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KEY=RESPONSIBILITY - SINGH EUGENE

POWERFUL

BUILDING A CULTURE OF FREEDOM AND RESPONSIBILITY

Tom Rath Named by The Washington Post as one of the 11 Leadership Books to Read in 2018 When it comes to recruiting, motivating, and creating great teams, Patty McCord says most companies have it all wrong. McCord helped create the unique and high-performing culture at Netflix, where she was chief talent officer. In her new book, *Powerful: Building a Culture of Freedom and Responsibility*, she shares what she learned there and elsewhere in Silicon Valley. McCord advocates practicing radical honesty in the workplace, saying good-bye to employees who don't fit the company's emerging needs, and motivating with challenging work, not promises, perks, and bonus plans. McCord argues that the old standbys of corporate HR—annual performance reviews, retention plans, employee empowerment and engagement programs—often end up being a colossal waste of time and resources. Her road-tested advice, offered with humor and irreverence, provides readers a different path for creating a culture of high performance and profitability. *Powerful* will change how you think about work and the way a business should be run.

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NO RULES RULES

NETFLIX AND THE CULTURE OF REINVENTION

Penguin *The New York Times* bestseller Shortlisted for the 2020 Financial Times & McKinsey Business Book of the Year Netflix cofounder Reed Hastings reveals for the first time the unorthodox culture behind one of the world's most innovative, imaginative, and successful companies There has never before been a company like Netflix. It has led nothing short of a revolution in the entertainment industries, generating billions of dollars in annual revenue while capturing the imaginations of hundreds of millions of people in over 190 countries. But to reach these great heights, Netflix, which launched in 1998 as an online DVD rental service, has had to reinvent itself over and over again. This type of unprecedented flexibility would have been impossible without the counterintuitive and radical management principles that cofounder Reed Hastings established from the very beginning. Hastings rejected the conventional wisdom under which other companies operate and defied tradition to instead build a culture focused on freedom and responsibility, one that has allowed Netflix to adapt and innovate as the needs of its members and the world have simultaneously transformed. Hastings set new standards, valuing people over process, emphasizing innovation over efficiency, and giving employees context, not controls. At Netflix, there are no vacation or expense policies. At Netflix, adequate performance gets a generous severance, and hard work is irrelevant. At Netflix, you don't try to please your boss, you give candid feedback instead. At Netflix, employees don't need approval, and the company pays top of market. When Hastings and his team first devised these unorthodox principles, the implications were unknown and untested. But in just a short period, their methods led to unparalleled speed and boldness, as Netflix quickly became one of the most loved brands in the world. Here for the first time, Hastings and Erin Meyer, bestselling author of *The Culture Map* and one of the world's most influential business thinkers, dive deep into the controversial ideologies at the heart of the Netflix psyche, which have generated results that are the envy of the business world. Drawing on hundreds of interviews with current and past Netflix employees from around the globe and never-before-told stories of trial and error from Hastings's own career, *No Rules Rules* is the fascinating and untold account of the philosophy behind one of the world's most innovative, imaginative, and successful companies.

SUMMARY OF POWERFUL: BUILDING A CULTURE OF FREEDOM AND RESPONSIBILITY BY PATTY MCCORD

Based on the work practices at Netflix, *Powerful* (2017) is a guide to building a work culture that can adapt to today's fast-paced and ever-changing markets. It offers insights that are rooted in an unconventional way of managing people. You'll discover eight practices of management that'll help you create a successful work culture and business. **DISCLAIMER:** This book is a SUMMARY. It is meant to be a companion, not a replacement, to the original book.

BUILD IT

THE REBEL PLAYBOOK FOR WORLD-CLASS EMPLOYEE ENGAGEMENT

John Wiley & Sons The current way of treating people at work has failed. Globally, only 30% of employees are engaged in their jobs, and in this fast-paced world that's just not enough. The world's best companies understand this, and have been quietly treating people differently for nearly two decades. Now you can learn their secrets and discover *The Engagement Bridge™* model, proven to build bottom line value for companies through sustainable employee engagement. Companies with the best cultures generate stock market returns of twice the general market and enjoy half the employee turnover of their peers. Their staff innovate more, deliver better customer service and, hands-down, beat the competition. These companies outperform and disrupt their markets. They break the rules of traditional HR, they rebel against the status quo. *Build it* has found these rebels and the rulebreakers. From small startups to global powerhouses, this book shows that courage, commitment, and a people-centric mindset, rather than money and resources, are what you need to turn an average business into a category leader. The book follows the clear and proven *Engagement Bridge™* model, developed from working with thousands of leading companies worldwide on their own employee engagement journeys. The practical model highlights the areas that leaders need to examine in order to build a highly engaged company culture and provides a framework for success. *Build it* is packed with tips, tools and real-life examples from employers including NASDAQ, Unilever, IBM, KPMG, 3M, and McDonald's to help you start doing this not tomorrow, but today. Readers will learn: How employee engagement helps companies perform The key factors that drive engagement, and how they work together What the world's most rebellious companies have done to break the rules of traditional HR and improve engagement How to implement *The Engagement Bridge™* model to boost productivity, innovation, and better decision-making Unique in this category, *Build it* is written from two sharply different perspectives. Glenn Elliott is a multi-award winning Entrepreneur of the Year, CEO and growth investor. He talks candidly about the mistakes and missteps he has made whilst building Reward Gateway into a \$300m category leader in employee engagement technology. Debra Corey brings 30 years experience in senior level HR roles at global companies such as Gap, Quintiles, Honeywell and Merlin Entertainments. She shares the practical tools and case studies that can kickstart your employee engagement plan, bringing her own pragmatic and engaging style to each situation.

