

Mass Career Customization Aligning The Workplace With Today

The College Physics for AP(R) Courses text is designed to engage students in their exploration of physics and help them apply these concepts to the Advanced Placement(R) test. This book is Learning List-approved for AP(R) Physics courses. The text and images in this book are grayscale.

The Baby Boomer generation is facing a time of heightened uncertainty. Blessed with unprecedented levels of education, health, and life expectancy, many hope to contribute to society after their retirement. Yet they must also navigate ambiguous career exits and retirement paths, as established scripts for schooling, parenting, and careers continue to unravel. In *Encore Adulthood*, Phyllis Moen presents the realities of the "encore" life stage - the years between traditional careers and childraising and old age. Drawing on large-scale data sets and interviews with Boomers, HR personnel, and policymakers, this book illuminates the challenges that Boomers encounter as they transition from traditional careers into retirement. Beyond data analysis, Moen discusses the personal impact for Boomers' wellbeing, happiness, and health when they are unable to engage in meaningful work during their encore years, as well as the potential economic loss that would occur when a large, qualified group of people prematurely exit the workforce. Moen concludes with proposals for a range of encore jobs that could galvanize Boomers to take on desirable and sought-after second acts, emphasizing meaningful work over high-paying jobs and flexibility over long hours. An important analysis of an understudied and new life stage, *Encore Adulthood* makes an important contribution to the existing scholarship on careers, work, and retirement.

Developing Women Leaders answers the question "How do we best develop women leaders?" with practical solutions drawn from current literature and the author's personal interviews with high-achievers in major US companies and universities. Presents research-based, practical solutions to help people in organizations develop talented women
Describes what organizations and individuals need to know about leadership competencies, personality, and leadership styles
Explains gender-related issues that affect the behaviors of both women and men at work
Integrates first-hand accounts by high-achieving women and men from major US companies and universities about their leadership experiences
Separate chapters addressed to CEOs and Human Resource executives, managers, and women offer practical suggestions to implement in their organizations, using examples from some 'best practice' companies
Has relevance across the range of all organizations including Fortune 500 companies, academic institutions, non-profit organizations and small businesses
Has significance for every aspect of society – business, government, law, families, careers, and health

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In the controversial public debate over modern American families, the vast changes in family life--the rise of single, two-paycheck, and same-sex parents--have often been blamed for declining morality and unhappy children. Drawing upon pioneering research with the children of the gender revolution, Kathleen Gerson reveals that it is not a lack of "family values," but rigid social and economic forces that make it difficult to have a vibrant and committed family and work life. Despite the entrance of women into the workforce and the blurring of once clearly defined gender boundaries, men and women live in a world where the demands of balancing parenting and work, autonomy and commitment, time and money are left largely unresolved. Gerson finds that while an overwhelming majority of young men and women see an egalitarian balance within committed relationships as the ideal, today's social and economic realities remain based on conventional--and now obsolete--distinctions between breadwinning and caretaking. In this equity vacuum, men and women develop conflicting strategies, with women stressing self-reliance and men seeking a new traditionalism. With compassion for all perspectives, Gerson argues that whether one decides to give in to traditionally imbalanced relationships or to avoid marriage altogether, these approaches are second-best responses, not personal preferences or inherent attributes, and they will shift if new options can be created to help people achieve their egalitarian aspirations. The Unfinished Revolution offers clear recommendations for the kinds of workplace and community changes that would best bring about a more egalitarian family life--a new flexibility at work and at home that benefits families, encourages a thriving economy, and helps women and men integrate love and work. Praise for the Hardcover: "Over the past three decades, social change has blown apart the old-fashioned ideal of the nuclear family--and Gerson has set out to map where the pieces have landed." --New York Post "Valuable for the abundance and candor of the testimony from this unmoored generation pioneering through radically altered conceptions of personal and professional life." --Publishers Weekly "This is not a battle that can be won with legal challenges or legislation. Yes, it would undoubtedly be greatly aided by the passage of major social policies such as universal child care. But at its core, this is a fight that plays out within homes and between partners. And as Gerson's research makes clear, the fight has not changed all that dramatically in the past 30 years." --The American Prospect

