriguing nature of the modern workplace. The 5th edition places an emphasis on the technological and multicultural dynamics of today's workplace. This edition retains the 14-chapter format and the 4-color design, which brings I-O psychology to life, especially with the use of newsworthy color photographs. This text is an unbound, three hole punched version.

This guide offers current and future student affairs practitioners a new conceptual framework for identity-conscious and intersectional supervision. Presenting an original and transformative model to address day-to-day challenges, this book gives practitioners a strategic approach to engage in self-work, identity exploration, relationship building, consciousness raising, trust development, and organizational change, ultimately helping them become more adept at supervising people from a range of backgrounds and experiences. Chapters include theoretical underpinnings, practical tips, case studies, and discussion questions to explore strategies in real-life contexts. Identity-Conscious Supervision in Student Affairs is a key tool for student affairs practitioners to effectively change systems of dominance and inequity on their campuses.

Since the mid-1970s, pressure from international competition has forced business in the United States to look for better ways to achieve and maintain a competitive position. One popular tool is the self-managed work-team (SMWT). This book provides a thorough examination of SMWT both at the level of theory and at the practical level of when to use work teams to find solutions and how to develop successful teams. By examining the most widely accepted theories of work-team performance, illustrated by 10 case studies from the areas of manufacturing, public service and health care, the authors define: how high-performing self-managed work teams differ from work groups and short-term teams; the problems which compel an organizati

This book is the fourth in the series and describes some of the most recent advances and examines emerging problems in engineering psychology and cognitive ergonomics. It bridges the gap between the academic theoreticians, who are developing models of human performance, and practitioners in the industrial sector, responsible for the design, development and testing of new equipment and working practices.

In The Discipline of Teams, Jon Katzenbach and Douglas Smith explore the often counter-intuitive features that make up high-performing teams—such as selecting team members for skill, not compatibility—and explain how managers can set specific goals to foster team development. The result is improved productivity and teams that can be counted on to deliver more than just the sum of their parts. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

This book focuses on a renewed interest in work based learning in higher education. Due to an increased emphasis on employability in the graduate population, supported by wider policy changes, work based learning is becoming an increasingly pressing issue in higher education. The authors detail innovations from a breadth of UK universities, where academics have creatively addressed changes in work based learning structure, pedagogy and support systems. These changes in turn recognise the impact of real-life learning experiences on student progression, on both an academic development and a personally transformative level. Encompassing a wide variety of topics, the examples within the book are supported by theory and carefully detailed practice pedagogy. This valuable edited collection will be of interest to practitioners and scholars of work based learning and higher education, as well as a useful practical guide for academic developers.

The Guest Editors would like to express their profound gratitude to Pavel Freidlin for his valuable work in initiating this Research Topic and actively contributing to it.

This book constitutes the refereed proceedings of the 47th Annual Conference of the Southern African Computer Lecturers' Association on ICT Education, SACLA 2018, held in Gordon's Bay, South Africa, in June 2018. The 23 revised full papers presented together with an extended abstract of a keynote paper were carefully reviewed and selected from 79 submissions. The papers are organized in topical sections: playfulness, media and classrooms, academia and careers, teaching programming, adaptation and learning, teamwork and projects, learning systems, topic teaching.

The digital economy is a main driver of change, innovation, and competitiveness for various companies and entrepreneurs. Exploring developments in these initiatives can be used as vital tools for future business success. User Innovation and the Entrepreneurship Phenomenon in the Digital Economy is an essential reference source for emerging scholarly research on innovative aspects of design, development, and implementation of digital economy initiatives, highlighting the relationship and interaction between humans and technology in modern society. Featuring coverage on a broad range of topics such as electronic commerce, brand promotion, and customer loyalty, this book is ideally designed for academicians, researchers, students, and managers seeking current research on the digital economy.

Motivate your team to go the extra mile. New managers, experienced managers or aspiring managers – learn how to understand your team and get the best out of them. From

hiring new members to dealing with poor performance, from goal setting to promoting work–life balance, understand how to foster effective employees with Alison and David Price's A–Z map to managerial success. Filled with expert insights, real-life case studies and proven techniques, this Practical Guide will make you a better manager – right now. A New York Times Bestseller A Wall Street Journal Bestseller A New York Times Notable Book of 2020 A New York Times Book Review Editors' Choice Shortlisted for the Financial Times and McKinsey Business Book of the Year A New Statesman Book to Read From economist Anne Case and Nobel Prize winner Angus Deaton, a groundbreaking account of how the flaws in capitalism are fatal for America's working class Deaths of despair from suicide, drug overdose, and alcoholism are rising dramatically in the United States, claiming hundreds of thousands of American lives. Anne Case and Angus Deaton explain the overwhelming surge in these deaths and shed light on the social and economic forces that are making life harder for the working class. As the college educated become healthier and wealthier, adults without a degree are literally dying from pain and despair. Case and Deaton tie the crisis to the weakening position of labor, the growing power of corporations, and a rapacious health-care sector that redistributes working-class wages into the pockets of the wealthy. This critically important book paints a troubling portrait of the American dream in decline, and provides solutions that can rein in capitalism's excesses and make it work for everyone.