EXTREME TEAMS

WHY PIXAR, NETFLIX, AIRBNB, AND OTHER CUTTING-EDGE COMPANIES SUCCEED WHERE MOST FAIL

AMACOM Every manager desires to have great teams around them collaborating together and running with the mission. Unfortunately, most of these teams have been built around decades-old ideas and practices made popular by companies that either no longer exist or haven't been relevant in years. But a new generation of teams has learned to do things differently--things like hiring the right person instead of the best person; focusing on one priority while leaving room to explore new ideas; creating an environment where people are comfortable dealing with the uncomfortable; and maximizing profit by not making it top priority. And this revitalized look at how teams should work in today's business is driving real growth in some of the world's most innovative firms. In *Extreme Teams*, sneak peeks into top companies and examine the teamwork experiments powering their results, including how:

- Pixar's teams use constant feedback and debate to transform initially flawed films into billion-dollar hits
- A culture of radical "freedom and responsibility" helps Netflix execute on the next big thing
- Whole Food's super-autonomous teams embrace hard metrics and friendly competition to drive performance
- Zappos fuels the weirdness and fun that sustains its success
- And much more!

From marketing to design to technology to product demand, everything has changed in business and will continue to do so. Why shouldn't the teams carrying out these changes undergo their own upgrades?

SUMMARY OF POWERFUL

BUILDING A CULTURE OF FREEDOM AND RESPONSIBILITY BY PATTY MCCORD

Abbey Beathan Publishing *Powerful: Building a Culture of Freedom and Responsibility* by Patty McCord - Book Summary - Abbey Beathan (Disclaimer: This is NOT the original book.) Former chief talent officer of Netflix states that most companies have their recruiting concepts wrong. Patty McCord had a lot of influence on the highly productive and unique culture at Netflix. During her years of experience working in Silicon Valley, she has realized that the vast majority of companies are not motivating nor creating teams properly. Revealing what should be the mindset of every person working in a company, this book is extremely helpful for anyone that wants to grow as a professional. (Note: This summary is wholly written and published by Abbey Beathan. It is not affiliated with the original author in any way) "The greatest motivation is contributing to success." - Patty McCord In *Powerful*, Patty McCord explains why crude honesty should be practiced all the time in the workplace by firing employees that don't fit the needs of the company and motivating every employee with challenging work. She also makes us realize how a lot of companies are wasting a bunch of time and resources by showing the flaws of their methodology. After reading this book, you'll see business and work in an entirely different way. P.S. *Powerful* is an extremely helpful book that will teach you how a company should be run to ensure success. P.P.S. It was Albert Einstein who famously said that once you stop learning, you start dying. It was Bill Gates who said that he would want the ability to read faster if he could only have one superpower in this world. Abbey Beathan's mission is to bring across amazing golden nuggets in amazing books through our summaries. Our vision is to make reading non-fiction fun, dynamic and captivating. Ready To Be A Part Of Our Vision & Mission? Scroll Up Now and Click on the "Buy now with 1-Click" Button to Get Your Copy. Why Abbey Beathan's Summaries? How Can Abbey Beathan Serve You? Amazing Refresher if you've read the original book before Priceless Checklist in case you missed out any crucial lessons/details Perfect Choice if you're interested in the original book but never read it before Disclaimer Once Again: This book is meant for a great companionship of the original book or to simply get the gist of the original book. "One of the greatest and most powerful gift in life is the gift of knowledge. The way of success is the way of continuous pursuit of knowledge" - Abbey Beathan

HOW TO BE A GREAT BOSS

BenBella Books, Inc. If your employees brought their "A-Game" to work every day, what would it mean for your company's performance? Studies have repeatedly shown that the majority of employees are disengaged at work. But it doesn't have to be this way. Often, the difference between a group of indifferent employees and a fully engaged team comes down to one simple thing—a great boss. In *How to Be a Great Boss*, Gino Wickman and Rene' Boer present a straightforward, practical approach to help bosses at all levels of an organization get the most from their people. They share time-tested tools that have worked for more than 30,000 bosses in every industry. You can learn to be a great boss—and dramatically improve both your organization's performance and your team's excitement about their work. In this book you will discover: How to surround yourself with great people How to make more effective use of your time The difference between leadership and management and why they're equally important The five leadership practices and five management practices of all great bosses How to create accountability How to develop productive, relationships with each of your people How to deal with direct reports that don't meet your expectations *How to Be a Great Boss* provides practical tools that you can apply immediately with your people, allowing you to focus on improving and growing your organization and truly enjoy what you do.

