

A Sense Of Urgency

Success Habits of High Achievers is not only filled with personal stories of Icons, legends, and leaders of our generation but also contains silent victories of regular, everyday people. The high-performance habits, routines, mindset & insights highlighted by Success Habits of High Achievers apply to every facet of life, inspiring readers to leverage these ideas to achieve their own aspirations. The author spent more than a decade studying the lives of the most successful people of our generation. This book is about the habits, routines, thought processes and skills which allow seemingly ordinary people to accomplish extraordinary feats. Success Habits of High Achievers will reshape the way you think about success and growth, and give you the tools and strategies you need to transform your situation, whether you are a team looking improve your performance, an organization hoping to increase profits, or simply a person who wishes to get a better job, become fit, learn something new, or achieve any goal. Key ideas: Discover the secret used by renowned leaders to gain incredible inner drive. Proven tips for beating procrastination. How to believe in yourself in the face of self-doubt? Strategies used by successful people to overcome failure. How to create a winner's mindset? Little things successful people do differently that makes a huge difference. Brain hacks to improve your focus and productivity. What to do when you feel overwhelmed & stressed out? Actionable advice & exercises throughout the book to readers who are ready to start now. Here are the ultimate benefits you will get: You'll become highly productive. You'll be persistent in the face of challenges. You'll have a winner's mindset. You'll be highly motivated. You'll have a success-driven mentality. You'll experience success and abundance in all areas of life. You'll become the best version of yourself. Do not give up on your dreams. The life you want is only a decision away. Either you could continue to be the way you are now OR you could do something to change it. Click the "Add to Cart" button to get your book now.

Great leaders are driven to win. Yet career wins can come at great cost to your health, relationships, and personal well-being. Why does it seem impossible to both win at work and succeed at life? Michael Hyatt and Megan Hyatt Miller know we can do better because he's seen it in his more than four decades as a successful executive and a loving and present husband and father. Today Michael and his daughter, Megan Hyatt Miller, coach leaders to live the double win. Backed by scholarly research from organizational science and psychology, and illustrated with eye-opening case studies from across the business spectrum and their own coaching clients. Win at Work and Succeed at Life is their manifesto on how you can achieve work-life balance and restore your sanity. With clarity, humor, and plenty of motivation, Win at Work and Succeed at Life gives you - an understanding of the historical and cultural forces that have led to overworking - 5 principles to rethink work and productivity from the ground up - simple but proven practices that enable you to slow down and reclaim your life - and more Refuse the false choice of career versus family. You can achieve the double win in life.

The author presents a collection of ways to reap the proven human and corporate benefits of humor at work, organized by core business skill and founded on his own work as a business speaker and coach with the consulting company, Humor That Works.

Describes how organizations can learn to move swiftly to accommodate change while still providing the necessary structures that nurture employees and long-term success.

Born into a world of horror, madness and chaos in 1973 to Debbie, a 23-year-old drug addicted prostitute and Howard, a 24-year-old addict and convict, Gregri Love grew up quickly with the Department of Children's Services becoming an active part of his life in 1974. With Howard in prison, the only father he knew as a child was Bobby, his mother's pimp, drug dealer, and lover. In 1980, he was placed in his first foster home. While foster care was often horrifying, nothing compared to the daily near-death experiences he survived living in Father Panik Village with Bobby and Debbie. On May 23, 1980 his coerced testimony sent Debbie to prison.

Now a grown man, Mr. Love uses his childhood traumas to change lives. Working as a teacher allows him to use the experiences of his life to help children who live in a similar world. His experiences give him a perspective most people do not have and knowledge that cannot be obtained from any textbook. *There Is An Urgency* explores these experiences in an effort to make others aware that people like him walk among us every day. *There Is An Urgency* is inimitable in that it juxtaposes Mr. Love's experiences as an adult, working with children in school and juvenile detention settings, with personal accounts of physical and sexual abuse from his childhood. *There Is An Urgency* to share this story of hard won hope and resilience after years of terrifying abuse by a real life monster.

Most of the denizens of the Antarctic penguin colony sneer at Fred, the quiet but observant scout who detects worrying signs that their home, an iceberg, is melting. Fred must cleverly convince and enlist key players, such as Louis, the head penguin; Alice, the number two bird; the intractable NoNo the weather expert; and a passle of school-age penguins if he is to save the colony. Their delightfully told journey illuminates in an unforgettable way how to manage the necessary change that surrounds us all. Simple explanatory material following the fable enhances the lasting value of these lessons. *Our Iceberg Is Melting* is at once charming, accessible and profound; a treat for virtually any reader.

Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision and strategy, and generating short-term wins.

NEW YORK TIMES BESTSELLER "In her book, Melinda tells the stories of the inspiring people she's met through her work all over the world, digs into the data, and powerfully illustrates issues that need our attention—from child marriage to gender inequity in the workplace." — President Barack Obama "The Moment of Lift is an urgent call to courage. It changed how I think about myself, my family, my work, and what's possible in the world.

Melinda weaves together vulnerable, brave storytelling and compelling data to make this one of those rare books that you carry in your heart and mind long after the last page." — Brené Brown, Ph.D., author of the New York Times #1 bestseller *Dare to Lead* "Melinda Gates has spent many years working with women around the world. This book is an urgent manifesto for an equal society where women are valued and recognized in all spheres of life. Most of all, it is a call for unity, inclusion and connection. We need this message more than ever." — Malala Yousafzai "Melinda Gates's book is a lesson in listening. A powerful, poignant, and ultimately humble call to arms." — Tara Westover, author of the New York Times #1 bestseller *Educated* A debut from Melinda Gates, a timely and necessary call to action for women's empowerment. "How can we summon a moment of lift for human beings – and especially for women?

Because when you lift up women, you lift up humanity." For the last twenty years, Melinda Gates has been on a mission to find solutions for people with the most urgent needs, wherever they live. Throughout this journey, one thing has become increasingly clear to her: If you want to lift a society up, you need to stop keeping women down. In this moving and compelling book, Melinda shares lessons she's learned from the inspiring people she's met during her work and travels around the world. As she writes in the introduction, "That is why I had to write this book—to share the stories of people who have given focus and urgency to my life. I want all of us to see ways we can lift women up where we live." Melinda's unforgettable narrative is backed by startling data as she presents the issues that most need our attention—from child marriage to lack of access to contraceptives to gender inequity in the workplace. And, for the first time, she writes about her personal life and the road to equality in her own marriage. Throughout, she shows how there has never been more opportunity to change the world—and ourselves. Writing with emotion, candor, and grace, she introduces us to remarkable women and shows the power of connecting with one another. When we lift others up, they lift us up, too.

The New York Times–bestselling time management book from the author of *The 7 Habits of*

Highly Effective People. Stephen R. Covey's *First Things First* is the gold standard for time management books. His principle-centered approach for prioritizing gives you time management tips that enable you to make changes and sacrifices needed in order to obtain happiness and retain a feeling of security. *First Things First: The Interactive Edition* takes Dr. Covey's philosophy and remasters the entire text to include easy-to-understand infographics, analysis, and more. This time-saving version of *First Things First* is the efficient way to apply Dr. Covey's tested and validated time management tips, while retaining his core message.

This guide will help you: • Get more done in less time • Develop and retain rich relationships • Attain inner peace • Create balance in your life • And, put first things first "Covey is the hottest self-improvement consultant to hit US business since Dale Carnegie." —USA Today "Covey has reached the apex with *First Things First*. This is an important work. I can't think of anyone who wouldn't be helped by reading it." —Larry King, CNN "These goals embody a perfect balance of the mental, the physical, the spiritual, and the social." —Booklist

The Well of Loneliness, first published in 1928, is a timeless portrayal of lesbian love. The thinly disguised story of Hall's own life, it was banned outright upon publication and almost ruined her literary career as the subject was that of an obscenity trial and forbidden at the time in England. The novel tells the story of Stephen, an ideal child of aristocratic parents—a fencer, a horse rider and a keen scholar. Stephen grows to be a war hero, a bestselling writer and a loyal, protective lover. But Stephen is a woman, and is attracted to women. As her ambitions drive her, and society incarcerates her, Stephen is forced into desperate actions. Although Gordon's attitude toward her own sexuality is anguished, the novel presents lesbianism as natural and makes a plea for greater tolerance. It became an international bestseller, and for decades was the single most famous lesbian novel.

