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New edition of a text that reflects the latest thinking and practices for use in foundation organizational behavior courses. Hellriegel and Richard W. Woodman of Texas A&M U., and John W. Slocum, Jr. of Southern Methodist U. present 18 chapters that cover individual, group and interpersonal, and organizational processes. The accompanying CD-ROM con

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Helps professional women experiencing feelings of disempowerment and dissatisfaction regain the confidence, courage, and energy to take control of their lives Identifies 12 crises professional women face today and offers specific advice and tools for overcoming them Draws on interviews with over one hundred women, offering inspiring stories and practical advice for addressing and resolving disempowerment Thousands of professional women, though outwardly successful, find themselves in the midst of a crisis, believing that they 've sacrificed meaning, fulfillment, and balance in their lives to achieve work-related success. Their lives feel unmanageable—and they are confused, blocked, overwhelmed and unable to move forward effectively. Kathy Caprino sheds light on this growing epidemic of disempowerment and shows women how to reinvigorate and reclaim their lives. Breakdown, Breakthrough uses a comprehensive coaching, behavioral, and spiritual framework to explore how women can restore their power and reconnect with their life visions as they awake from the paralysis of professional dissatisfaction and personal diminishment. Caprino outlines a new model for understanding disempowerment, one that focuses on women 's relationships with themselves, with others, with the world, and with what she calls their higher selves. She identifies twelve specific challenges professional women face and offers concrete, practical advice for overcoming each one—helping readers “ step back, let go of what is holding them back, and say yes ” to creating a compelling and rewarding next chapter of life and work. This is also a deeply personal book. Caprino candidly discusses her own struggles with crippling feelings of disempowerment, and shares moving stories and heartfelt advice gleaned from her interviews with over one hundred women who experienced and overcame the crises she describes. Breakdown, Breakthrough offers working women who are stressed, stuck, and dissatisfied access to new inspiration, hope, and a definite plan of action.

In one volume, the leading researchers in industrial/organizational assessment interpret the range of issues related to industrial/organizational tests, including test development and psychometrics, clinical applications, ethical and legal concerns, use with diverse populations, computerization, and the latest research. Clinicians and researchers who use these instruments will find this volume invaluable, as it contains the most comprehensive and up-to-date information available on this important aspect of practice.

Inhaltsangabe:Abstract: In the real world, all customers are not created equal. This allusion to the Declaration of Independence captures a recent realisation of many companies - different customers represent different values to a company. In fact, many companies are discovering that a large percentage of their customers are generating losses. XY Insurance is among those companies that recently discovered a considerable portion of unprofitable customers in their current book of business. This was identified as a major problem, especially considering the fact that the company is converting to a publicly traded stock company. Given the necessity to produce shareholder value, senior management realised that it would be indispensable to ensure the profitability of its accounts. One of the factors underlying this problem at XY is the lack of a screening process to ensure the selection of customers with whom a profitable relationship can be built. To address this need, XY's senior management decided that it would be necessary to develop a tool that enables the sales staff to evaluate customers, and ultimately, to select customers based on this assessment. The objective of this study is the development of a screening tool which can be used as a basis for the selection of XY's customers in the company's large case segment. The development of the tool is limited to one of the company's segments because the customers as well as the products differ greatly by segment. The tool should enable the company to assess their clients individually and classify each of them as 'attractive' or 'unattractive' so that proper strategies can be applied. The strategy development lies outside of the confines of this study and is therefore not discussed in this paper. I will however, indicate starting-points and some important issues when designing these strategies. In addition, considerations in conjunction with the implementation and introduction process, as well as avenues for further research are addressed where appropriate. While the initial idea behind the development of the screening tool was to design a mechanism that would allow for the assessment of all of XY's customers, existing and prospective, it became apparent that this would not be feasible. Separate tools for both stages are needed. As a result it was decided that a model outlining the needed criteria would be developed, and based on this a screening tool for

prospective clients, would be built. The [...]

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