

## Little Book Of Healthy Organizations Tools For Understanding And Transforming Your Organization The Little Books Of Justice Peacebuilding

Congregations cannot exist without finances, priorities, leadership, worship, and decision making, yet these five aspects breed the most conflict between church members and clergy. These conflicts unfortunately tend to bring about the most negative consequences: drops in giving, resignation of leaders, and, perhaps most pointedly, loss of members. The importance of congregations and their effect on our lives is clear, yet what is less clear is what makes conflicts in faith communities inevitable. In *Promise and Peril: Understanding and Managing Change and Conflict in Congregations*, David Brubaker brings the tools of organizational theory and research to the task of understanding the deeper dynamics of congregational conflict. With a doctorate in sociology and more than twenty years working with congregational conflicts, Brubaker helps to explore the causes and effects of conflicts on a wide range of congregations. This book will help congregations avoid the pitfalls of conflict and instead head toward a healthy relationship between and among church staff and members.

Every year, over 10,000 business books are published—and that's before you add in the hundreds of thousands of articles, blogs, and video lectures that are produced. Leaders can't possibly hope to digest it all, and writers increasingly sensationalize and spin their ideas in order to be noticed. The result? Put quite simply, the field of management thinking is in danger of losing the plot. In this new book, Scott Keller and Mary Meaney—Senior Partners at McKinsey & Company, the world's preeminent management consultancy—cut to the chase by answering the 10 most important and timeless questions that every leader needs to answer in order to maximize the performance and health of their organization. What's more, the authors recognize that great leaders may not have time for long-winded business books. In *Leading Organizations*, answers are kept to the essentials—hard facts, counter-intuitive insights, and practical steps—all presented in an accessible and highly visual format. If there's one essential business book you should read—ever—it's this one.

In *Transparency*, the authors—a powerhouse trio in the field of leadership—look at what conspires against "a culture of candor" in organizations to create disastrous results, and suggest ways that leaders can achieve healthy and honest openness. They explore the lightning-rod concept of "transparency"—which has fast become the buzzword not only in business and corporate settings but in government and the social sector as well. Together Bennis, Goleman, and O'Toole explore why the containment of truth is the dearest held value of far too many organizations and suggest practical ways that organizations, their leaders, their members, and their boards can achieve openness. After years of dedicating themselves to research and theory, at first separately, and now jointly, these three leadership giants reveal the multifaceted importance of candor and show what promotes transparency and what hinders it. They describe how leaders often stymie the flow of information and the structural impediments that keep information from getting where it needs to go. This vital resource is written for any organization—business, government, and nonprofit—that must achieve a culture of candor, truth, and transparency.

During the past two decades, corporate management has come to take an active role in health promotion programming for employees, offering health education, screenings, therapy, and even leisure initiatives. However, little attention has been given to how contemporary worksite health programs in fact blur the traditional distinction between work and private life. This has resulted in that little research on the other side of the work-health nexus: how employers factor health considerations into workforce management and productivity control. With the advancement of "work-site health promotion" in contemporary organizations, Holmqvist and Maravelias argue that this narrow focus, and the typical uncritical standpoint towards initiatives which are taken in the name of employees' health, is inadequate. At a more fundamental level, the advancement of work-site health promotion may be a sign of a new or altered corporate health ethic: in contrast to the old corporate health ethic that was narrow and specific to the workplace, the new corporate health ethic appears to judge the 'whole employee' and especially what the whole employee may become; the risks one faces and the abilities one has to shoulder the responsibility for developing into a real corporate value. The authors suggest that health experts' work is closely aligned with problems relating to the general management of organizations. Through a focused appraisal of this central albeit neglected occupational group in management studies, this book tries to explore and understand in some depth situations and experiences that are of general interest and concern in our society.