'This engaging and stimulating book is well placed to become a key text in many student social workers' reading lists' - Journal of Interprofessional Care '[An] excellent book, abounding with conceptual insights, bursting with research and evidence-based reasoning, and pretty comprehensive in the spread of topics. [It] contains plenty of thought-provoking material in nice sized chunks that challenged me to think about my practice in different ways and also made me want to find out more. The range of contributors is impressive and students could do a lot worse than digest and reference their work in assignments' - Professional Social Work 'a comprehensive account of the issues related to social workers' personal development and latest developments in social work practice. I have no doubt that this book will provide an invaluable reference guide for social workers who are interested in the development of the profession' - Social Policy and Social Work (SWAP) '[This] book is put together in an accessible and engaging way, which serves to stimulate the reader by posing questions, and creating opportunities for reflecting on the key learning points of each chapter. [It] should be an essential reading item on the book list of every social work student and act as a training resource to those training future social workers, and those already established within the profession' - Health & Social Care in the Community 'In recent years, social work has been devalued by politicians and the media. However it requires practitioners equipped with key skills to empower individuals and communities and rooted in values which stimulate them to promote social justice. It is heartening that social work educators are at the forefront of equipping social workers with the skills and values to promote a better society. This book will open hearts and minds to achieve these ends' - Bob Holman, former Community Worker and Professor of Social Policy Social Work: A Companion to Learning is an exciting and definitive new book that will equip readers with the core knowledge and skills they need to successfully complete their social work training, and go on to be an effective practitioner. The text takes a holistic and critical approach, not only enabling students and practitioners to understand how to practise social work effectively, but also how to locate this practice within its societal context. Written and edited by leading experts in the field, each chapter skilfully explores key themes, issues, and concepts underpinning social work theory and practice in an engaging, authoritative and accessible way. The selection of topics serves to establish: - the contexts through which social work education can best be understood - the core requirements and processes that characterise social work courses - the issues involved in continuing professional development. The chapters comprise a wide range of key issues, such as communication skills, partnership working, the values of social work, supervision, management, law, and research mindedness, as well as two unique chapters written exclusively from service users' perspectives. Case studies, interactive questions, key points and further reading sections are used throughout the book to bring the material to life and aid readers' understanding. Social Work: A Companion to Learning will be a core text for students and practitioners at all levels, providing the most up-to-date and comprehensive companion they will need to help them progress in their careers. Mark Lymbery has taught social work at the University of Nottingham since 1995. He is the author of Social Work with Older People (2005), also published by SAGE. Karen Postle is a lecturer in social work at the University of East Anglia. Both authors have a background as social work practitioners.

The very best firms today are poetic organizations; that is, they are exceptional at streamlining the processes of ideation, creation, and production. These poetic organizations do two things well: They design and develop high power teams, and they create an organizational culture and context that supports improvisation, design, experimentation, aesthetic awareness, and strengths development. Great teams exhibit the same characteristics—trust, commitment, and energy. Inside you'll learn how to design and develop creative high power teams and organizations by first assessing team member strengths using personality factors and multiple intelligences theory. Following these assessments, how to best represent and share this information to promote team development is illustrated, while examining three types of high performance teams—improvisational, design, and research teams. The second half of this book focuses on the major models upon which organizations are built, the pros and cons of these choices, and strategy. Using current research, examples and cases, the author articulates ways to transform your organization into a high power and poetic organization.

Meredith Belbin's work on teams has become part of everyday language in organizations all over the world. All kinds of teams and team behaviours are covered. At the end of the book is a self-perception inventory so that readers can match their own personalities to particular team roles. Management Teams is required reading for managers concerned with achieving results by getting the best from their key personnel.

Explains how Billy Beene, the general manager of the Oakland Athletics, is using a new kind of thinking to build a successful and winning baseball team without spending

enormous sums of money.