Astronomy is written in clear non-technical language, with the occasional touch of humor and a wide range of clarifying illustrations. It has many analogies drawn from everyday life to help non-science majors appreciate, on their own terms, what our modern exploration of the universe is revealing. The book can be used for either a one-semester or two-semester introductory course (bear in mind, you can customize your version and include only those chapters or sections you will be teaching.) It is made available free of charge in electronic form (and low cost in printed form) to students around the world. If you have ever thrown up your hands in despair over the spiraling cost of astronomy textbooks, you

owe your students a good look at this one. Coverage and Scope Astronomy was written, updated, and reviewed by a broad range of astronomers and astronomy educators in a strong community effort. It is designed to meet scope and sequence requirements of introductory astronomy courses nationwide. Chapter 1: Science and the Universe: A Brief Tour Chapter 2: Observing the Sky: The Birth of Astronomy Chapter 3: Orbits and Gravity Chapter 4: Earth, Moon, and Sky Chapter 5: Radiation and Spectra Chapter 6: Astronomical Instruments Chapter 7: Other Worlds: An Introduction to the Solar System Chapter 8: Earth as a Planet Chapter 9: Cratered Worlds Chapter 10: Earthlike Planets: Venus and Mars Chapter 11: The Giant Planets Chapter 12: Rings, Moons, and Pluto Chapter 13: Comets and Asteroids: Debris of the Solar System Chapter 14: Cosmic Samples and the Origin of the Solar System Chapter 15: The Sun: A Garden-Variety Star Chapter 16: The Sun: A Nuclear Powerhouse Chapter 17: Analyzing Starlight Chapter 18: The Stars: A Celestial Census Chapter 19: Celestial Distances Chapter 20: Between the Stars: Gas and Dust in Space Chapter 21: The Birth of Stars and the Discovery of Planets outside the Solar System Chapter 22: Stars from Adolescence to Old Age Chapter 23: The Death of Stars Chapter 24: Black Holes and Curved Spacetime Chapter 25: The Milky Way Galaxy Chapter 26: Galaxies Chapter 27: Active Galaxies, Quasars, and Supermassive Black Holes Chapter 28: The Evolution and Distribution of Galaxies Chapter 29: The Big Bang Chapter 30: Life in the Universe Appendix A: How to Study for Your Introductory Astronomy Course Appendix B: Astronomy Websites, Pictures, and Apps Appendix C: Scientific Notation Appendix D: Units Used in Science Appendix E: Some Useful Constants for Astronomy Appendix F: Physical and Orbital Data for the Planets Appendix G: Selected Moons of the Planets Appendix H: Upcoming Total Eclipses Appendix I: The Nearest Stars, Brown Dwarfs, and White Dwarfs Appendix J: The Brightest Twenty Stars Appendix K: The Chemical Elements Appendix L: The Constellations Appendix M: Star Charts and Sky Event Resources

A guidebook for aligning technology-intensive initiatives with corporate intentions. It aims to offer a convincing case that the "alignment" portfolio management method is a good way to manage strategic planning and implementation. With the ever-increasing functionalities of information and communication technologies, as well as the spatial and temporal transformations brought about by shifts in global work patterns, mobile work has become more important than ever to workers and employers. The objective of this volume is to illustrate through narratives the patterns of mobility that are altering the meaning of work and how work is positioned with respect to the rest of life. The contributors to this volume are anthropologists who not only study remote, nomadic, and mobile workers but who are also remote, nomadic, and mobile themselves. They share observations about the evolution of their personal and professional identities, their attempts to define or merge boundaries between work and personal life, and their struggles to present the value of their work to others. Their descriptions of the tensions inherent in mobile life and work, and the strategies they employ to

overcome them, greatly further our understanding of the interplay of self, work, place, and technology, and point to future research directions for the anthropology of work.