The key to building wealth the low-priced stock way Low-priced gems, or what author Hilary Kramer calls "breakout stocks" come in all kinds of shapes and sizes but they all have three things in common: (1) they are mostly under \$10; (2) they are undervalued; and (3) they have specific catalysts in the near future that put them on the threshold of breaking out to much higher prices. In *The Little Book of Big Profits from Small Stocks*, small stock expert Hilary Kramer looks for stocks with fifty to two hundred percent upside potential! From drug stocks that may have been punished because an FDA approval failed to materialize when Wall Street expected it to, to the overly zealous selling off of Ford, there are many great low-priced stock opportunities. In this Little Book you'll learn: How to identify the low cost stocks that have the potential to yield big profits The most important secret to making money in stock investing Plus, you'll gain instant access to a website with educational videos, interactive tools and stock recommendations *The Little Book of Big Profits from Small Stocks* explains Kramer's methodology and gives you the ability to analyze the opportunities to pick your own winners.

Finally! Board member orientation truly simplified. Serving on a nonprofit board can be an incredibly rewarding experience for the properly prepared board member. This book is for the generous and busy people who agree to give of their time and talents by serving on nonprofit boards. Nonprofit boards often fail to do a good job of board member orientation for a variety of reasons. It takes a significant amount of time and effort to plan and conduct quality board member orientation programs, and every time a new board member arrives, it's time to do it again! Because of the challenges associated with providing quality board member orientation, many nonprofit organizations do not do it at all, leaving their board members to wing it. This book provides help and support to the truly great men and women serving on nonprofit boards whose service makes a positive difference in the lives of countless people every day. This book is a concise and appropriately comprehensive guide to nonprofit board service designed especially for new board members. It is a quick read, (about one hour), yet it addresses with accuracy the most significant elements of board service, such as mission, responsibility, duty, risk, liability, and board meeting dynamics. Hooey Alerts! Watch for Hooey Alerts! where the author identifies

and dispels common myths and legends about nonprofit board service. There are many sources of false or misleading information about the nonprofit board service environment. A perfect example is the often vaguely-worded and intimidating assertion or implication that the Sarbanes-Oxley Act passed by Congress in 2002 applies to nonprofit organizations in a manner similar to how it applies to publicly-traded companies. (It does not.) Reviews "This book is the perfect guide for every nonprofit board member! Concise, highly informative, and loaded with nuggets of wisdom, it's a must read that will take board members to the next level of successful board governance." -- J. Todd Chasteen, General Counsel, Samaritan's Purse "Mike Batts has put his quarter century of advising and serving on nonprofit boards to good use in this accurate and easy-to-read book. In addition to describing major principles of nonprofit law and governance, the book provides helpful questions to guide board members in understanding the practical applications of the concepts discussed. While geared primarily toward helping new board members get up to speed quickly, it should also help veteran board members discharge their stewardship roles wisely and efficiently." -- Chuck Hartman, Associate Professor of Business Law and Accounting, Cedarville University "This book, Board Member Orientation, is exactly what a busy volunteer board member needs. The board member's duties are presented in a clear and concise manner from the perspective of someone who has been around many boards. With a focus on those issues that are most common and/or most important, it is perfect for board member orientation and for quick reference reminders for the experienced board member." -- Doug Starcher, Partner, Broad & Cassel "This book provides clear, no-nonsense guidance on the basic issues for new nonprofit board members. Using this book for board member orientation will ensure your organization has communicated fundamental governance issues and will assist the board in determining risk management strategies." -- Dan Busby, President, ECFA \*\*\*\*\* The Simple Board Member Orientation Process Using This Book: 1. Your board members read Chapters 1-9 of the book, which will provide them with insights regarding the key elements of nonprofit board service. 2. You provide the board members with copies of the documents described in Chapter 10 related to your organization. 3. You meet with your board members to discuss the unique attributes of your organization following the discussion questions provided in Chapter 10. Done!