"Epic and engrossing." —The New York Times Book Review From the #1 New York Times bestselling author and pioneering journalist, an expansive look at how history has been shaped by humanity's appetite for food, farmland, and the money behind it all—and how a better future is within reach. The story of humankind is usually told as one of technological innovation and economic influence—of arrowheads and atomic bombs, settlers and stock markets. But behind it all, there is an even more fundamental driver: Food. In *Animal, Vegetable, Junk*, trusted food authority Mark Bittman offers a panoramic view of how the frenzy for food has driven human history to some of its most catastrophic moments, from slavery and colonialism to famine and genocide—and to our current moment, wherein Big Food exacerbates climate change, plunders our planet, and sickens its people. Even still, Bittman refuses to concede that the battle is lost, pointing to activists, workers, and governments around the world who are choosing well-being over corporate greed and gluttony, and fighting to free society from Big Food's grip. Sweeping, impassioned, and ultimately full of hope, *Animal, Vegetable, Junk* reveals not only how food has shaped our past, but also how we can transform it to reclaim our future.

Dramatizes the onset of the AIDS epidemic in New York City, the agonizing fight to get political and social recognition of its problems, and the toll exacted on private lives. 2 acts, 16 scenes, 13 men, 1 woman, 1 setting.

Master the art of closing with this authoritative guide to powerhouse sales *The Very Little but Very Powerful Book on Closing* teaches you how to close sales—simple as that. This book is packed with information that has the power to change your perspective, and to strengthen your ability to build relationships, forge new partnerships, and close sales at the prices you want. As an essential element of every sales professional's toolkit, this powerful guide will help you discover how to ask the right questions and create a sense of urgency that prospects cannot ignore. Closing sales is what makes a business a success; no matter how wonderful your products and services, your business is not going to succeed if you don't have the ability to close the sales that will drive your company to the top of its industry. Even more motivating is the fact that closing sales—and driving the success of your business—also increases your

personal accomplishment in the financial arena. Change your perspective to enhance your closing ability Learn to build relationships and forge key partnerships Identify the questions you need to ask in order to understand the purchase drivers influencing your clients' decisions Develop a winning sales formula Sales professionals face competition at every turn. Whether you're trying to win a new account or are retaining key clients, closing is an essential aspect of the sales process—one that you must understand and execute in order to keep your numbers high. The Very Little but Very Powerful Book on Closing is the resource you need to take your closing skills to the next level.

The ultimate guide for anyone wondering how President Joe Biden will respond to the COVID-19 pandemic—all his plans, goals, and executive orders in response to the coronavirus crisis. Shortly after being inaugurated as the 46th President of the United States, Joe Biden and his administration released this 200 page guide detailing his plans to respond to the coronavirus pandemic. The National Strategy for the COVID-19 Response and Pandemic Preparedness breaks down seven crucial goals of President Joe Biden's administration with regards to the coronavirus pandemic: 1. Restore trust with the American people. 2. Mount a safe, effective, and comprehensive vaccination campaign. 3. Mitigate spread through expanding masking, testing, data, treatments, health care workforce, and clear public health standards. 4. Immediately expand emergency relief and exercise the Defense Production Act. 5. Safely reopen schools, businesses, and travel while protecting workers. 6. Protect those most at risk and advance equity, including across racial, ethnic and rural/urban lines. 7. Restore U.S. leadership globally and build better preparedness for future threats. Each of these goals are explained and detailed in the book, with evidence about the current circumstances and how we got here, as well as plans and concrete steps to achieve each goal. Also included is the full text of the many Executive Orders that will be issued by President Biden to achieve each of these goals. The National Strategy for the COVID-19 Response and Pandemic Preparedness is required reading for anyone interested in or concerned about the COVID-19 pandemic and its effects on American society.

An urgent examination of one of the biggest global crises facing us today—the drastic worsening of air pollution—and what we can do about it The air pollution that we breathe every day is largely invisible—but it is killing us. How did it get this bad, and how can we stop it? Far from a modern-day problem, scientists were aware of the impact of air pollution as far back as the seventeenth century. Now, as more of us live in cities, we are closer than ever to pollution sources, and the detrimental impact on the environment and our health has reached crisis point. The Invisible Killer will introduce you to the incredible individuals whose groundbreaking research paved the way to today's understanding of air pollution, often at their own detriment. Gary Fuller's global story examines devastating incidents from London's Great Smog to Norway's acid rain; Los Angeles' traffic problem to wood-burning damage in New Zealand. Fuller argues that the only way to alter the future course of our planet and improve collective global health is for city and national governments to stop ignoring evidence and take action, persuading the public and making polluters bear the full cost of the harm that they do. The decisions that we make today will impact on our health for decades to come. The Invisible Killer is an essential book for our times and a cautionary tale we need to take heed of. Where does that “winning edge” you’ve heard so much about come from? How do some people seem to find success simply from waking up and getting out of bed? World-renowned performance expert Brian Tracy has spent decades studying uncommonly high achievers. Instead of finding commonalities such as Ivy League educations, gold-star connections, and a dash of blind luck, Tracy discovered that the keys to their success were more often small adjustments in outlook and behavior--simple things that anyone can do! In Personal Success, Tracy lays out a simple, clear plan for anyone to be able to unlock their potential and find the success they previously thought was unattainable for them. Readers will learn to:

- Change

your mindset to attract opportunity• Banish self-limited beliefs• Build your self-confidence• Practice courage--because all successful people are risk takers• Sharpen your natural intuition• Continually upgrade your skills• And morePacked with simple but game-changing techniques, Personal Success is the answer you've been searching for to gain that winning edge and turn your dreams into realities.

