

Earth Portrait Of A Planet 4th Ed By Stephen Marshak

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the first and only guide to diagnosing and dealing with the hidden or covert factors that can ruin even the most meticulously planned change processes organizational change initiatives often fail because they focus exclusively on the rational overt aspects of change overlooking the powerful role played by concealed or irrational factors it s well known that these covert processes such as hidden agendas blind spots office politics tacit assumptions secret hopes wishes and fears frequently sabotage change efforts but up until now nobody has offered a rigorous consistent way of identifying and dealing with them drawing on over thirty years of experience as an organizational change consultant to global corporations and government agencies robert j marshak shows precisely how to bring these hidden processes to light and deal with their negative impact marshak identifies five different dimensions of covert processes presents an integrated model to explain the ultimate source of all of them and shows how to diagnose whether any covert processes might be at work in your organization he then offers specific tools and techniques for engaging and managing these under the table

processes and for creating the kind of organizational environment in which such hidden dynamics are unable to flourish covert processes at work is a comprehensive and practical guide that managers leaders and consultants can use to deal with the hidden dynamics that are often at the root of many organizational problems adding these tools will take both your practice and your clients to a whole new level of capability and impact karen boylston phd managing director duke corporate education

an unimaginable conflict could cost kirk s soul or spock s life a dark plan has been unleashed in the galaxy a design so vast only a collective and ruthless mind like the totality could have conceived it now captain kirk must battle the seductive force of the totality s will it was reasonable that captain kirk and federation free agent sola than would fall in love but no reasoning the the universe could have foreseen the tragedy of spock s own passion for the same woman now this unimaginable conflict could cost captain kirk his very soul and bring death to the proud vulcan but in the unimaginable lies their only chance and the freedom of the galaxy depends on the outcome of the triangle

this thrilling star trek the original series adventure follows the crew of the uss enterprise as they face a deadly and violent power captain kirk and his crew are on a mission to investigate the mysterious wave of violence that has overtaken the helvans revolutions mass riots horrible tortures this chaos is all part of an experiment by an unimaginable power that soon grips even the crew of the u s s enterprise kirk is plagued by violent hallucinations and removed from command spock takes charge but his orders seem irrational even cruel unless this terrible influence can be stopped not only the enterprise but an entire galaxy will be ensnared in the deadly grip of the prometheus design

managing organizational change provides managers with an awareness of the issues involved in managing change moving them beyond one best way approaches and providing them with

access to multiple perspectives that they can draw upon in order to enhance their success in producing organizational change these multiple perspectives provide a theme for the text as well as a framework for the way each chapter outlines different options open to managers in helping them to identify in a reflective way the actions and choices open to them changing organizations is as messy as it is exhilarating as frustrating as it is satisfying as muddling through and creative a process as it is a rational one this book recognizes these tensions for those involved in managing organizational change rather than pretend that they do not exist it confronts them head on identifying why they are there how they can be managed and the limits they create for what the manager of organizational change can achieve

the sage handbook of coaching presents a comprehensive global view of the discipline identifying the current issues and practices as well as mapping out where the discipline is going the handbook is organized into six thematic sections part one positioning coaching as a discipline part two coaching as a process part three common issues in coaching part four coaching in contexts part five researching coaching part six development of coaches it provides the perfect reference point for graduate students scholars educators and researchers wishing to familiarize themselves with current research and debate in the academic and influential practitioners literature on coaching

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