Over the past forty years, congregations, businesses, other organizations, and communities across the United States have become increasingly divided along political and ideological lines. In *When the Center Does Not Hold*, David R. Brubaker, with contributions by colleagues Everett Brubaker, Carolyn Yoder, and Teresa J. Haase, offers relevant, practical mentorship on navigating polarized environments. Through easily accessible stories, they provide tools and processes that will equip leaders to both manage themselves and effectively lead others in highly polarized and anxious systems. Coaching includes guidance on key characteristics of effective leadership in times of polarization: refusing contempt, honoring dignity, broadening binaries, seeking first to understand, inviting disagreement, and staying connected. With years of combined experience in the fields of conflict transformation and organizational and leadership studies, Brubaker and his colleagues offer hope. Here, readers learn from leaders and communities that continue to renew the covenants that bind them, courageously address deeper needs that drive conflict, and hold on to a moral center while navigating the storms of polarization.

Companies all over the world could greatly benefit from moving part of even all their staff to work from home as virtual employees. Using the techniques and strategies inside *The Invisible Organization*, all that is possible quickly and efficiently. If you are the CEO of a company that could benefit by generating more profits, shedding overhead and thrilling staff, this book is a must read. Penned by former CEO of Tony Robbins and Chet Holmes Business Breakthroughs, International, Russo successfully scaled the company with nearly 100% growth per year, and about 300 remote staff, owning no infrastructure. Russo helps clients create the leadership management strategy as outlined in his book and advises CEOs on moving "virtual" with confidence. Why is this book different than other books on working virtually? Because it comes from the CEOs perspective as an operating executive; dealing with the strategy of creating momentum around changing the company, slowly at first and then accelerating as results prove viable. The book is more of a blueprint designed to accomplish this singular act of internal revolution.

The latest research evidence is fascinating: We can thrive at work, achieve extraordinary performance and make a meaningful contribution to the world. This pragmatic book helps to develop a more positive, productive culture, regardless of your position. Whether you use Interaction Interventions or Change Circles - you can personally influence people through interactions that get copied and become the norm: a positive culture where people and performance thrive.

*Reflections on Groups and Organizations* is the third and final book in the *On the Couch with Manfred Kets de Vries* series. Broadening the Kets De Vries canvas, this book examines concepts of organizational health, performance, and change. Material ranges from studies of high performance teams – based on time the author spent with the pygmies of central Africa – to the study of organizational stars, to the use of coaching interventions to improve personal and organizational functioning. Kets de Vries looks at the interpersonal and group processes that determine how organizations work within specific contexts, including family firms. He studies dysfunctional leader-follower relationships, downsizing, and organizational transformation. Kets de Vries also introduces his concept of the "authentizotic" organization – a pleasant, healthy, well-functioning workplace.

Restorative justice pioneer Howard Zehr is also an accomplished photographer. He begins his latest book with a confession—"I have written this book in part to encourage myself to slow down, to heighten my imagination, to renew myself while I gain a new view of the creation and the creator." With this book, Zehr makes a gift to anyone who would like to couple photography with seeing and thinking more deeply. In each chapter he offers a Purpose, a Problem, and an Activity with a camera in order to "practice mindfulness." You'll not need a fancy camera, but if you have one it won't hurt. Zehr's chapter-by-chapter exercises are aimed at heightening visual awareness and imagination—all while doing good and working for justice. A title in *The Little Books of Justice and Peacebuilding Series*.

Following the staggering events of September 11, 2001, the Center for Justice and Peacebuilding at Eastern Mennonite University was asked to help, along with Church World Service, to equip religious and civil leaders for dealing with traumatized communities. The staff and faculty proposed *Strategies for Trauma Awareness and Resilience (STAR)* programs. Now, STAR director, Carolyn Yoder, has shaped the strategies and learnings from those experiences into a book for all who have known terrorism and threatened security. A startlingly helpful approach. A title in *The Little Books of Justice and Peacebuilding Series*.