Smart brands such as Chipotle, Zazzle, Nike, and Pandora are ditching the outdated 20th century model of a one-size-fits-all approach to providing products and services. From a Netflix movie night to a marriage courtesy of eHarmony, customization is changing every corner of American life and business. The New York Times bestseller *Custom Nation* is a practical how-to guide by someone who has built his business on the power of customization. YouBar founder Anthony Flynn and business journalist Emily Flynn Vencat explain how marketers, brand managers, and entrepreneurs across all industries can reinvigorate their businesses and increase profits. In *Custom Nation*, learn:

- Why customization is key to today's businesses and what does and doesn't work
- How to incorporate customization in new and established businesses to make your products stand out and sell
- What strategies work for the most successful and profitable custom brands

Drawing on firsthand interviews with the CEOs and founders of dozens of companies specializing in customization, *Custom Nation* reveals how customization can make any business stand apart and generate market share, increase profit margins, and develop customer loyalty.

What is a sustainable career and how can individuals and organizations develop pathways that lead to them? With current levels of global unemployment and the need for life-long learning and employability enhancement these questions assume a pressing s

Handbook of Gendered Careers in Management provides an international overview of current practice and theory surrounding gendered employment in management, illustrating the impact of gender on key stages of career development.

Organizations accomplish results when they powerfully engage employees and capture their discretionary time. This is more important than ever during this period where employees are facing unprecedented time poverty. Technology has blurred the lines between employees' work and personal lives, and they are faced with the challenges of successfully navigating and integrating work and personal demands. When organizations provide the right benefits, policies, and cultural practices, they win and they serve employees in the process. Using examples and real-world experiences from senior executives and employees at all levels, author Tracy Brower shows readers the importance of work-life supports and how they lead to more engaged and fulfilled employees. *Bring Work to Life by Bringing Life to Work* is your go-to guide to work-life support, providing easy-to-read strategies for building and implementing your organization's strategies to harness work-life supports, increasing positive impact to your bottom line.

Mass Customization examines the business opportunities, considerations, and challenges manufacturers in various industries must weigh before committing to the significant investment in machinery and software needed to go to mass customization. For manufacturers who decide that it's time to take the plunge, the author describes the proven methods and latest technologies for making mass customization work seamlessly and profitably on the factory floor. Mass customization—the automated manufacturing

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bespoke products, profitably combining the low unit costs of mass production with the flexibility of building custom products to order—has been touted as the next big thing for more than a quarter of a century. Until recently, however, mass customization made only modest inroads in a few industries. Now, the convergence of new ICT and manufacturing technologies with traditional CNC technologies means that mass customization's moment has arrived for breaking out into a wide range of industries. Hans Kull is an engineer and mathematician who applies his expertise in combinatorial optimization, programming, and engineering to devising end-to-end automated solutions for mass customization, automating and optimizing all processes—from bespoke parts supply, order processing, production, and waste minimization to packing and delivery. He shares with his readers practical lessons for making mass customization succeed, case studies from various industries, and an insider's vision of the business implications of mass customization's coming of age.

The workplace is changing with new technology and innovations that give people more autonomy over how, when and where they work

Mass Career Customization is a wake-up call to corporate America and a guidebook for business leaders. Centered on the powerful insight that today's career is no longer a straight climb up the corporate ladder, but rather a combination of climbs, lateral moves, and planned descents, Mass Career Customization provides a refreshing approach to attracting talent and strengthening leadership pipelines while providing varied and well-balanced career journeys.

This is a scholarly and erudite work. . . There is a wealth of detail, all illustrated with plenty of fascinating examples. . . It is impossible to give the full flavour of this thoughtful and stimulating book in even a long review, but it deserves to be widely accessible and read. Citizen s Income . . . this is the greatest book ever about work (in all its forms). . . Work after Globalization offers us the kind of foundation we need to launch a new social-democratic program. . . do yourself a favour, don t take my word for it. You need to read this book for yourself. . . If you re ever going to read a book about work, make it this one. Peter Hall-Jones, New Unionism Network This is an important book. It shifts emphasis from the role of capital to the creativity of labour in the creation of value in the real economy. A central role is accorded to each and all of the skills and occupations which contribute to the construction of an economy and a civic culture governed by the public interest. Guy Standing has made an original contribution to the validation of human creativity in the economic process. The work owes an acknowledged debt to the vision of Karl Polanyi. Kari Polanyi-Levitt, McGill University, Canada Standing has written a comprehensive account of what the forces and developments that govern the contemporary world (such as states, employers, trade unions, the globalization of labor markets, financial market crises etc.) do to workers and the conditions under which they work and live. It is rare for a social science work that is full of empirical information to be as accessibly written as this one. It is even rarer to find all three of the things that good social science can deliver fine-grained description, original explanation, sophisticated normative reflection in the pages of a single volume. One of the richest accounts of the fates of labor since Polanyi (1944). Claus Offe, Hertie School of Governance, Germany In Work after Globalization, Guy Standing, one of the most knowledgeable and theoretically sophisticated scholars in the area of labor relations