THE BOOK OF BEAUTIFUL QUESTIONS

THE POWERFUL QUESTIONS THAT WILL HELP YOU DECIDE, CREATE, CONNECT, AND LEAD

Bloomsbury Publishing USA From the bestselling author of *A More Beautiful Question*, hundreds of big and small questions that harness the magic of inquiry to tackle challenges we all face--at work, in our relationships, and beyond. When confronted with almost any demanding situation, the act of questioning can help guide us to smart decisions. By asking questions, we can analyze, learn, and move forward in the face of uncertainty. But "questionologist" Warren Berger says that the questions must be the right ones; the ones that cut to the heart of complexity or enable us to see an old problem in a fresh way. In *The Book of Beautiful Questions*, Berger shares illuminating stories and compelling research on the power of inquiry. Drawn from the insights and expertise of psychologists, innovators, effective leaders, and some of the world's foremost creative thinkers, he presents the essential questions readers need to make the best choices when it truly counts, with a particular focus in four key areas: decision-making, creativity, leadership, and relationships. The powerful questions in this book can help you: - Identify opportunities in your career or industry - Generate fresh ideas in business or in your own creative pursuits - Check your biases so you can make better judgments and decisions - Do a better job of communicating and connecting with the people around you Thoughtful, provocative, and actionable, these beautiful questions can be applied immediately to bring about change in your work or your everyday life.

BUILDING VIRTUAL TEAMS

TRUST, CULTURE, AND REMOTE WORKING

Routledge Exploring the practices developed by remote teams to maintain trust across cultures, this book offers both theoretical and practical resources to enable better working in challenging contexts of project work. This book emphasizes building trust between team members from a practice perspective, meaning patterns of collective, shared activities that are produced and reproduced within the virtual team with the purpose of developing team trust. The author explores the trust practices that members of remote project teams use to describe their relationships and interactions. Team trust practices are powerful organizational tools for members of remote cross-cultural teams, influencing team decision-making and facilitating team effectiveness. This book offers extensive descriptions of team practices that build and maintain trust in virtual teams in two different cultures: Germany and Singapore. This is a unique contribution as it offers case studies from project teams that were observed and interviewed during their work and provides readers an in-depth, contextual analysis of the trust practices that virtual project teams develop, which previous research has overlooked. This book will appeal to researchers and graduate students in MBA programs studying project management, human resource management, and strategic leadership. This book is also of direct interest to many practitioners, particularly management consultants and project managers of virtual, cross-cultural, and interdisciplinary project teams.

THE CULTURE BOOK

VOLUME 1: WHEN CULTURE CLICKS

The Culture Book is a practical guide to building incredible corporate cultures. It is for everyone who believes in the power of culture, and anyone who wants to affect positive change wherever they work. Within its pages you'll find the best stories that we've encountered in years of hands-on fieldwork, paired with proven, practical frameworks that you can get started with right now.

FREEDOM AND CULTURE

AXEL HONNETH

John Wiley & Sons With his insightful and wide-ranging theory of recognition, Axel Honneth has decisively reshaped the Frankfurt School tradition of critical social theory. Combining insights from philosophy, sociology, psychology, history, political economy, and cultural critique, Honneth's work proposes nothing less than an account of the moral infrastructure of human sociality and its relation to the perils and promise of contemporary social life. This book provides an accessible overview of Honneth's main contributions across a variety of fields, assessing the strengths and weaknesses of his thought. Christopher Zurn clearly explains Honneth's multi-faceted theory of recognition and its relation to diverse topics: individual identity, morality, activist movements, progress, social pathologies, capitalism, justice, freedom, and critique. In so doing, he places Honneth's theory in a broad intellectual context, encompassing classic social theorists such as Kant, Hegel, Marx, Freud, Dewey, Adorno and Habermas, as well as contemporary trends in social theory and political philosophy. Treating the full range of Honneth's corpus, including his major new work on social freedom and democratic ethical life, this book is the most up-to-date guide available. Axel Honneth will be invaluable to students and scholars working across the humanities and social sciences, as well as anyone seeking a clear guide to the work of one of the most influential theorists writing today.

THE 48 LAWS OF POWER

Profile Books *THE MILLION COPY INTERNATIONAL BESTSELLER* Drawn from 3,000 years of the history of power, this is the definitive guide to help readers achieve for themselves what Queen Elizabeth I, Henry Kissinger, Louis XIV and Machiavelli learnt the hard way. Law 1: Never outshine the master Law 2: Never put too much trust in friends; learn how to use enemies Law 3: Conceal your intentions Law 4: Always say less than necessary. The text is bold and elegant, laid out in black and red throughout and replete with fables and unique word sculptures. The 48 laws are illustrated through the tactics, triumphs and failures of great figures from the past who have wielded - or been victimised by - power. _____ (From the Playboy interview with Jay-Z, April 2003) **PLAYBOY:** Rap careers are usually over fast: one or two hits, then styles change and a new guy comes along. Why have you endured while other rappers haven't? **JAY-Z:** I would say that it's from still being able to relate to people. It's natural to lose yourself when you have success, to start surrounding yourself with fake people. In *The 48 Laws of Power*, it says the worst thing you can do is build a fortress around yourself. I still got the people who grew up with me, my cousin and my childhood friends. This guy right here (gestures to the studio manager), he's my friend, and he told me that one of my records, Volume Three, was wack. People set higher standards for me, and I love it.