Unfortunately, far too many people don't like where they work. Some organizations are unhealthy and full of disrespectful behavior. Other workplaces are simply uninspiring. For various reasons, countless people feel trapped, indifferent, or bored at work. The authors of this book believe that people should be able to like where they work. When employees like the places they work, it's not only good for their mental health and well-being, it's also good for their organizations - both financially and otherwise. When a workplace culture is purposely created to be respectful and inspiring, employees are happier, more productive, and more engaged. By exploring six key elements that make up a healthy workplace culture, *The Culture Question* answers two fundamental questions: "How does your organization's culture impact how much people like where they work?" and "What can you do to make it better?" Discover how to create a workplace where people like to work by focusing on these six elements of healthy workplace culture:

**Communicating Your Purpose and Values.** Employees are inspired when they work in organizations whose purpose and values resonate with them. **Providing Meaningful Work.** Most employees want to work on projects that inspire them, align with what they are good at, and allow them to grow. **Focusing Your Leadership Team on People.** How leaders relate to their employees plays a major role in how everyone feels about their workplace. **Building Meaningful Relationships.** When employees like the people they work with and for, they are more satisfied and more engaged in their work. **Creating Peak Performing Teams.** People are energized when they work together effectively because teams achieve things that no one person could do on their own. **Practicing Constructive Conflict Management.** When leaders don't handle conflict promptly and well, it quickly sours the workplace. This book includes survey feedback from over 2,400 leaders and employees and resources for putting these ideas into action.

The word "dialogue" suffers from over-use, yet its practice is as transforming and as freshly hopeful as ever. Authors Schirch and Campt demonstrate dialogue's life and possibilities in this clear and absorbing manual: "Dialogue allows people in conflict to listen to each other, affirm their common ground, and explore their differences in a safe environment." Schirch has worked throughout the Southern hemisphere in peacebuilding projects. Campt has focused on racial and class reconciliation in American cities. Vengeance and bitter violence have had their turns -- without redemptive results. How should we as a society respond to wrongdoing? When a crime occurs or an injustice is done, what needs to happen? What does justice require? Howard Zehr, known worldwide for his pioneering work in transforming our understandings of justice, here proposes workable Principles and Practices for making restorative justice both possible and useful. First he explores how restorative justice is different from criminal justice. Then, before letting those appealing observations drift out of reach, into theoretical space, Zehr presents *Restorative Justice Practices*. Zehr undertakes a massive and complex subject and puts it in graspable form, without reducing or trivializing it. This is a handbook, a vehicle for moving our society toward healing and wholeness. This is a sourcebook, a starting point for handling brokenness with hard work and hope. This resource is also suitable for academic classes and workshops, for conferences and trainings. By the author of *Changing Lenses*; *Transcending: Reflections of Crime Victims*; and *Doing Life: Reflections of Men and Women Serving Life Sentences*.

Little changes can make a big, big difference! In *The Little Book of Big Change*, psychologist Amy Johnson shows you how to rewire your brain and overcome your bad habits—once and for all. No matter what your bad habit is, you have the power to change it. Drawing on a powerful combination of neuroscience and spirituality, this book will show you that you are not your habits. Rather, your habits and addictions are the result of simple brain wiring that is easily reversed. By learning to stop bad habits at the source, you will take charge of your habits and addictions for good. Anything done repeatedly has the potential to form neural circuitry in the brain. In this light, habits and addictions are impersonal brain wiring problems that result from taking your habitual thinking as truth, and acting on that thinking in the form of doing your habit—over and over. This book offers a number of small changes you can make in your everyday life that will help you stop your bad habit in its tracks. If you want to understand the science behind your habit, make the decision to end it, and commit to real, lasting change, this book will help you to finally take charge of your life—once and for all.