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today, paints a rich panorama of contemporary labor practices around the world to demonstrate that we are in the midst of a societal shift of historical dimensions. Standing's concept of occupational citizenship provides a way to re-capture both human agency and community, thereby reconciling the individual with society and flexibility with new forms of social security. This book is a tour de force for its sweeping scope, incisive analysis, and predictive power. Katherine Stone, University of California, Los Angeles, US In this ground-breaking book, Guy Standing offers a new perspective on work and citizenship, rejecting the labourist orientation of the 20th century. Karl Polanyi's *The Great Transformation* marked the rise of industrial citizenship, which hinged on fictitious labour de-commodification. Since the 1970s, this has collapsed and a Global Transformation is under way, in which inequalities and insecurities are becoming unsustainable. Guy Standing explains that while a struggle against paternalism is essential, the desirable egalitarian response to the problems caused by globalization is a strategy to build occupational citizenship. This is based on a right to universal economic security and institutions to enable everybody to develop their capabilities and work whilst respecting the ecological imperatives of the 21st century. The book also explores a phasing out of labour law and a re-orientation of collective bargaining towards collaborative bargaining, highlighting the increased importance of the relationship between groups of workers and citizens as well as between workers and capital. *Work after Globalization* offers a new perspective on work, rejecting the labourist orientation of the 20th century. Social scientists interested in globalization and labour market issues will warmly welcome this book. It will also strongly appeal to students

THE JOSSEY-BASS READER ON Contemporary Issues in Adult Education With contributions from leading experts in the field, *The Jossey-Bass Reader on Contemporary Issues in Adult Education* collects in one volume the best previously published literature on the issues and trends affecting adult education today. The volume includes influential pieces from foundational authors in the profession such as Eduard C. Lindeman, Alain Locke, and Paulo Freire, as well as current work from authors around the world, including Laura L. Bierema, John M. Dirkx, Cecilia Amaluisa Fiallos, Peter Jarvis, Michael Newman, and Shirley Walters. In five sections, the book's thirty chapters delve into a wide range of compelling topics including: social justice, democracy, and activism diversity and marginalization human resource development lifelong learning ethical issues the meaning and role of emotions globalization and non-Western perspectives the role of mass media, popular culture, and "social learning" technology health, welfare, and environment Each piece is framed within its larger context by the editors, and each section is accompanied by helpful reflection and discussion questions.

In the 21st century workplace "litigation explosion" and its increasing costs and risk of lawsuit make negotiation - rather than litigation - an attractive alternative. This new volume with contributions from experts in psychology, management and other disciplines, bridges the gap between management and negotiation research.

With roots planted firmly in the industrial age, the corporate ladder has been the metaphor used to describe the prevailing one-size-fits-all model for success. At its heart, the ladder is derived from inflexible, hierarchical, organization models in