SUMMARY: POWERFUL

BUILDING A CULTURE OF FREEDOM AND RESPONSIBILITY

Powerful: Building a Culture of Freedom and Responsibility by Patty McCord | Book Summary | Abbey Beathan (Disclaimer: This is NOT the original book. If you're looking for the original book, search this link: <http://amzn.to/2GydLRc>) Former chief talent officer of Netflix states that most companies have their recruiting concepts wrong. Patty McCord had a lot of influence on the highly productive and unique culture at Netflix. During her years of experience working in Silicon Valley, she has realized that the vast majority of companies are not motivating nor creating teams properly. Revealing what should be the mindset of every person working in a company, this book is extremely helpful for anyone that wants to grow as a professional. (Note: This summary is wholly written and published by Abbey Beathan. It is not affiliated with the original author in any way) "The greatest motivation is contributing to success." - Patty McCord In *Powerful*, Patty McCord explains why crude honesty should be practiced all the time in the workplace by firing employees that don't fit the needs of the company and motivating every employee with challenging work. She also makes us realize how a lot of companies are wasting a bunch of time and resources by showing the flaws of their methodology. After reading this book, you'll see business and work in an entirely different way. P.S. *Powerful* is an extremely helpful book that will teach you how a company should be run to ensure success. P.P.S. It was Albert Einstein who famously said that once you stop learning, you start dying. It was Bill Gates who said that he would want the ability to read faster if he could only have one superpower in this world. Abbey Beathan's mission is to bring across amazing golden nuggets in amazing books through our summaries. Our vision is to make reading non-fiction fun, dynamic and captivating. Ready To Be A Part Of Our Vision & Mission? Scroll Up Now and Click on the "Buy now with 1-Click" Button to Get Your Copy. Why Abbey Beathan's Summaries? How Can Abbey Beathan Serve You? Amazing Refresher if you've read the original book before Priceless Checklist in case you missed out any crucial lessons/details Perfect Choice if you're interested in the original book but never read it before FREE 2 Page Printable Summary BONUS for you to paste in on your office, home etc Disclaimer Once Again: This book is meant for a great companionship of the original book or to simply get the gist of the original book. If you're looking for the original book, search for this link: <http://amzn.to/2GydLRc> "One of the greatest and most powerful gift in life is the gift of knowledge. The way of success is the way of continuous pursuit of knowledge" - Abbey Beathan

THE INSIDER'S GUIDE TO CULTURE CHANGE

CREATING A WORKPLACE THAT DELIVERS, GROWS, AND ADAPTS

HarperCollins Leadership Culture transformation expert Siobhan McHale defines culture simply: "It's how things work around here." The secret to the success or failure of any business boils down to its culture. From disengaged employees to underserved customers, business failures invariably stem from a culture problem. In *The Insider's Guide to Culture Change*, acclaimed culture transformation expert and global executive Siobhan McHale shares her proven four-step process to demystifying culture transformation and starting down the path to positive change. Many leaders and managers struggle to get a handle on exactly what culture is and how pervasive its impact is throughout an organization. Some try to change the culture by publishing a statement of core values but soon find that no meaningful change happens. Others try to unify the culture around a set of shared goals that satisfy shareholders but find their efforts backfire as stressed employees throw their hands up because "leadership just doesn't get it." Others implement expensive new IT systems to try to bring about change, only to find that employees find "workarounds" and soon go back to their old ways. *The Insider's Guide to Culture Change* walks readers through McHale's four-step process to culture transformation, including how to: Understand what "corporate culture" really is and how it impacts every aspect of the way your organization operates Analyze where your culture is broken or not adding maximum value Unlock the power of reframing roles within your company to empower and engage your employees Utilize proven methods and tools to break through deeply embedded patterns and change your company mind-set Keep the momentum going by consolidating gains and maintaining your foot on the change accelerator

With *The Insider's Guide to Culture Change*, watch your employees go from followers to change leaders who drive an agile culture that constantly outperforms.

THE CONSEQUENCES OF MODERNITY

John Wiley & Sons *In this major theoretical statement, the author offers a new and provocative interpretation of the institutional transformations associated with modernity. We do not as yet, he argues, live in a post-modern world. Rather the distinctive characteristics of our major social institutions in the closing period of the twentieth century express the emergence of a period of 'high modernity,' in which prior trends are radicalised rather than undermined. A post-modern social universe may eventually come into being, but this as yet lies 'on the other side' of the forms of social and cultural organization which currently dominate world history. In developing an account of the nature of modernity, Giddens concentrates upon analyzing the intersections between trust and risk, and security and danger, in the modern world. Both the trust mechanisms associated with modernity and the distinctive 'risk profile' it produces, he argues, are distinctively different from those characteristic of pre-modern social orders. This book build upon the author's previous theoretical writings, and will be of fundamental interest to anyone concerned with Giddens's overall project. However, the work covers issues which the author has not previously analyzed and extends the scope of his work into areas of pressing practical concern. This book will be essential reading for second year undergraduates and above in sociology, politics, philosophy, and cultural studies.*

[ALTAR]ED CULTURE

DISCOVERING THE PATH TO A CULTURE OF WORSHIP

Createspace Independent Pub *Each person is given the opportunity to respond to popular culture in a variety of ways. They can condemn, critique, consume or copy. Not only do individuals have this choice, each church has to choose its response to culture as well. What if we were never designed to passively respond to culture, but to create it? God specifically created each person to build a culture that honors Him. We are called to create a culture around us based upon the worship of God. The purpose of this culture is help people engage in worship beyond the corporate worship service. To teach them how to hear and see what God is doing and carry it out in every relationship and situation they encounter. To present something new and more compelling to the world than what they have seen before. This book will help you discover how to create culture by examining Jesus' example and then give you practical application on how to apply it to your life. This book is an invitation to come and discover the path towards creating a culture that acknowledges and worships God.*