This interdisciplinary volume discusses whether the increasing salience of the Anthropocene concept in the humanities and the social sciences constitutes an "Anthropocenic turn." The Anthropocene discourse creates novel conceptual configurations and enables scholars to re-negotiate and re-contextualize long-established paradigms, premises, theories and methodologies. These innovative constellations stimulate fresh research in many areas of thought and practice. The contributors to this volume respond to the proposition of an "Anthropocene turn" from the perspective of diverse research fields, including history of science, philosophy, environmental humanities and political science as well as literary, art and media studies. Altogether, the collection reveals to which extent the Anthropocene concept challenges deep-seated assumptions across disciplines. It invites readers to explore the wealth of scholarly perspectives on the Anthropocene as well as unexpected inter- and transdisciplinary connections.

Transform your organization with speed and efficiency using this insightful new resource Incremental improvement is no longer sufficient in helping organizations navigate the complexity, uncertainty and volatility of today's world. In *Change: How Organizations Achieve Hard-to-Imagine Results in Uncertain and Volatile Times*, authors John P. Kotter, Vanessa Akhtar, and Gaurav Gupta explore how to create non-linear, dramatic change in your organization. You'll discover the emerging science of change that teaches us about how to build organizations – from businesses to governments – that change and adapt rapidly. In *Change* you'll discover: Why the ability of organizations to deal with threats and take advantage of opportunities in the face of ever greater complexity and uncertainty is being severely challenged In-depth, evidence-based, actionable solutions for dealing with institutional resistance to change Case studies and success stories that describe organizations who have successfully built the ability to change quickly into their DNA A universal approach for how to dramatically improve outcomes from various change efforts, including: strategy execution, digital transformation, restructuring, and more Perfect for managers, executives, and leaders at companies of all types and sizes, *Change* will also prove to be a valuable asset to other professionals who serve these organizations. This book is for anyone seeking a proven approach for delivering fast, sustainable and comprehensive results.

Most organizational change initiatives fail spectacularly (at worst) or deliver lukewarm results (at best). In his international bestseller *Leading Change*, John Kotter revealed why change is so hard, and provided an actionable, eight-step process for implementing successful transformations. The book became the change bible for managers worldwide. Now, in *A Sense of Urgency*, Kotter shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change. Why focus on urgency? Without it, any change effort is doomed. Kotter reveals the insidious nature of complacency in all its forms and guises. In this exciting new book, Kotter explains: · How to go beyond "the

business case" for change to overcome the fear and anger that can suppress urgency · Ways to ensure that your actions and behaviors -- not just your words -- communicate the need for change · How to keep fanning the flames of urgency even after your transformation effort has scored some early successes Written in Kotter's signature no-nonsense style, this concise and authoritative guide helps you set the stage for leading a successful transformation in your company.

We are in the middle of an urgency epidemic. People find themselves overwhelmed and at a loss as to how to proceed in an environment that cuts them no slack, provides no respite, and is ever pushing them on. The sensation is akin to the one where it feels like hot sauce is on everything. The purpose of this book is to guide you through the urgency epidemic and put you back in charge. Like a great chef, you'll learn the nuances of adding just the right amount of sauce to bring out the deep flavor and potential of yourself, your team, and your family, creating a menu of balance and perfect spice so that you are in charge of urgency and it no longer consumes your world.

This collection offers the full digital editions of two seminal books by global leadership expert John P. Kotter: his international bestseller, *Leading Change*, and *Accelerate*, his award-winning framework for enabling companies to compete and win in a world of constant turbulence and disruption. *Leading Change*—now considered the change bible for leaders and managers worldwide—reveals why change is so difficult and lays out an actionable, eight-step process for implementing successful transformations. Cited by business leaders and influential organizations worldwide as the book to read when starting any type of change initiative, *Accelerate* (XLR8) vividly illustrates the five core principles underlying a new dual operating system, the eight accelerators that drive it, and how leaders must create a sense of urgency through role modeling. Perhaps most crucial, the book reveals how the best companies focus and align their people's energy around what Kotter calls the big opportunity. If you're a pioneer, a leader who knows that bold change is necessary to survive and thrive in an ever-changing world, these two books will set you on a path to accelerate into a better, more profitable future.