which prestige, individual rewards, information flow, power and influence are tied to the rung each employee occupies. Yet the workplace as we know it is in transition -- evolving away from the linear, one-size-fits-all model of the corporate ladder toward a multidimensional approach that Cathy Benko calls the corporate lattice. This book will serve to widen an organization's strategic lens, representing a fundamentally new way to work and run a company. It offers a framework to help senior leaders and HR directors harness the talent in their company in a way that provides a strategic advantage, not only for recruiting but also for achieving and maintain better individual performance. In the bestselling book Mass Career Customization (Harvard Business Press/2007), Cathy Benko and Deloitte provided the breakthrough MCC dashboard for understanding the important variables of individual employees' career-life profiles, but she also coined a new metaphor -- the corporate lattice -- as a way to think about the changed career landscape. This book delves much deeper into the power of the lattice for organizations, fully exploring its contours and applying it to real-life practice throughout a company. It explores how the corporate lattice model creates value by: 1. Ensuring a flow of talent into and through the organization. 2. Increasing the efficiency of and return on organizational investments. 3. Improving financial and operating results through greater employee engagement. The three-part framework of the book presents specific ways managers and organizations can use The Corporate Lattice to manage talent, measure results, collaborate across teams, engage employees, and reor"

This book focuses on the aging workforce from the employment relationship perspective. This innovative book specifically focuses on how organizations can ensure their aging workers remain motivated, productive and healthy. In 15 chapters, several experts on this topic describe how organizations through effective human resource management can ensure that workers are able to continue working at higher age. In addition, this book discusses the role older workers themselves play in continuing work at higher age. To do this, the authors integrate research from different areas, such as literature on leadership, psychological contracts and diversity with literature on the aging workforce. Through this integration this book provides innovative ways for organizations and workers to maintain productivity, motivation and health. Aging Workers and the Employee-Employer Relationship summarizes the latest research on how employment relationships change with age and its implications for supporting the well-being, motivation and productivity of older workers. It identifies ways to improve how both companies and workers solve the problems they face. These include better designed employment practices and more adaptive job content and developmental opportunities for aging workers along with activities aging workers can engage to enhance their own job crafting, learning and employability.

Edited by Harvard Business School professor Jay W. Lorsch, the preeminent authority on corporate boards, this book gathers the leading voices from business and academia to address the challenges of governance in the 21st century. We

are at a crucial juncture in the evolution of business and the economy. We must now reshape the structures and practices of business leadership to avoid going down the same path again. To a large extent this is a question of governance and the role of corporate boards, to help us wrestle with critical issues like CEO performance and succession, compensation, and forward-looking strategy. In *The Future of Boards*, governance sage Jay Lorsch has gathered thought leaders and some of the most experienced voices at Harvard Business School to describe the moment we are in, identify and analyze the salient issues, and chart a course for the future. Articles include Bill George on how boardroom conflicts can be understood and managed; Krishna Palepu on how directors can gain the knowledge necessary to effectively oversee strategy; Lorsch himself and colleague Rakesh Khurana on how boards can set reasonable compensation while still motivating top talent; and Ken Merchant and Kat Pick on group pathologies in the boardroom and how to overcome them. *The Future of Boards* will be must reading for CEOs, business and industry leaders, policymakers, and anyone involved in influencing and reshaping business in the 21st century.

Explains the historical evolution of the division of labour in modern welfare states. This book develops three policy models to illustrate how a democratic division of labour can be conceived in the long-term. It also presents a Complete Combination Model for the development of an integrated policy programme.

This Is Parenting on Your Own Terms Chances are, you'd rather not forfeit your happy, rested life the moment you become a parent. As a mom, you may want to keep your career, but aren't sure how to balance it with housework and childcare. As a dad, you probably want to witness your child's milestones, but a demanding job may get in the way. And what about time for yourself (never mind your sex life)? Marc and Amy Vachon were determined to beat this scenario when their first child was born. They vowed to sidestep the world's expectations of new parents and create a parenthood model that worked for them. Their strategy was to share everything—the good and the bad. They became peers in each area of parenthood: childcare, housework, and breadwinning. They also made time for themselves, and for each other. They shared the burdens so nobody was overwhelmed, and the joys so neither missed out on the fun. Drawing on Marc and Amy's experiences, as well as those of dozens of ESP couples, *Equally Shared Parenting* shows you how to create a balanced life that is rarely experienced by today's parents. It's not just about who vacuums and who does the dishes, or who brings in the paycheck and who tends to the kids. You'll learn how to look at every aspect of parenthood, money, careers, and your individual needs, so you can build a life that works for you both.