MICROECONOMICS MADE SIMPLE

BASIC MICROECONOMIC PRINCIPLES EXPLAINED IN 100 PAGES OR LESS

Find all of the following topics, explained in plain-English: Introduction: What is Economics? Not a Perfect Model Microeconomics vs. Macroeconomics 1. Maximizing Utility Decreasing Marginal Utility Opportunity Costs 2. Evaluating Production Possibilities Production Possibilities Frontiers Absolute and Comparative Advantage 3. Demand Determinants of Demand Elasticity of Demand Change in Demand vs. Change in Quantity Demanded 4. Supply Determinants of Supply Elasticity of Supply Change in Supply vs. Change in Quantity Supplied 5. Market Equilibrium How Market Equilibrium is Reached The Effect of Changes in Supply and Demand 6. Government Intervention Price Ceilings and Price Floors Taxes and Subsidies 7. Costs of Production Marginal Cost of Production Fixed vs. Variable Costs Short Run vs. Long Run Sunk Costs Economic Costs vs. Accounting Costs 8. Perfect Competition Firms Are Price Takers Making Decisions at the Margin Consumer and Producer Surplus 9. Monopoly Market Power Deadweight Loss with a Monopoly Monopolies and Government 10. Oligopoly Collusion Cheating the Cartel Government Intervention in Oligopolies 11. Monopolistic Competition Competing via Product Differentiation Loss of Surplus with Monopolistic Competition Conclusion: The Insights and Limitations of Economics

KING'S DREAM

Yale University Press *"Sundquist's careful, thoughtful study unearths new and fascinating evidence of the rhetorical traditions in King's speech."—Drew D. Hansen, author of The Dream: Martin Luther King, Jr., and the Speech That Inspired a Nation "I have a dream"—no words are more widely recognized, or more often repeated, than those called out from the steps of the Lincoln Memorial by Martin Luther King, Jr., in 1963. King's speech, elegantly structured and commanding in tone, has become shorthand not only for his own life but for the entire civil rights movement. In this new exploration of the "I Have a Dream" speech, Eric J. Sundquist places it in the history of American debates about racial justice—debates as old as the nation itself—and demonstrates how the speech, an exultant blend of grand poetry and powerful elocution, perfectly expressed the story of African American freedom. This book is the first to set King's speech within the cultural and rhetorical traditions on which the civil rights leader drew in crafting his oratory, as well as its essential historical contexts, from the early days of the republic through present-day Supreme Court rulings. At a time when the meaning of the speech has been obscured by its appropriation for every conceivable cause, Sundquist clarifies the transformative power of King's "Second Emancipation Proclamation" and its continuing relevance for*

contemporary arguments about equality. “The [‘I Have a Dream’] speech and all that surrounds it—background and consequences—are brought magnificently to life . . . In this book he gives us drama and emotion, a powerful sense of history combined with illuminating scholarship.”—*The New York Times Book Review (Editor’s Choice)*

ORGANIZATIONAL CULTURE AND LEADERSHIP

John Wiley & Sons *Regarded as one of the most influential management books of all time, this fourth edition of Leadership and Organizational Culture transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and change. This updated edition focuses on today’s business realities. Edgar Schein draws on a wide range of contemporary research to redefine culture and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational goals.*

THE FAR RIGHT TODAY

John Wiley & Sons *The far right is back with a vengeance. After several decades at the political margins, far-right politics has again taken center stage. Three of the world’s largest democracies – Brazil, India, and the United States – now have a radical right leader, while far-right parties continue to increase their profile and support within Europe. In this timely book, leading global expert on political extremism Cas Mudde provides a concise overview of the fourth wave of postwar far-right politics, exploring its history, ideology, organization, causes, and consequences, as well as the responses available to civil society, party, and state actors to challenge its ideas and influence. What defines this current far-right renaissance, Mudde argues, is its mainstreaming and normalization within the contemporary political landscape. Challenging orthodox thinking on the relationship between conventional and far-right politics, Mudde offers a complex and insightful picture of one of the key political challenges of our time.*

FUTURE WAR

John Wiley & Sons *Will tomorrow’s wars be dominated by autonomous drones, land robots and warriors wired into a cybernetic network which can read their thoughts? Will war be fought with greater or lesser humanity? Will it be played out in cyberspace and further afield in Low Earth Orbit? Or will it be fought more intensely still in the sprawling cities of the developing world, the grim black holes of social exclusion on our increasingly unequal planet? Will the Great Powers reinvent conflict between themselves or is war destined to become much ‘smaller’ both in terms of its actors and the beliefs for which they will be willing to kill? In this illuminating new book Christopher Coker takes us on an incredible journey into the future of warfare. Focusing on contemporary trends that are changing the nature and dynamics of armed conflict, he shows how conflict will continue to evolve in ways that are unlikely to render our century any less bloody than the last. With insights from philosophy, cutting-edge scientific research and popular culture, Future War is a compelling and thought-provoking meditation on the shape of war to come.*

CIVILIZATION AND ITS DISCONTENTS

Samaira Book Publishers *Civilization and Its Discontents is considered Freud’s most brilliant work. In it he states his views on the broad question of man’s place in the world. It has been praised, dissected, lambasted, interpreted, and reinterpreted. Originally published in 1930, it seeks to answer several questions fundamental to human society and its organization—What influences led to the creation of civilization? Why and how did it come to be? What determines civilization’s trajectory? This process, argues Freud, is an inherent quality of civilization that instills perpetual feelings of discontent in its citizens. Freud’s theme is that what works for civilization doesn’t necessarily work for man. Man, by nature aggressive and egotistical, seeks self-satisfaction.*

BRAVE NEW WORK

ARE YOU READY TO REINVENT YOUR ORGANIZATION?