The best way to change the world may be one organization at a time. With this ambitious claim, the authors of this highly readable primer provide insightful analysis for evaluating and improving the health of any organization. They advocate a "systems approach," which views organizations as living systems, interconnected in their various departments, and interfacing with their environments. Leaders of organizations from all sectors will find sound advice concerning the four major components of organizations -- their structure, leadership, culture, and environment. Find out: What the classic dispute over "who gets the corner office" is really about. The difference between a good leader and a great one. What new hires may know about an organization that longer-term employees don't. How organizational change and conflict are not only inevitable, but survivable. Each chapter contains examples from the authors' varied experiences with organizational change and conflict, written from a spirited, hopeful approach for creating a better world. A title in *The Little Books of Justice and Peacebuilding Series*.

A healthy building does more than conserve resources: it improves the health and productivity of the people inside. Joseph Allen and John Macomber look at everything from the air we breathe to the water we drink to how light, sound, and materials impact our performance and wellbeing and drive business profit.

There is a competitive advantage out there, arguably more powerful than any other. Is it superior strategy? Faster innovation? Smarter employees? No, New York Times best-selling author, Patrick Lencioni, argues that the seminal difference between successful companies and mediocre ones has little to do with what they know and how smart they are and more to do with how healthy they are. In this book, Lencioni brings together his vast experience and many of the themes cultivated in his other best-selling books and delivers a first: a cohesive and comprehensive exploration of the unique advantage organizational health provides. Simply put, an organization is healthy when it is whole, consistent and complete, when its management, operations and culture are unified. Healthy organizations outperform their counterparts, are free of politics and confusion and

provide an environment where star performers never want to leave. Lencioni's first non-fiction book provides leaders with a groundbreaking, approachable model for achieving organizational health—complete with stories, tips and anecdotes from his experiences consulting to some of the nation's leading organizations. In this age of informational ubiquity and nano-second change, it is no longer enough to build a competitive advantage based on intelligence alone. The Advantage provides a foundational construct for conducting business in a new way—one that maximizes human potential and aligns the organization around a common set of principles.

Recent research has documented how organizations that hold to a consistent set of values & hold their people accountable to them will consistently outperform those that do not. But there is little available analyzing what values are most effective and virtually nothing available that provides a roadmap for businesses and other organizations to guide their people through value formation and alignment for effectiveness. Building Healthy Organizations addresses this gap. The problem with value formation for organizations is that most people hold strongly differing opinions in their personal viewpoints on those values. Should we hire for aptitude or skill sets? How should managers handle team conflict? What is our approach to performance evaluation? How does the organization work through these differences? The BHO Group, after years of research, has developed a tool that provides a roadmap to analyze where an organization's staff team positions currently are on the 5 Key VALUE's of organizational health. In this book you will learn: The 5 VALUE's that are crucial to Organizational Health; How to analyze where you current staff teams personal value positions are; How to apply methods and tools to obtain organizational value system alignment; How to maintain a proper value system focus over the long term. In the recent environment where the drive for ever increasing profits, questionable ethics and the tendency to treat people as 'human doings' instead of 'human beings' has led to the destruction of several high profile companies - Building Healthy Organizations is a breath of fresh air. The book convinces that an environment where values are self-consciously developed and staff is held accountable to them is crucial to the bottom line of all organizations.

Bringing together leading scholars and practitioners from the worlds of leadership, followership, transitional justice, and international law, this research provides a blueprint of how people-led, bottom-up, grassroots efforts can foster reconciliation and a more peaceful world.