What difference can the aspiring HR strategist really make to business value? In the new edition of her ground-breaking book, Linda Holbeche answers this question and provides the tools and insights to help HR managers and directors add value to the organization by implementing effective HR initiatives that are aligned to core business strategies. Featuring

updated profiles and case studies from top HR strategists who have used their skills to deliver a variety of key business objectives, *Aligning Human Resources and Business Strategy*, 2nd edition provides inspiration and guidance on how to apply the theory to challenges in your organization. Learn how you can strengthen and prove the relationship between people strategy and business success through your approach to performance and development and impress at the highest levels with this new edition of an HR classic. Linda Holbeche is Director of Research and Policy at the Chartered Institute of Personnel and Development (CIPD). Linda chairs and speaks at meetings and conferences worldwide and appeared at number six in *Human Resources* magazine's HR most influential 2008 roll call of top industry thinkers. In the coming years, escalating retirement and turnover rates among community college administrators and faculty will decidedly create a void for professionals in the workforce development field. Using this book as your field guide, you can expand your range of knowledge and skills, enhancing local institutional and program experience to better respond to local workforce needs.

Hire with Your Head Updated with new case studies and more coverage of the impact and importance of the Internet in the hiring process, this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position. Lou Adler's *Performance-based Hiring* is more powerful than ever! "We have chosen Performance-based Hiring because it's a comprehensive process, it's behaviorally grounded, managers and recruiters find it easy to use, and it works." -Marshall Utterson, Director Staffing, AIG Enterprise Services, LLC "Everyone's looking for the perfect means to make effective hiring decisions. A trained interviewer armed with the right tools is the best solution. Performance-based Hiring is a proven methodology to get these results." -John Ganley, Vice President and Chief Talent Officer, Quest Software "Any staffing director that doesn't send all of their people through Performance-based Hiring training is missing out on top talent, plain and simple. This should be the standard throughout the industry." -Dan Hilbert, Recruiting Manager, Valero Energy Corporation "Performance-based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years. In fact, these tools have not only produced amazing outcomes-in terms of selecting the best fit in an extremely tight labor market-but with a level of success among our operations customers that I have rarely seen with other HR products." -Trudy Knoepke-Campbell, Director, Workforce Planning, HealthEast(r) Care System

Gardner explains how to bring a company into alignment with mass customization (also known as build to order, assemble to order, configure to order, make to order, and engineer to order). He also reviews why mass customization must be viewed as an enterprise-wide business strategy, not merely a departmental initiative.

Far-reaching changes in attitudes and family structures have been redefining the workforce for more than two decades—yet the workplace has remained much the same. During this time, many companies have learned that personalizing the customer experience is good for business. In *Mass Career Customization*, the authors argue convincingly to extend this popular and

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profitable concept to the workplace. This book is centered on the powerful insight that career options in today's economy need to accommodate the rising and falling phases of employee engagement as it changes over time. The remarkable process unveiled in this book offers choices involving four important dimensions of career progression: role; pace; location and schedule; and workload. As the working population shrinks, maintaining industry advantage will depend largely on keeping employees engaged and connected. Mass career customization provides a framework for organizational adaptability that will do just that.

Although today's family has changed, the workplace has not—and the resulting one-size-fits-all workplace has become profoundly mismatched to the needs of an increasingly diverse and varied workforce. As changes in the composition of the workforce exert new demands on employers, considerable attention is being paid to how workplaces can be structured more flexibly to achieve the goals of employers and employees. Workplace Flexibility brings together sixteen essays authored by leading experts in economics, demography, political science, law, sociology, anthropology, and management. Collectively, they make the case for workplace flexibility, as well as examine existing business practices and public policy regarding flexibility in the United States, Europe, Australia, and Japan. Workplace Flexibility underscores the need to realign the structure of work in time and place with the needs of the changing workforce. Considering the positive and negative consequences for employer and employee alike, the authors argue that, although there is not an easy solution to creating and implementing flexibility practices—in the United States or abroad—redesigning the workplace is essential if today's workers are effectively to meet the demands of life and work and if employers are successfully able to attract and retain top talent and improve performance.