Penguin *“This is the management book of the year. Clear, powerful and urgent, it’s a must read for anyone who cares about where they work and how they work.” —Seth Godin, author of This is Marketing “This book is a breath of fresh air. Read it now, and make sure your boss does too.” —Adam Grant, New York Times bestselling author of Give and Take, Originals, and Option B with Sheryl Sandberg* *When fast-scaling startups and global organizations get stuck, they call Aaron Dignan. In this book, he reveals his proven approach for eliminating red tape, dissolving bureaucracy, and doing the best work of your life. He’s found that nearly everyone, from Wall Street to Silicon Valley, points to the same frustrations: lack of trust, bottlenecks in decision making, siloed functions and teams, meeting and email overload, tiresome budgeting, short-term thinking, and more. Is there any hope for a solution? Haven’t countless business gurus promised the answer, yet changed almost nothing about the way we work? That’s because we fail to recognize that organizations aren’t machines to be predicted and controlled. They’re complex human systems full of potential waiting to be released. Dignan says you can’t fix a team, department, or organization by tinkering around the edges. Over the years, he has helped his clients completely reinvent their operating systems—the fundamental principles and*

practices that shape their culture—with extraordinary success. Imagine a bank that abandoned traditional budgeting, only to outperform its competition for decades. An appliance manufacturer that divided itself into 2,000 autonomous teams, resulting not in chaos but rapid growth. A healthcare provider with an HQ of just 50 people supporting over 14,000 people in the field—that is named the “best place to work” year after year. And even a team that saved \$3 million per year by cancelling one monthly meeting. Their stories may sound improbable, but in *Brave New Work* you’ll learn exactly how they and other organizations are inventing a smarter, healthier, and more effective way to work. Not through top down mandates, but through a groundswell of autonomy, trust, and transparency. Whether you lead a team of ten or ten thousand, improving your operating system is the single most powerful thing you can do. The only question is, are you ready?

THE FIVE ARCHETYPES

DISCOVER YOUR TRUE NATURE AND TRANSFORM YOUR LIFE AND RELATIONSHIPS

Simon and Schuster Discover the personality archetypes within you and improve your life and relationships with a new self-guided system of personal transformation. In Traditional Chinese Medicine (TCM) philosophy, the elements Wood, Fire, Earth, Metal, and Water are the foundation of how nature grows and evolves. They are believed to help us understand everything from illness and healing to the fundamental processes of child development—and they continue to inform Chinese medicine practice today. But as Ayurvedic nutritionist, reiki master, and Tournesol founder Carey Davidson demonstrates in this book, each of the five elements can also be seen as a personality archetype—and inside all of us is a unique blend of these archetypes that serves as a window into living a more fulfilling life on every level. In *The Five Archetypes*, Davidson explains that by knowing the personality traits associated with each type and using what she calls the Five Archetypes method, you can actually start to predict your behavioral patterns—not only with yourself but also with your friends, your romantic partner, your children, and even your colleagues. By practicing this method, you will also: -Learn how to exercise more control over behaviors that thwart your potential -Hone your self-awareness and self-regulation skills in the face of day-to-day stress -And understand what really makes people tick, so that you spend less time in stagnant relationships and more time in gratifying ones Through her study of the elements and the observations she’s made in her work with individuals, couples, companies, parents, kids, and educators, Davidson has created a simplified and practical guide to harnessing the strengths of our five archetypes. Complete with an assessment designed to help you discover your primary, secondary, and lowest types, *The Five Archetypes* will not only teach you more about yourself and others but also transform your relationships and set you on the path to personal and interpersonal harmony.

RISE

3 PRACTICAL STEPS FOR ADVANCING YOUR CAREER, STANDING OUT AS A LEADER, AND LIKING YOUR LIFE

Random House Digital, Inc. "A successful Silicon Valley executive and consultant shares straight-shooting advice for succeeding at work without losing your sanity in three steps: do better, look better, and connect better"—Provided by publisher.

