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First among Equals Vishal Gupta, 2020-03-23 How do you lead motivate and inspire individuals who are as knowledgeable as you are How do you lead individuals who are knowledge creators innovators scientists academicians entrepreneurs etc and whose core task is to create something new While we live in a world that is becoming increasingly automated humans will continue to dominate one significant kind of work knowledge work Knowledge workers can be found in professions like education consulting engineering architecture design art and R D First among Equals describes the T R E A T framework of leadership that is a combination of five behavioural traits task orientation relation orientation empowering authenticity and team building By presenting real life examples of leaders from India the book describes how the T R E A T leadership affects the L E A P learning enjoyment autonomy and performance of knowledge workers and impacts their perceptions of fairness creating positive psychological capacities and generating autonomous motivation Leaders of knowledge workers have to consider themselves as first among equals in order to be effective in a knowledge work context

Contemporary Business Louis E. Boone, David L. Kurtz, Brahm Canzer, 2021-08-10 Student friendly engaging and accessible Contemporary Business 19e equips students with the skills to assess and solve today's global business challenges and succeed in a fast paced environment Designed to drive interest in business our newest edition offers a comprehensive approach to the material including a variety of resources to support today's students Its modern approach wealth of videos relevant and up to date content and career readiness resources keep your course current and engaging

Back to Human Dan Schawbel, 2018-11-13 A practical guide for leaders to stop using technology as a crutch and start building genuine connections with their teams Adam Grant New York Times bestselling author of Originals Back to Human explains how a more socially connected workforce creates greater fulfillment productivity and engagement while preventing burnout and turnover New York Times bestselling author Dan Schawbel guides the next generation of leaders to create a workplace where teammates feel genuinely connected engaged and empowered to grow strong interpersonal skills rather than relying on technology Based on Schawbel's exclusive research studies featuring the perspectives of over 2 000 managers and employees across different age groups and from the US UK China India Brazil and other countries Back to Human reveals why electronic and virtual communication though vital and useful actually contributes to a stronger sense of isolation at work than ever before The corporate cultures we are experiencing right now need to change and Schawbel offers a new leadership model featuring The Work Life Balance Myth we should consider work life integration instead which creates more synergies between all areas of your life and puts you in control of how you allocate your time Shared Learning how sharing knowledge allows you to stay relevant despite industry disruptions and more The book includes Interviews with 100 leaders from notable companies including Facebook Honeywell HBO Starbucks General Mills GE Nike American Express Four Seasons Walmart TIME LinkedIn and The U S Air Force A self assessment called The Work Connectivity Index that measures that strength of

team relationships Exercises examples and activities that readers can work on individually or as a team which will help them improve their leadership skills Tips and strategies on how to increase personal productivity be more collaborative and become more fulfilled at work

Performance and Innovation in the Public Sector Evan M. Berman, Imane Hijal-Moghrabi, 2022-12-22 Managing for results is increasingly important for the success of public organizations Performance and Innovation in the Public Sector is a comprehensive textbook that examines a broad range of performance strategies Today s public managers require a broad toolkit and a deep current understanding of the following performance management digital government collaboration strategic planning innovation lean government and managing people for performance This book provides a thorough overview of broad paradigms and their emergence practical strategies along with examples and up to date applications and an appreciation for the diverse contexts of public organizations resulting in varied and tailored improvements Each chapter assists students in applying each tool at work Performance and Innovation in the Public Sector provides a balance of scholarship and practice offers flexibility for instructors and is written in an accessible style that students and professionals appreciate This revised much anticipated third edition includes an increased emphasis on improving governance and innovation as well as up to date examples that demonstrate best practices for performance in diverse public sector settings Winner of the American Society for Public Administration Outstanding Book Award 2024

Culture Change in Organizations Svea von Hehn, Nils I. Cornelissen, Claudia Braun, 2024-04-01 Culture change in four steps This extraordinary and well illustrated book offers you valuable insights and tools for the four iterative phases of cultural change It serves as a reference and shows you how large scale change happens through viral change It offers valuable insights and combines important findings from applied psychology case studies and practical instructions for action with valuable insights from behavioral economics and neuroscience Contents Concrete tools for the four iterative phases of cultural change Practical case studies from the corporate world including digital change and New Work In depth background knowledge on behavioral and mindset change Tips for culture change agents on how to use emotional intelligence and mindfulness to build resilience and master change in the face of resistance Helpful didactics through illustrations summaries checklists of success factors background reflection and exercise boxes Target groups Executives human resources professionals people from organizational development consultants in startups mid sized companies and global international corporations as well as public organizations Authors Dr Svea von Hehn has been working internationally as a management consultant including for McKinsey Company since 1999 She holds a PhD in Psychology is a multi certified systemic coach and is a partner at RETURN ON MEANING Nils I Cornelissen has been working internationally as a management consultant including for McKinsey Company since 2003 He holds a degree in Communications and a master s degree in Psychology and Sociology He is a certified coach as well as a facilitator and partner at RETURN ON MEANING Claudia Braun has been working internationally as a management consultant including for McKinsey Company since 2007 She holds a degree

in International Business Administration a Master of Public Administration a Master of Public Policy as well as various certifications She is a partner at RETURN ON MEANING The translation was done with the help of artificial intelligence A subsequent human revision was done primarily in terms of content

Reskilling and Upskilling in a Globalized Economy Hazel Gruenewald, Maren Mueller, 2025-08-13 This book provides an in depth exploration of upskilling and reskilling strategies essential in today's rapidly evolving and complex global landscape The intensifying war for talent driven by macro trends such as digitalization AI climate change hybrid working and demographic shifts has made addressing the skills shortage a top priority for business leaders These global challenges not only require organizations to proactively identify and integrate future skills through targeted training programs but also demand a shift toward socially just and ecologically sustainable practices Grounded in cutting edge research and proven practices this book bridges the gap between theory and practice It is an invaluable resource for HR professionals business leaders and educators dedicated to building a future ready workforce

Curious Future Insight Ulrich A.K. Betz, 2023-12-30 This book follows up the debate on the future of science and technology at the Curious2022 Future Insight Conference the second event in this conference series initiated on the occasion of Merck's 350th anniversary In the chapters some of the world's top scientists managers and entrepreneurs explore breakthrough technologies and how they can be applied to make a better world for humanity The book begins with an introduction to the vision of the conference United by science for a better tomorrow and the impacts caused by the pandemic highlighting the importance of gathering like minded people to discuss and support the advancement of science and technology for the benefit of humanity In the first part of the book readers will also find a chapter written by the Executive Board of Merck KGaA discussing the importance of curiosity for innovation and an overview of the company's contribution in the areas of life sciences healthcare and electronics forward moving the scientific discovery The second part of the book offers insights of some of the scientific topics discussed at the conference and particular attention is given to new therapies and sustainability In the final part of the book readers will find some thoughts on ethical principles guiding our application of science and technology to create a bright future for humanity and diverse perspectives on topics such as health life sciences nutrition material sciences digitalization AI energy mobility space flight robotics the secrets of the human mind and new ways of working together Given its interdisciplinary appeal the book will inspire curiosity in a wide readership from scholars and researchers to professionals with an interest in exploring the future of science and technology solving the problems of today and paving the way for a better tomorrow Chapters 1 and 2 are available open access under a Creative Commons Attribution 4.0 International License via link.springer.com

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