Professional resume and cover letter writers reveal their inside secrets for creating phenomenal cover letters that get attention and land interviews. Features more than 150 sample cover letters written for all types of job seekers, including the Before-and-After transformations that can make boring letters fabulous.

For undergraduate-level courses in Industrial and Organizational Psychology, Business Psychology, Personnel Psychology and Applied Psychology. Psychology and Work Today provides an invaluable foundation for anyone entering today's global business and industrial world. This informative, sophisticated, and entertaining text teaches students about the nature of work in modern society. By focusing on the practical and applied rather than the scientific ideal, the authors demonstrate how industrial-organizational psychology directly impacts our lives as job applicants, trainees, employees, managers, and consumers.

This four-volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century, including issues of gender, race, generation, disability, sexual orientation, national origin, and age.

A Roadmap for Leadership and Cultural Transformation Throughout today's rapidly changing business world, top CEOs face two primary challenges: solving the leadership gap and creating a sustainable corporate culture. International leadership coach John Mattone and CEO magazine editor-in-chief Nick Vaidya unlock the keys to leadership development and cultural transformation through intimate interviews with fourteen CEOs from top organizations, including: Deloitte, Graybar, The North Face, HP Financial, Ovations Brands, Virtusa, and Bigcommerce. Culture was long thought to be merely a 'soft' resource in the corporate equation.

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However, more and more business leaders are beginning to recognize the necessity of culture when it comes to creating and sustaining long-term growth and change. What is the key to creating a strong business culture? Leadership. The best cultures start with CEOs who set the tone for the rest of the company, guiding others through the often difficult process of corporate transformation. You'll gain valuable insights, through experiences from the finest business minds, on how to introduce and sustain cultural change in your organization. Learn how successful CEOs came to realize their leadership potential Discover the key attributes that increase a leader's effectiveness Uncover your own leadership strengths and development needs Handle the primary obstacles to cultural transformation Address outdated mindsets and resistance to organizational change Mattone and Vaidya also draw upon their own extensive coaching and consulting experiences to provide a powerful and proven 6-Step Process for designing and implementing effective cultural transformations. This process enhances the other valuable tools in this comprehensive guide, so you can start building a positive organizational culture right away.

If you only read one book on the future of work, *Work Disrupted: Opportunity, Resilience, and Growth in the Accelerated Future of Work* should be that book. The future of work swept in sooner than expected, accelerated by Covid-19, creating an urgent need for new maps, new mindsets, new strategies-- and most importantly, a trusted guide to take us on this journey. That guide is Jeff Schwartz. A founding partner of Deloitte Consulting's Future of Work practice, Schwartz brings clarity, humor, wisdom, and practical advice to the future of work, a topic surrounded by misinformation, fear, and confusion. With a fundamental belief in the power of human innovation and creativity, Schwartz presents the key issues, critical choices, and potential pitfalls that must be on everyone's radar. If you're anxious about robots taking away your job in the future, you will take comfort in the realistic perspective, fact-based insights, and practical steps Schwartz offers. If you're not sure where to even begin to prepare, follow his level-headed advice and easy-to-follow action plans. If you're a business leader caught between keeping up, while also being thoughtful about the next moves, you will appreciate the playbook directed at you. If you're wondering how Covid-19 will change how and where you will work, *Work Disrupted* has you covered. Written in a conversational style by Schwartz, with Suzanne Riss, an award-winning journalist and book author, *Work Disrupted* offers a welcome alternative to books on the topic that lack a broad perspective or dwell on the problems rather than offer solutions. Timely and insightful, the book includes the impact of Covid-19 on our present and future work. Interviews with leading thinkers on the future of work offer additional perspectives and guidance. Cartoons created for the book by leading business illustrator Tom Fishburne bring to life the reader's journey and the complex issues surrounding the topic. Told from the perspective of an economist, management advisor, and social commentator, *Work Disrupted* offers hope--and practical advice--exploring such topics as: How we frame what lies ahead is a critical navigational tool. Discover the signposts that can serve as practical guides for individuals who have families to support, mortgages to pay, and want to stay gainfully employed no matter what the future holds. The importance of recognizing the rapidly evolving opportunities in front of us. Learn how to build resilience—in careers, organizations, and leaders—for what lies ahead. Why exploring new mental models helps us discover the steps we need to take to thrive. Individuals can decide how to protect their livelihood while