Steer your organization away from burnout while boosting all-around performance The Happy, Healthy Nonprofit presents realistic strategies for leaders looking to optimize organizational achievement while avoiding the common nonprofit burnout. With a uniquely holistic approach to nonprofit leadership strategy, this book functions as a handbook to help leaders examine their existing organization, identify trouble spots, and resolve issues with attention to all aspects of operations and culture. The expert author team walks you through the process of building a happier, healthier organization from the ground up, with a balanced approach that considers more than just quantitative results. Employee wellbeing takes a front seat next to organizational performance, with clear guidance on establishing optimal systems and processes that bring about better results while allowing a healthier work-life balance. By improving attitudes and personal habits at all levels, you'll implement a positive cultural change with sustainable impact. Nonprofits are driven to do more, more, more, often with fewer and fewer resources; there comes a breaking point where passion dwindles under the weight of pressure, and the mission suffers as a result. This book shows you how to revamp your organization to do more and do it better, by putting cultural considerations at the heart of strategy. Find and relieve cultural and behavioral pain points Achieve better results with attention to well-being Redefine your organizational culture to avoid burnout Establish systems and processes that enable sustainable change At its core, a nonprofit is driven by passion. What begins as a personal investment in the organization's mission can quickly become the driver of stress and overwork that leads to overall lackluster performance. Executing a cultural about-face can be the lifeline your organization needs to thrive. The Happy, Healthy Nonprofit provides a blueprint for sustainable change, with a holistic approach to improving organizational outlook.

Much more than a response to harm, restorative justice nurtures relational, interconnected school cultures. The wisdom embedded within its principles and practices is being welcomed at a time when exclusionary discipline and zero tolerance policies are recognized as perpetuating student apathy, disproportionality, and the school-to-prison pipeline. Relying on the wisdom of early proponents of restorative justice, the daily experiences of educators, and the authors' extensive experience as classroom teachers and researchers, this Little Book guides the growth of restorative justice in education (RJE) into the future. Incorporating activities, stories, and examples throughout the book, three major interconnected and equally important aspects of restorative justice in education are explained and applied: creating just and equitable learning environments; building and maintaining healthy relationships; healing harm and transforming conflict. The Little Book of Restorative Justice in Education is a reference that practitioners can turn to repeatedly for clarity and consistency as they implement restorative justice in educational settings.

Victim offender dialogues have been developed as a way to hold offenders accountable to the person they have harmed and to give victims a voice about how to put things right. It is a way of acknowledging the importance of the relationship, of the connection which crime creates. Granted, the relationship is a negative one, but there is a relationship.

Amstutz has been a practitioner and a teacher in the field for more than 20 years.

Howard Zehr is the father of Restorative Justice and is known worldwide for his pioneering work in transforming understandings of justice. Here he proposes workable principles and practices for making Restorative Justice possible in this revised and updated edition of his bestselling, seminal book on the movement. (The original edition has sold more than 110,000 copies.) Restorative Justice, with its emphasis on identifying the justice needs of everyone involved in a crime, is a worldwide movement of growing influence that is helping victims and communities heal, while holding criminals accountable for their actions. This is not soft-on-crime, feel-good philosophy, but rather a concrete effort to bring

justice and healing to everyone involved in a crime. In *The Little Book of Restorative Justice*, Zehr first explores how restorative justice is different from criminal justice. Then, before letting those appealing observations drift out of reach into theoretical space, Zehr presents Restorative Justice practices. Zehr undertakes a massive and complex subject and puts it in graspable form, without reducing or trivializing it. This resource is also suitable for academic classes and workshops, for conferences and trainings, as well as for the layperson interested in understanding this innovative and influential movement.