Regarded by many as the authority on leadership and change, John P. Kotter is a New York Times bestselling author, award-winning business and management thought leader, business entrepreneur, inspirational speaker, and Harvard Business School professor. His ideas, books, speeches, and the company he founded in 2008, Kotter International, have helped mobilize people around the world to better lead organizations, and their own lives, in an era of increasingly rapid change. Kotter has authored nineteen books to date—twelve of them bestsellers. His books have reached millions and have been printed in over 150 foreign language editions.

A false sense of urgency is a real thing—and it's something Eric Recker has lived most of his life. It's that nagging feeling that there is always something more or that you're missing out. With social media and comparison culture, it can be cause you to ask questions such as: • Am I good enough? • Am I where I am supposed to be in life? • Is there more to life than this rat race? The false sense takes and takes. It stokes our worry, fear, stress, and anxiety, leaving us a shell of our best selves, with a constant feeling of needing to do something. It is relentless and it is real, but it does not have to be our only reality. No matter where you find yourself in life, this book will help you transform your life into one you want—even if you don't even realize you want it. Join

the author as he explores how to become the best version of yourself while helping others do the same.

This book focuses on the role of the board in family businesses and specifically on processes and topics of strategic importance. It comprises all the relevant topics which need to be addressed on a regular basis such as strategy development, financial management, and leadership. The pros and cons of each issue are elaborated. This is one of the few books which addresses family businesses from governance systems to the role of executives. The diverse set of examples carefully collected by the authors and an in-depth discussion on the topics provide readers with valuable insights to broaden and enrich the effectiveness of governance.

Most company's change initiatives fail. Yours don't have to. If you read nothing else on change management, read these 10 articles (featuring "Leading Change," by John P. Kotter). We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you spearhead change in your organization. HBR's 10 Must Reads on Change Management will inspire you to: Lead change through eight critical stages Establish a sense of urgency Overcome addiction to the status quo Mobilize commitment Silence naysayers Minimize the pain of change Concentrate resources Motivate change when business is good This collection of best-selling articles includes: featured article "Leading Change: Why Transformation Efforts Fail" by John P. Kotter, "Change Through Persuasion," "Leading Change When Business Is Good: An Interview with Samuel J. Palmisano," "Radical Change, the Quiet Way," "Tipping Point Leadership," "A Survival Guide for Leaders," "The Real Reason People Won't Change," "Cracking the Code of Change," "The Hard Side of Change Management," and "Why Change Programs Don't Produce Change."

In her own singularly beautiful style, Newbery Medal winner Sharon Creech intricately weaves together two tales, one funny, one bittersweet, to create a heartwarming, compelling, and utterly moving story of love, loss, and the complexity of human emotion. Thirteen-year-old Salamanca Tree Hiddle, proud of her country roots and the "Indian-ness in her blood," travels from Ohio to Idaho with her eccentric grandparents. Along the way, she tells them of the story of Phoebe Winterbottom, who received mysterious messages, who met a "potential lunatic," and whose mother disappeared. As Sal entertains her grandparents with Phoebe's outrageous story, her own story begins to unfold—the story of a thirteen-year-old girl whose only wish is to be reunited with her missing mother.

A proposal to reframe the Anthropocene as an age of actual and emerging coexistence with earth system variability, encompassing both human dignity and environmental sustainability. Is this the Anthropocene, the age in which humans have become a geological force, leaving indelible signs of their activities on the earth? The narrative of the Anthropocene so far is characterized by extremes, emergencies, and exceptions—a tale of apocalypse by our own hands. The sense of ongoing crisis emboldens policy and governance responses that challenge established systems of sovereignty and law. The once unacceptable—geoengineering technology, for example, or authoritarian decision making—are now anticipated and even demanded by some. To counter this, Amanda Lynch and Siri Veland propose a reframing of the Anthropocene—seeing it not as a race against catastrophe but as an age of emerging coexistence with earth system variability. Lynch and Veland examine the interplay between our new state of ostensible

urgency and the means by which this urgency is identified and addressed. They examine how societies, including Indigenous societies, have understood such interplays; explore how extreme weather and climate weave into the Anthropocene narrative; consider the tension between the short time scale of disasters and the longer time scale of sustainability; and discuss both international and national approaches to Anthropocene governance. Finally, they argue for an Anthropocene of coexistence that embraces both human dignity and sustainability.