NORMAL PEOPLE

A NOVEL

Hogarth NOW AN EMMY-NOMINATED HULU ORIGINAL SERIES • NEW YORK TIMES BESTSELLER • “A stunning novel about the transformative power of relationships” (*People*) from the author of *Conversations with Friends*, “a master of the literary page-turner” (J. Courtney Sullivan). ONE OF THE TEN BEST NOVELS OF THE DECADE—*Entertainment Weekly* TEN BEST BOOKS OF THE YEAR—*People*, *Slate*, *The New York Public Library*, *Harvard Crimson* AND BEST BOOKS OF THE YEAR—*The New York Times*, *The New York Times Book Review*, *O: The Oprah Magazine*, *Time*, *NPR*, *The Washington Post*, *Vogue*, *Esquire*, *Glamour*, *Elle*, *Marie Claire*, *Vox*, *The Paris Review*, *Good Housekeeping*, *Town & Country* *Connell and Marianne* grew up in the same small town, but the similarities end there. At school, *Connell* is popular and well liked, while *Marianne* is a loner. But when the two strike up a conversation—awkward but electrifying—something life changing begins. A year later, they’re both studying at Trinity College in Dublin. *Marianne* has found her feet in a new social world while *Connell* hangs at the sidelines, shy and uncertain. Throughout their years at university, *Marianne* and *Connell* circle one another, straying toward other people and possibilities but always magnetically, irresistibly drawn back together. And as she veers into self-destruction and he begins to search for meaning elsewhere, each must confront how far they are willing to go to save the other. *Normal People* is the story of mutual fascination, friendship and love. It takes us from that first conversation to the years beyond, in the company of two people who try to stay apart but find that they can’t. Praise for *Normal People* “[A] novel that demands to be read compulsively, in one sitting.”—*The Washington Post* “Arguably the buzziest novel of the season, Sally Rooney’s elegant sophomore effort . . . is a worthy successor to *Conversations with Friends*. Here, again, she unflinchingly explores class dynamics and young love with wit and nuance.”—*The Wall Street Journal* “[Rooney] has been hailed as the first great millennial novelist for her stories of love and late capitalism. . . . [She writes] some of the best dialogue I’ve

read.”—The New Yorker

THE COMFORT OF THINGS

John Wiley & Sons *What do we know about ordinary people in our towns and cities, about what really matters to them and how they organize their lives today? This book visits an ordinary street and looks into thirty households. It reveals the aspirations and frustrations, the tragedies and accomplishments that are played out behind the doors. It focuses on the things that matter to these people, which quite often turn out to be material things – their house, the dog, their music, the Christmas decorations. These are the means by which they express who they have become, and relationships to objects turn out to be central to their relationships with other people – children, lovers, brothers and friends. If this is a typical street in a modern city like London, then what kind of society is this? It’s not a community, nor a neighbourhood, nor is it a collection of isolated individuals. It isn’t dominated by the family. We assume that social life is corrupted by materialism, made superficial and individualistic by a surfeit of consumer goods, but this is misleading. If the street isn’t any of these things, then what is it? This brilliant and revealing portrayal of a street in modern London, written by one the most prominent anthropologists, shows how much is to be gained when we stop lamenting what we think we used to be and focus instead on what we are now becoming. It reveals the forms by which ordinary people make sense of their lives, and the ways in which objects become our companions in the daily struggle to make life meaningful.*

ESCAPE FROM FREEDOM

Macmillan *The author analyzes what he considers to be contemporary man's fear of positive freedom and willingness to submit to totalitarianism.*

THINK AGAIN

THE POWER OF KNOWING WHAT YOU DON'T KNOW

Penguin #1 New York Times Bestseller *“THIS. This is the right book for right now. Yes, learning requires focus. But, unlearning and relearning requires much more—it requires choosing courage over comfort. In Think Again, Adam Grant weaves together research and storytelling to help us build the intellectual and emotional muscle we need to stay curious enough about the world to actually change it. I’ve never felt so hopeful about what I don’t know.” —Brené Brown, Ph.D., #1 New York Times bestselling author of Dare to Lead The bestselling author of Give and Take and Originals examines the critical art of rethinking: learning to question your opinions and open other people's minds, which can position you for excellence at work and wisdom in life Intelligence is usually seen as the ability to think and learn, but in a rapidly changing world, there's another set of cognitive skills that might matter more: the ability to rethink and unlearn. In our daily lives, too many of us favor the comfort of conviction over the discomfort of doubt. We listen to opinions that make us feel good, instead of ideas that make us think hard. We see disagreement as a threat to our egos, rather than an opportunity to learn. We surround ourselves with people who agree with our conclusions, when we should be gravitating toward those who challenge our thought process. The result is that our beliefs get brittle long before our bones. We think too much like preachers defending our sacred beliefs, prosecutors proving the other side wrong, and politicians campaigning for approval--and too little like scientists searching for truth. Intelligence is no cure, and it can even be a curse: being good at thinking can make us worse at rethinking. The brighter we are, the blinder to our own limitations we can become. Organizational psychologist Adam Grant is an expert on opening other people's minds--and our own. As Wharton's top-rated professor and the bestselling author of Originals and Give and Take, he makes it one of his guiding principles to argue like he's right but listen like he's wrong. With bold ideas and rigorous evidence, he investigates how we can embrace the joy of being wrong, bring nuance to charged conversations, and build schools, workplaces, and communities of lifelong learners. You'll learn how an international debate champion wins arguments, a Black musician persuades white supremacists to abandon hate, a vaccine whisperer convinces concerned parents to immunize their children, and Adam has coaxed Yankees fans to root for the Red Sox. Think Again reveals that we don't have to believe everything we think or internalize everything we feel. It's an invitation to let go of views that are no longer serving us well and prize mental flexibility over foolish consistency. If knowledge is power, knowing what we don't know is wisdom.*

THE GREAT GAME OF BUSINESS

THE ONLY SENSIBLE WAY TO RUN A COMPANY

Currency *In this expanded 20th Anniversary Edition of the book that started a business revolution, a successful businessman shares his philosophy of management that puts the concerns of the employees first and creates a company that will provide people with lifelong livelihood. Original. 50,000 first printing.*