An ordinary leader is someone who leads a small organization or team that is doing great things. They manage the majority of the world's workforce, but they don't lead large corporations or big government agencies. Ordinary leaders are rarely written about in books or quoted in magazines. They are, however, important. Maybe not globally, but in their own realm of influence, their leadership makes a difference. The term "ordinary" is also used to highlight the belief that no one ever arrives as a leader. In fact, if someone thinks of themselves as extraordinary, they will not be a very effective leader. Author Randy Grieser presents 10 key insights for building and leading a thriving organization. These are the principles he identifies as instrumental to success as a leader. Writing for leaders everywhere, he inspires, motivates, and explains how to make each insight a reality in your organization. Become a more passionate, productive, and visionary leader by exploring and embracing these 10 insights: Motivation and Employee Engagement: Organizations flourish when employees go beyond what is expected of them. Passion: A passionate, inspired workforce begins with the leader. Vision: Visionary leaders energize and inspire people to work towards a future goal. Self-Awareness: Knowing your strengths and weaknesses is vital for leading any organization. Talent and Team Selection: The right employees must, first and foremost, fit the workplace culture. Organizational Health: Employees are most engaged when leaders are committed to the emotional well-being of everyone. Productivity: Focusing on how and what things get done increases efficiency. Creativity and Innovation: Building processes for innovation puts creativity to work. Delegation: As you free up your time, you will also increase employee engagement. Self-Improvement: Personal development makes all the other principles easier to achieve. Also included are the perspectives of 10 ordinary leaders from a range of professions, survey feedback from over 1,700 leaders and employees, and a resource section that provides detailed guidance and examples for putting these ideas into action.

Many young Christians interested in the sciences have felt torn between two options: remaining faithful to Christ or studying science. In this concise introduction, Josh Reeves and Steve Donaldson provide both advice and encouragement for Christians in the sciences to bridge the gap between science and Christian belief and practice.

So we'd all like a more peaceful world—no wars, no poverty, no more racism, no community disputes, no office tensions, no marital skirmishes. Lisa Schirch sets forth paths to such realities. In fact, she points a way to more than the absence of conflict. She foresees justpeace—a sustainable state of affairs because it is a peace which insists on justice. Schirch singles out four critical actions that must be undertaken if peace is to take root at any level) — 1.) waging conflict nonviolently; 2.) reducing direct violence; 3.) transforming relationships; and 4.) building capacity. From Schirch's 15 years of experience as a peacebuilding consultant in Africa, Asia, and Latin America. A title in *The Little Books of Justice and Peacebuilding Series*.

The enhanced edition includes over 30 minutes of video featuring author Patrick Lencioni exploring the book's concepts more in-depth and providing new illustrative stories. It also includes color PDFs of many of the book's models, tools, and assessments.

Here's a call to colleges and universities to consider implementing restorative practices on their campuses, ensuring fair treatment of students and staff, while minimizing institutional liability, protecting the campus community, and boosting morale. From an Associate Dean of Student Affairs who has put these models to work on his campus.

In the United States, some populations suffer from far greater disparities in health than others. Those disparities are caused not only by fundamental differences in health status across segments of the population, but also because of inequities in factors that impact health status, so-called determinants of health. Only part of an individual's health status depends on his or her behavior and choice; community-wide problems like poverty, unemployment, poor education, inadequate housing, poor public transportation, interpersonal violence, and decaying neighborhoods also contribute to health inequities, as well as the historic and ongoing interplay of structures, policies, and norms that shape lives. When these factors are not optimal in a community, it does not mean they are intractable: such inequities can be mitigated by social policies that can shape health in powerful ways.

*Communities in Action: Pathways to Health Equity* seeks to delineate the causes of and the solutions to health inequities in the United States. This report focuses on what communities can do to promote health equity, what actions are needed by the many and varied stakeholders that are part of communities or support them, as well as the root causes and structural barriers that need to be overcome.

Our ancestors gathered around a fire in a circle, families gather around their kitchen tables in circles, and now we are gathering in circles as communities to solve problems. The practice draws on the ancient Native American tradition of a talking piece. Peacemaking Circles are used in neighborhoods to provide support for those harmed by crime and to decide sentences for those who commit crime, in schools to create positive classroom climates and resolve behavior problems, in the workplace to deal with conflict, and in social services to develop more organic support systems for people struggling to get their lives together. A title in *The Little Books of Justice and Peacebuilding Series*.