A majestic big-picture account of the Great Society and the forces that shaped it, from Lyndon Johnson and members of Congress to the civil rights movement and the media. Between November 1963, when he became president, and November 1966, when his party was routed in the midterm elections, Lyndon Johnson spearheaded the most transformative agenda in American political history since the New Deal, one whose ambition and achievement have had no parallel since. In just three years, Johnson drove the passage of the Civil Rights and Voting Rights Acts; the War on Poverty program; Medicare and Medicaid; the National Endowments for the Arts and the Humanities; Public Broadcasting; immigration liberalization; a raft of consumer and environmental protection acts; and major federal investments in public transportation. Collectively, this group of achievements was labeled by Johnson and his team the "Great Society." In *The Fierce Urgency of Now*, Julian E. Zelizer takes the full measure of the entire story in all its epic sweep. Before Johnson, Kennedy tried and failed to achieve many of these advances. Our practiced understanding is that this was an unprecedented "liberal hour" in America, a moment, after Kennedy's death, when the seas parted and Johnson could simply stroll through to victory. As Zelizer shows, this view is off-base: In many respects America was even more conservative than it seems now, and Johnson's legislative program faced bitter resistance. *The Fierce Urgency of Now* animates the full spectrum of forces at play during these turbulent years, including religious groups, the media, conservative and liberal political action groups, unions, and civil rights activists. Above all, the great character in the book whose role rivals Johnson's is Congress—indeed, Zelizer argues that our understanding of the Great Society program is too Johnson-centric. He discusses why Congress was so receptive to passing these ideas in a remarkably short span of time and how the election of 1964 and burgeoning civil rights movement transformed conditions on Capitol Hill. Zelizer brings a deep, intimate knowledge of the institution to bear on his story: The book is a master class in American political grand strategy. Finally, Zelizer reckons with the legacy of the Great Society. Though our politics have changed, the heart of the Great Society legislation remains intact fifty years later. In fact, he argues, the Great Society shifted the American political center of gravity—and our social landscape—decisively to the left in many crucial respects. In a very real sense, we are living today in the country that Johnson and his Congress made.

"Shows how humans have brought us to the brink and how humanity can find solutions. I urge people to read with humility and the daring to act." —Harpal Singh, former Chair, Save the Children, India, and former Vice Chair, Save the Children International. In conversations with people all over the world, from government officials and business leaders to taxi drivers and schoolteachers, Blair Sheppard, global leader for strategy and leadership at PwC, discovered they all had surprisingly similar concerns. In this prescient and pragmatic book, he and his team sum up these concerns in what they call

the ADAPT framework: Asymmetry of wealth; Disruption wrought by the unexpected and often problematic consequences of technology; Age disparities--stresses caused by very young or very old populations in developed and emerging countries; Polarization as a symptom of the breakdown in global and national consensus; and loss of Trust in the institutions that underpin and stabilize society. These concerns are in turn precipitating four crises: a crisis of prosperity, a crisis of technology, a crisis of institutional legitimacy, and a crisis of leadership. Sheppard and his team analyze the complex roots of these crises--but they also offer solutions, albeit often seemingly counterintuitive ones. For example, in an era of globalization, we need to place a much greater emphasis on developing self-sustaining local economies. And as technology permeates our lives, we need computer scientists and engineers conversant with sociology and psychology and poets who can code. The authors argue persuasively that we have only a decade to make headway on these problems. But if we tackle them now, thoughtfully, imaginatively, creatively, and energetically, in ten years we could be looking at a dawn instead of darkness.

Can we 'save the Planet'? For a resilient, durable and sustainable future for human society, we need to repurpose, reinvent, redesign, remake and recover our human-made world so that our built environment is benignly and seamlessly biointegrated with Nature to function synergistically with it. These are the multiple tasks that humanity must carry out imminently if there is to be a future for human society and all lifeforms and their environments on the Planet. Addressing this is the most compelling question for those whose daily work impacts on Nature, such as architects, engineers, landscape architects, town planners, environmental policy makers, builders and others, but it is a question that all of humanity needs to urgently address. Presented here are two key principles as the means to carry out these tasks – 'ecocentricity' being guided by the science of ecology, and 'ecomimesis' as designing and making the built environment including all artefacts based on the emulation and replication of the 'ecosystem' concept. Designing with ecology is contended here as the authentic approach to green design from which the next generation of green design will emerge, going beyond current use of accreditation systems. For those who subscribe to this principle, this is articulated here, showing how it can be implemented by design. Adopting these principles is fundamental in our endeavour to save our Planet Earth, and changes profoundly and in entirety the way we design, make, manage and operate our built environment.