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businesses and public institutions can consider how they can lead and support workforces to thrive in twenty-first-century careers and work. "Jeff's marvelous book is a roadmap for the new world of work with clear signposts. His insights will help readers discover opportunities, take action, and find hope in uncertain times. The ideas are fresh, beautifully crafted, and immediately applicable. This is not only a book to be read, but savored and used." —Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan; Partner, the RBL Group; Co-author Reinventing the Organization

As the great American work-benefit experiment erodes, companies are increasingly asking people to take responsibility for managing their own health. There's no question work and health are intertwined. But what effect does an intensely productive, globally connected, high-tech work environment have on a population largely entrusted with overseeing their own health needs? In California's Silicon Valley, a distinctive and medically diverse health culture has emerged. *Being and Well-Being* explores this health culture, detailing the biomedical, countercultural, and immigrant-based beliefs and practices that shape ideas about working, care-giving, and what it means to be healthy. As English-Lueck shows, the integration of workplace productivity with personal health has created national patterns of discrimination against those not in the productive mainstream, including the unemployed, retired, and chronically ill. But new ideas about work and health can clarify core American values, highlight emerging global trends, and provide a vital assessment of the evolution of our shared pursuit of well-being. While policymakers debate the possibilities for health insurance reform and government provisions, they overlook this lived experience. The shift of responsibility from organization to individual, a key feature of late capitalism, has significant implications. Individuals are supposed to be unfettered innovators at work, while managing the mundane details of their pensions and health plans. Workers are simultaneously responsible for work projects and for themselves as projects. Here, where work and health collide, in the front offices and on the warehouse floors, is one of the key ways in which people, in the guise of workers, feel capitalism.

The aging of the population of the United States is occurring at a time of major economic and social changes. These economic changes include consideration of increases in the age of eligibility for Social Security and Medicare and possible changes in benefit levels. Furthermore, changes in the social context in which older individuals and families function may well affect the nature of key social relationships and institutions that define the environment for older persons. Sociology offers a knowledge base, a number of useful analytic approaches and tools, and unique theoretical perspectives that can facilitate understanding of these demographic, economic, and social changes and, to the extent possible, their causes, consequences and implications. *New Directions in the Sociology of Aging* evaluates the recent contributions of social demography, social epidemiology and sociology to the study of aging and identifies promising new research directions in these sub-fields. Included in this study are nine papers prepared by experts in sociology, demography, social genomics, public health, and other fields, that highlight the broad array of tools and perspectives that can provide the basis for further advancing the understanding of aging processes in ways that can inform policy. This report discusses the role of sociology in what is a wide-ranging and diverse field of study; a proposed three-dimensional conceptual model for studying social processes in aging over the life cycle; a review of existing databases, data

needs and opportunities, primarily in the area of measurement of interhousehold and intergenerational transmission of resources, biomarkers and biosocial interactions; and a summary of roadblocks and bridges to transdisciplinary research that will affect the future directions of the field of sociology of aging.

In this updated 10th anniversary edition of Gillespie and Temple's groundbreaking research, *Good Enough Is the New Perfect* shows that modern mothers really can have it all. The pressure on women is real. We dominate in our jobs while simultaneously juggling the needs of our families and our homes. But what about our own needs? With so many balls in the air, finding balance is harder than ever. The truth is that you can have it all. The secret is creating an "all" that you love. Through their extensive research, Becky Beaupre Gillespie and Hollee Schwartz Temple have discovered a paradigm shift in motherhood: more and more mothers are losing their "never enough" attitude and embracing a "good enough" mindset to be happier, more confident and more fulfilled. With inspiring firsthand accounts from working mothers, *Good Enough Is the New Perfect* is a true roadmap for the incredible balancing act we call motherhood and getting what you really want out of your career, your family and your life. "Most moms I know don't even want it all. We just want less stress and enough time. But how can we achieve it? [*Good Enough Is the New Perfect*] sheds light on this question." —The Washington Post

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