Applied Social Sciences: Education Sciences is a collection of essays specific to the field of education. The volume contains both essays on general issues in education (education in antiquity, discipline in early childhood, quality of the educational process, formative assessment, pedagogical approaches to literature, teacher training, gender stereotypes in education, and education and media) and essays on education in elementary school (curriculum design options, and science achievement in early adolescence), in high school (age and learning context, performance evaluation, argumentation in the teaching of fiction, truancy, and student leadership styles), and in higher education (communication skills, student's time, scholarly digital curation, Facebook-mediated teacher-student relationship, initial teacher training, quality of pre-service teacher training, teacher's professional competence, professional profile of the teacher-researcher, and teaching at tertiary level). This volume will appeal to a wide range of readers, including counsellors, doctors, managers, psychologists, researchers, social workers, students, teacher trainers, and teachers of all subjects and of all levels, who wish to improve both personally and professionally. It will also be of great use to all those who interact, one way or another, with both students and teachers.

Due to the vast size and complexity of the U.S. health care system the nation's largest employer health care managers face a myriad of unique challenges such as labor shortages, caring for the uninsured, cost control, and quality improvement. Organizational Behavior, Theory, and Design, Second Edition was written to provide health services administration students, managers, and other professionals with an in-depth analysis of the theories and concepts of organizational behavior and organization theory while embracing the uniqueness and complexity of the healthcare industry. Using an applied focus, this book provides a clear and concise overview of the essential topics in organizational behavior and organization theory from the healthcare manager's perspective."

How many problems at work arise from the way in which jobs are set up? Either people don't have a clear understanding of their duties and responsibilities, spending time and energy disentangling them from those of their co-workers or they are hemmed in by job specifications that allow no room for movement and initiative. An alternative system is needed, where jobs can grow and develop: where communication about the work can flow up as easily as down. Dr Belbin describes a radical approach incorporating colour-coding and information technology derived from experiments now being undertaken in three countries. Workset is a new means of delivering greater efficiency in a dynamic process that equally involves managers and jobholders. Dr R. Meredith Belbin, regarded as the father of team-role theory for his widely-read Management Teams: Why they succeed or fail and its successor Team Roles at Work, obtained his first and higher degree at Cambridge University. Later, in a research, lecturing or consulting capacity, he has visited and worked in many countries. In 1988 he founded Belbin Associates which produces Interplace, a computer-based Human Resource Management System, now used world-wide.

Eminently readable, current, and comprehensive, this acclaimed text sets the standard for instruction in

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101 management theories from the world's best management thinkers – the fast, focussed and express route to success. As a busy manager, you need solutions to everyday work problems fast. The Little Book of Big Management Theories gives you access to the very best theories and models that every manager should know and be able to use. Cutting through the waffle and hype, McGrath and Bates concentrate on the theories that really matter to managers day-to-day. Each theory is covered in two pages – telling you what it is, how to use it and the questions you should be asking – so you can immediately apply your new knowledge in the real world. The Little Book of Big Management Theories will ensure you can: Quickly resolve a wide range of practical management problems Be a better, more decisive manager who gets the job done Better motivate and influence your staff, colleagues and stakeholders Improve your standing and demonstrate that you are ready for promotion All you need to know and how to apply it – in a nutshell.

The definitive classic on high-performance teams The Wisdom of Teams is the definitive work on how to create high-performance teams in any organization. Having sold nearly a half million copies and been translated into more than fifteen languages, the authors' clarion call that teams should be the basic unit of organization for most businesses has permanently shaped the way companies reach the highest levels of performance. Using engaging case studies and testimonials from both successful and failed teams—ranging from Fortune 500 companies to the U.S. Army to high school sports—the authors explain the dynamics of teams both in great detail and with a broad view. Their conclusions and prescriptions span the familiar to the counterintuitive: • Commitment to performance goals and common purpose is more important to team success than team building. • Opportunities for teams exist in all parts of the organization. • Real teams are the most successful spearheads of change at all levels. • Working in teams naturally integrates performance and learning. • Team “endings” can be as important to manage as team “beginnings.” Wisdom lies in recognizing a team's unique potential to deliver results and in understanding its many benefits—development of individual members, team accomplishments, and stronger companywide performance. Katzenbach and Smith's comprehensive classic is the essential guide to unlocking the potential of teams in your organization.