Moving beyond the process of change Why is change so hard? Because in order to make any transformation successful, you must change more than just the structure and operations of an organization—you need to change people's behavior. And that is never easy. The Heart of Change is your guide to helping people think and feel differently in order to meet your shared goals. According to bestselling author and renowned leadership expert John Kotter and coauthor Dan Cohen, this focus on connecting with people's emotions is what will spark the behavior change and actions that lead to success. Now freshly designed, The Heart of Change is the engaging and essential complement to Kotter's worldwide bestseller Leading Change. Building off of Kotter's revolutionary eight-step process, this book vividly illustrates how large-scale change can work. With real-life stories of people in organizations, the authors show how teams and individuals get motivated and activated to overcome obstacles to change—and

produce spectacular results. Kotter and Cohen argue that change initiatives often fail because leaders rely too exclusively on data and analysis to get buy-in from their teams instead of creatively showing or doing something that appeals to their emotions and inspires them to spring into action. They call this the see-feel-change dynamic, and it is crucial for the success of any true organizational transformation. Refreshingly clear and eminently practical, *The Heart of Change* is required reading for anyone facing the challenges inherent in leading change.

You've got a good idea. You know it could make a crucial difference for you, your organization, your community. You present it to the group, but get confounding questions, inane comments, and verbal bullets in return. Before you know what's happened, your idea is dead, shot down. You're furious. Everyone has lost: Those who would have benefited from your proposal. You. Your company. Perhaps even the country. It doesn't have to be this way, maintain John Kotter and Lorne Whitehead. In *Buy-In*, they reveal how to win the support your idea needs to deliver valuable results. The key? Understand the generic attack strategies that naysayers and obfuscators deploy time and time again. Then engage these adversaries with tactics tailored to each strategy. By "inviting in the lions" to critique your idea--and being prepared for them--you'll capture busy people's attention, help them grasp your proposal's value, and secure their commitment to implementing the solution. The book presents a fresh and amusing fictional narrative showing attack strategies in action. It then provides several specific counterstrategies for each basic category the authors have defined--including:

- Death-by-delay: Your enemies push discussion of your idea so far into the future it's forgotten.
- Confusion: They present so much data that confidence in your proposal dies.
- Fearmongering: Critics catalyze irrational anxieties about your idea.
- Character assassination: They slam your reputation and credibility.

Smart, practical, and filled with useful advice, *Buy-In* equips you to anticipate and combat attacks--so your good idea makes it through to make a positive change.

Leverage the power of urgency to avoid burnout and increase performance

Urgency—that frantic feeling that we need to be doing more, and faster—is a destructive force in today’s workplace. Unnecessary urgency can be toxic, causing stress and burnout. But not all urgency is bad, and sometimes we really do need to get things done quickly. Too little urgency can lead to inaction and lost productivity. So how do we find the right balance where we can use urgency as a meaningful tool to keep productivity up, without generating burnout? *Urgent!* is a guide to using urgency for good to help achieve your goals, to drive success, and minimise stress for yourself, your teams, and your business. This book will teach you to moderate urgency for yourself and those you lead. In our age of fast-paced technology, it’s easy to swing between extremes, working reactively one minute, and being inactive the next. The middle ground, described in this book, allows us to work in the “Active Zone” where we maximise proactivity and productivity. By following the practical strategies outlined in this book, readers will learn to understand urgency, become proactive rather than reactive, and lead teams to their fullest potential.

- Eliminate stress and burnout for yourself, your teams, and your businesses
- Learn how to dial urgency up or down, depending on the situation
- Keep teams working in the optimal productive zone by moderating urgency
- Stay focused on what's important and learn prioritisation skills to avoid burnout

If you feel that you and your team are caught up in busy work, stressed

to the max by competing demands, leaving no room to focus on what really matters, Urgent! will show you a new way of thinking, leading, and responding. Learn the skills to reduce overload, get more done, and achieve better performance each day.