THE GREENHOUSE APPROACH

CULTIVATING INTRAPRENEURSHIP IN COMPANIES AND ORGANIZATIONS

Dundurn *To succeed, modern businesses need to foster the creativity of their staff; they need to provide an environment that promotes constant innovation. Intrapreneurship, which harnesses the entrepreneurial drive within an existing organization to foster new ideas and creative thinking, gives companies the problem-solving edge to succeed in an ever-changing world. To stay on top, companies need to empower all their employees — their rebels, their trend spotters, their communicators, their researchers — to find and implement new ways of operating. The Greenhouse Approach shows how companies and organizations can use creative thinking to reimagine current norms and structures and develop a culture of intrapreneurship, equipping them with the tools to anticipate and adapt to change.*

THE CULTURE CODE

THE SECRETS OF HIGHLY SUCCESSFUL GROUPS

Bantam *"Coyle spent three years researching the question of what makes a successful group tick, visiting some of the world's most productive groups--including Pixar, Navy SEALs, Zappos, IDEO, and the San Antonio Spurs. Coyle discovered that high-performing groups ... generate three key messages that enable them to excel: 1. Safety (we are connected), 2. Shared risk (we are vulnerable together), 3. Purpose (we are part of the same story)"--*

BELONGING

A CULTURE OF PLACE

Routledge *What does it mean to call a place home? Who is allowed to become a member of a community? When can we say that we truly belong? These are some of the questions of place and belonging that renowned cultural critic bell hooks examines in her new book, *Belonging: A Culture of Place*. Traversing past and present, *Belonging* charts a cyclical journey in which hooks moves from place to place, from country to city and back again, only to end where she began--her old Kentucky home. hooks has written provocatively about race, gender, and class; and in this book she turns her attention to focus on issues of land and land ownership. Reflecting on the fact that 90% of all black people lived in the agrarian South before mass migration to northern cities in the early 1900s, she writes about black farmers, about black folks who have been committed both in the past and in the present to local food production, to being organic, and to finding solace in nature. Naturally, it would be impossible to contemplate these issues without thinking about the politics of race and class. Reflecting on the racism that continues to find expression in the world of real estate, she writes about segregation in housing and economic racialized zoning. In these critical essays, hooks finds surprising connections that link of the environment and sustainability to the politics of race and class that reach far beyond Kentucky. With characteristic insight and honesty, *Belonging* offers a remarkable vision of a world where all people--wherever they may call home--can live fully and well, where everyone can belong.*

LATIN AMERICA IN COLONIAL TIMES

Cambridge University Press *This second edition is a concise history of Latin America from the Aztecs and Incas to Independence.*

COURAGEOUS CULTURES

HOW TO BUILD TEAMS OF MICRO-INNOVATORS, PROBLEM SOLVERS, AND CUSTOMER ADVOCATES

HarperCollins Leadership *From executives complaining that their teams don't contribute ideas to employees giving up because their input isn't valued--company culture is the culprit. *Courageous Cultures* provides a road map to build a high-performance, high-engagement culture around sharing ideas, solving problems, and rewarding contributions from all levels. Many leaders are convinced they have an open environment that encourages employees to speak up and are shocked when they learn that employees are holding back. Employees have ideas and want to be heard. Leadership wants to hear them. Too often, however, employees and leaders both feel that no one cares about making things better. The disconnect typically only widens over time, with both sides becoming more firmly entrenched in their viewpoints. Becoming a courageous culture means building teams of microinnovators, problem solvers, and customer advocates working together. In our world of rapid change, a courageous culture is your competitive advantage. It ensures that your company is "sticky" for both customers and employees. In *Courageous Cultures*, you'll learn practical tools that help you: Learn the*

difference between microinnovators, problem solvers, and customer advocates and how they work together. See how the latest research conducted by the authors confirms why organizations struggle when it comes to creating strong cultures where employees are encouraged to contribute their best thinking. Learn proven models and tools that leaders can apply throughout all levels of the organization, to reengage and motivate employees. Understand best practices from companies around the world and learn how to apply these strategies and techniques in your own organization. This book provides you with the practical tools to uncover, leverage, and scale the best ideas from every level of your organization.

THE GOSPEL OF LIFE

ON THE VALUE AND INVIOABILITY OF HUMAN LIFE

USCCB Publishing *Reaffirming the "greatness and inestimable value of human life," Pope John Paul II discusses in this encyclical letter the present-day legal, ethical, and moral threats to life.*

THE FOUR AGREEMENTS

A PRACTICAL GUIDE TO PERSONAL FREEDOM

Hay House, Inc *In The Four Agreements, bestselling author don Miguel Ruiz reveals the source of self-limiting beliefs that rob us of joy and create needless suffering. Based on ancient Toltec wisdom, The Four Agreements offer a powerful code of conduct that can rapidly transform our lives to a new experience of freedom, true happiness, and love. • A New York Times bestseller for over a decade • Translated into 46 languages worldwide "This book by don Miguel Ruiz, simple yet so powerful, has made a tremendous difference in how I think and act in every encounter." — Oprah Winfrey "Don Miguel Ruiz's book is a roadmap to enlightenment and freedom." — Deepak Chopra, Author, The Seven Spiritual Laws of Success "An inspiring book with many great lessons." — Wayne Dyer, Author, Real Magic "In the tradition of Castaneda, Ruiz distills essential Toltec wisdom, expressing with clarity and impeccability what it means for men and women to live as peaceful warriors in the modern world." — Dan Millman, Author, Way of the Peaceful Warrior*