This very impressive Handbook takes established research topics about women in management and treats them in fresh and novel ways. The chapters are intellectually interesting, sound, and provocative, and meet the editors' aspiration to stimulate high quality research on women's experiences in work organizations. I recommend it highly. Jean M. Bartunek, Boston College, US This comprehensive Handbook presents specially commissioned original essays on the societal roles and contexts facing women in business and management, the specific career and work life issues of women in these fields, organizational processes affecting women, and the role of women as leaders in business and management. The essays shed light on the extant structures and practices of society and organizations that constrain or facilitate women's representation, treatment, quality of life, and success. Despite decades of ongoing inquiry and increasing interest, research on women in business and management remains a specialized field without mainstream acceptance within business and management disciplines. The Handbook presents the current state of knowledge about women in business and management and specifies the directions for future research likely to be most constructive for advancing the representation, treatment, quality of life, and success of women who work in these fields. It provides the foundations for improved societal and organizational structures, policies, and relational practices affecting all in business and management. Thus, by enhancing the knowledge base that improves the work and life situations of women, it suggests ways to elevate the societal and organizational systems for all. The Handbook will be an essential reference source for recent advances in research and theory, informing both scholars of organization studies, gender, diversity, and feminism; human resource specialists; and educators of and consultants to business organizations and management.

This issue of Child and Adolescent Psychiatric Clinics, guest edited by Drs. Suzie Nelson, Jessica Jeffrey, Mark Borer, and Barry Sarvet, will focus on Collaborative Partnerships to Advance Practice within Child and Adolescent Psychiatry. This issue is one of four selected each year by our series Consulting Editor, Dr. Todd Peters. Topics discussed in this issue include but are not limited to: Formation of

Partnerships; Ethical Imperative for Participation in Integrated Care Engaging our Primary Care Partners; The Role of Child Psychiatrist in Systems of Care; Interprofessional Education; Incorporating Pharmacists into Your Clinical Team; Collaboration with Schools and School Wellness Centers; Training Community Partners in Trauma-Informed Care; Rating Scales for Mental Health Screening System within Primary Care; Collaborating with Psychologists; Models of Practice for Advanced Practice Nurses. Provides in-depth, clinical reviews on collaborative partnerships, providing actionable insights for clinical practice. Presents the latest information on this timely, focused topic under the leadership of experienced editors in the field; Authors synthesize and distill the latest research and practice guidelines to create these timely topic-based reviews.

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The second book in the new series, International Perspectives on Individual Differences, Self Perception brings together contemporary perspectives on individual differences in psychology. Drawing upon an international field of established and new researchers, the series presents both theoretical and applied work on the individual difference in human performance. The book examines the psychological construct of self-perception.

`This book is a must for scholars and practitioners interested in managing work teams in organizations.... Yeatts and Hyten have written an excellent reference work. The book synthesizes a wealth of prior research into a testable model of Self-Managed Work Team performance' - Management Learning`The work is wide-ranging in its scope but retains a clear focus and coherence throughout.' International Journal of Public-Private Partnerships Since the mid-1970s, pressure from international competition has forced business in the United States to look for better ways to achieve and maintain a competitive position. One popular tool is the self-managed work-team (SMWT). This book provides a thorough examination of SMWT both at the level of theory and at the practical level of when to use work teams to find solutions and how to develop successful teams. By examining the most widely accepted theories of work-team performance, illustrated by 10 case studies from the areas of manufacturing, public service and health care, the authors define: how high-performing self-managed work teams differ from work groups and short-term teams; the problems which compel an organization to create such teams; the factors which explain successful self-managed work teams; and how to develop high performing cost-effective teams.

Two leadership consultants identify three keys to being a more effective leader: knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the four basic needs of those who look to you for leadership.

Even though project-management researchers have become increasingly interested in factors that may have an impact on project-management effectiveness, their efforts fall short of addressing the "human factor." And, unfortunately, many project-management scholars are largely unaware of the I/O psychology literature--relying, for example, on outdated models of motivation and team development. On the other side, I/O psychologists who research groups and teams often ignore the contextual influences--such as business sector, project type, placement in the organizational hierarchy, and project phase and maturity--that have a crucial impact on how a project will unfold. In this volume, a cross-disciplinary set of editors will bring together perspectives from leading I/O psychology and project-management scholars.

One Friday afternoon Kaveh Mir nearly had a breakdown in his office—the aftermath of more than five years spent fighting or mediating wars at work. But instead of succumbing to his battle scars, Mir did something about them. Wars at Work is the result. This book is your guide to learning how personality types contribute to work wars, and how understanding personality differences can lead to resolution and peace. While other books have covered how to use a single personality assessment to resolve conflicts, Wars at Work is the first to show how combining multiple measures creates a richer, more powerful toolkit for solving the whole gamut of workplace problems. In Wars at Work, you'll learn how psychometric measures can help solve: The battle of leadership The battle of career The battle of communication The battle of conflict The battle of change This book offers a new twist on resolving workplace conflict. Whether you're an employee, manager, or CEO, you're likely to recognise at least one character or situation that hits home with you. Mir's insightful book offers a fresh perspective towards resolving your own "wars at work."

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