Outside of a crisis or emergency in your business, it is your choice to act with "first responder" urgency. In *The Power of Urgency* learn how to apply this kind of focus and commitment to your most important goals and objectives. It is THE way to shift a non-working status quo to something that serves your objectives. Why can *The Power of Urgency* give you the best system you may ever find for solving your biggest challenges? Because it is the fastest. If you can choose between a system that works when applied over a long period of time and one that works right now, which do you want? Me too. From bestselling author Steve Chandler: "When I first met Will Keiper, I thought he had a bit of a problem. He wasn't a very good compromiser. His preference was to challenge "go-along-to-get-along" company cultures and people. He was a man on the move and he sometimes came off as impatient. Some called him "brutally honest"—with the emphasis on the "brutal" part. He would call it getting to the "obvious truth." I later learned that what he had wasn't a problem at all. He had a special kind of objectivity and sense of urgency that was his alone. It was how he knew to be most effective. He preferred results—and rapidly. It was clear he had found amazing strength and enlightenment on the other side of his warrior's sword. He had found his true calling as a genius change agent for-hire specializing in very rapid reversals of fortune. From failure to success, from stuck to moving, from broke to prosperous. He could go into a company, bring his own brand of applied urgency to its most challenging problems, turn things around for the better—and leave before they knew what hit them. Don't you wish we could all do that? Or, at the very least, have access to Will's brain to turn our own problems around that quickly? Prayer answered! This book is proof that you can bottle this stuff. At least Will Keiper can, because as far as I know only he understands how to do this. I've spent my life studying systems that work to change businesses and lives. There aren't many that work, but this is one that does—maybe even the best one."

This book is a guide for managers, Scrum Masters and agile coaches who are interested in agile organizational methods and who are planning to introduce Scrum at their own company. Scrum is not only a product development framework but can also be used to structure activities for agile and lean organizational development. Divided into five major parts, the book first introduces and defines the Scrum Culture. It explains its relevance, highlights a number of pain points typical for first encounters with Scrum, and embeds it in an introduction to organizational change. This is complemented with many real-life examples that help to apply the concepts to readers' own specific contexts. The second part describes the principles of introducing Scrum in detail, while the third part embarks on the practical application of these principles, drawing on a wealth of experience gathered in many successful introduction projects. Part four focuses on a detailed case study of a Scrum transformation before part five provides, in closing, a number of appendices offering extensive information on Scrum and its principles.

What's the worst thing you can hear when you have a good idea at work? "That's not how we do it here!" In their iconic bestseller *Our Iceberg Is Melting*, John Kotter and Holger Rathgeber used a simple fable about penguins to explain the process of leading people through major changes. Now, ten years later, they're back with another must-read story that will help any team or organization cope with their biggest challenges and turn them into exciting opportunities. Once upon a time a clan of meerkats lived in the Kalahari, a region in southern Africa. After years of steady growth, a drought has sharply reduced the clan's resources, and deadly vulture attacks have increased. As things keep getting worse, the harmony of the clan is shattered. The executive team quarrels about possible solutions, and suggestions from frontline workers face a soul-crushing response: "That's not how we do it here!" So Nadia, a bright and adventurous meerkat, hits the road in search of new ideas to help her troubled clan.

She discovers a much smaller group that operates very differently, with much more teamwork and agility. These meerkats have developed innovative solutions to find food and evade the vultures. But not everything in this small clan is as perfect as it seems at first. Can Nadia figure out how to combine the best of both worlds—a large, disciplined, well-managed clan and a small, informal, inspiring clan—before it's too late? This book distills Kotter's decades of experience and award-winning research to reveal why organizations rise and fall, and how they can rise again in the face of adversity.

In his international bestseller "Leading Change," Kotter provided an action plan for implementing successful transformations. Now, he shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change.

Describes the hallmarks of effective leadership, and covers power, influence, vision, and strategies for change

It's no secret that we are living in the Digital Age. Technology companies make up seven of the world's ten largest firms by market capitalization. And the key to their success is the key to all modern organizations. Jonathan Smart, business agility practitioner, thought leader, and coach, reveals the patterns and antipatterns that will help organizations from every industry deliver better value sooner, safer, and happier through high levels of engagement, inclusion, and empowerment. Through his decades of experience in the technology world, Smart provides business leaders with a blueprint for creating a world-class organization of the future. Through Agile and Lean ways of working, business leaders can empower teams to improve production, grow together, and create better services for their customers. These better ways of working have overflowed from the IT department to every corner of successful organizations, taking root in every industry from aerospace to accounting, insurance to shipping. This book is not about software development. It is not a book about the computer industry. This book is about applying agility across the entire organization. It's a book that will put you at the front of change and ahead of the competition.

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