The secret of achieving and sustaining organizational excellence revealed In an ever-changing world where only a third of excellent organizations stay that way over the long term, and where even fewer are able to implement successful change programs, leaders are in need of big ideas and new tools to thrive. In *Beyond Performance*, McKinsey & Company's Scott Keller and Colin Price give you everything you need to build an organization that can execute in the short run and has the vitality to prosper over the long term. Drawing on the most exhaustive research

effort of its kind on organizational effectiveness and change management, Keller and Price put hard science behind their big idea: that the health of an organization is equally as important as its performance. In the book's foreword, management guru Gary Hamel refers to this notion as "a new manifesto for thinking about organizations." The authors illustrate why copying management best practices from other companies is more dangerous than helpful. Clearly explains how to determine the mutually reinforcing combination of management practices that best fits your organization's context. Provides practical tools to achieve superior levels of performance and health through a staged change process: aspire, assess, architect, act, and advance. Among these are new techniques for dealing with those aspects of human behavior that are seemingly irrational (and therefore confound even the smartest leaders), yet entirely predictable. Ultimately, building a healthy organization is an intangible asset that competitors copy at their peril and that enables you to skillfully adapt to and shape your environment faster than others—giving you the ultimate competitive advantage.

The current global economic environment is defined by unprecedented uncertainty, a premium placed on knowledge, and the threat of future talent scarcity. Key to an organization's success under these conditions is its ability to strengthen the links between people and performance. *Creating Healthy Organizations* provides executives, managers, human resource professionals, and employees an action-oriented approach to forging these connections by creating and sustaining vibrant and productive workplaces. A healthy organization operates in ways that benefits all stakeholders, including employees, customers, shareholders, and communities. Using a wide range of examples from a variety of internationally based industries, Graham Lowe integrates leading practices with research on workplace health and wellness, quality work environments, employee engagement, organizational performance, and corporate social responsibility to make a compelling business case for creating healthy, resilient, and sustainable organizations. *Creating Healthy Organizations* offers readers, whether CEOs or front-line workers, an innovative framework and practical tools for planning, implementing, and measuring healthy change in their workplaces.

Guidance for people in navigating the emotional impact of the COVID-19 pandemic and the uncertainty, anxiety, grief and depression, and trauma associated with it.

*Lawyers as Peacemakers* can teach lawyers new ways of finding satisfaction in their practice and providing comprehensive, solution-focused services to clients; sometimes it's not about winning, it's about finding the best possible answer for everyone involved. These practices focus on a more holistic, humanistic, solution-based approach to resolving legal problems, an approach that many clients want and need.

"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)"--

Conquer the most essential adaptation to the knowledge economy *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* offers practical guidance for teams and organizations who are serious about success in the modern economy. With so much riding on innovation, creativity, and spark, it is essential to attract and retain quality talent—but what good does this talent do if no one is able to speak their mind? The traditional culture of "fitting in" and "going along" spells doom in the knowledge economy. Success requires a continuous influx of new ideas, new challenges, and critical thought, and the interpersonal climate must not suppress, silence, ridicule or intimidate. Not every idea is good, and yes there are stupid questions, and yes dissent can slow things down, but talking through these things is an essential part of the creative process. People must be allowed to voice half-finished thoughts, ask questions from left field, and brainstorm out loud; it creates a culture in which a minor flub or momentary lapse is no big deal, and where actual mistakes are owned and corrected, and where the next left-field idea could be the next big thing. This book explores this culture of psychological safety, and provides a blueprint for bringing it to life. The road is sometimes bumpy, but succinct and informative scenario-based explanations provide a clear path forward to constant learning and healthy innovation. Explore the link between psychological safety and high performance. Create a culture where it's "safe" to express ideas, ask questions, and admit mistakes. Nurture the level of engagement and candor required in today's knowledge economy. Follow a step-by-step framework for establishing psychological safety in your team or organization. Shed the "yes-men" approach and step into real performance. Fertilize creativity, clarify goals, achieve accountability, redefine leadership, and much more. *The Fearless Organization* helps you bring about this most critical transformation.

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