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Learn how to lead organizational change with this Harvard Business Review digital collection. The Heart of Change is your guide to helping people think and feel differently

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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. The Heart of Change Field Guide provides leaders and managers with tools, frameworks, and advice for bringing these breakthrough change methods to life within their own organizations.

The Export-Import Bank: An Economic Analysis provides a critical analysis of the

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export financing issue and the Eximbank's performance in fulfilling its congressional mandate. The analysis is based on extensive interviews with Eximbank officials and on numerous internal documents in addition to published materials. This book is composed of 11 chapters that reflect the three perspectives on Eximbank's performance. First, an analysis of the need for such financing is presented in conjunction with an assessment of the competitiveness of U.S. programs compared with those provided by other nations. Second, Eximbank performance

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is evaluated in terms of the cost of its programs, their potential welfare impacts, and the likely impact on U.S. exports. Third, an evaluation is provided of the Eximbank's decision making and its methodology for evaluating the impact of its direct credit program. Recommendations are made concerning U.S. export financing objectives, strategies for achieving those objectives, and Eximbank administrative procedures. This work also provides an economic analysis of Eximbank financing and includes a case study of Eximbank decision making in the

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granting of a \$200 million aircraft credit to Ansett Airlines of Australia. This book will prove useful to those who are interested in international trade and finance, as well as those concerned more broadly with government intervention in markets.

The Personal Balanced Scorecard (PBSC) is a journey into the inner self, where values, hopes, dreams and aspirations lie quietly waiting to be discovered. Taking the journey as an individual allows you to view your life objectively and authentically as a whole person and provides a

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roadmap of your dreams and aspirations translated into manageable and measurable milestones. As a part of the Total Performance Scorecard (TPS) process which I introduced in 2003 in Total Performance Scorecard: Redefining Management to Achieve Performance with Integrity, and which has been translated into more than 20 languages, the Personal Balanced Scorecard can also be an effective way for managers to coach others to achieve integrity and alignment between work and life. The benefit comes from changing individual behavior in order to drive organizational

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effectiveness, enhance performance, and increase self-awareness, personal responsibility and motivation. PBSC is an integral part of this organic and holistic Total Performance Scorecard process, which is an organizational and cultural change tool and a method for ongoing effectiveness. Its uniqueness lies in aligning and a combination of Personal and Organizational goals to result in Individual Performance Plans for each employee. The focus of this book is the PBSC portion, which comprises a search for self-knowledge, self-discovery and self-

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mastery.

With more than 300 articles, the Encyclopedia of Career Development is the premier reference tool for research on career-related topics. Covering a broad range of themes, the contributions represent original material written by internationally-renowned scholars that view career development from a number of different dimensions. This multidisciplinary resource examines career-related issues from psychological, sociological, educational, counseling, organizational behavior, and human resource management perspectives.

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This classic volume achieves a remarkable width of appeal without sacrificing scientific accuracy or depth of analysis. It is a valuable contribution to the study of business efficiency which should be read by anyone wanting information about the developments and place of management, and it is as relevant today as when it was first written. This is a practical book, written out of many years of experience in working with managements of small, medium and large corporations. It aims to be a management guide, enabling readers to examine their own work and

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performance, to diagnose their weaknesses and to improve their own effectiveness as well as the results of the enterprise they are responsible for.

Outlines an approach to high-performance problem-solving and decision-making that draws on insights from survival guides, pop culture and other sources. Co-written by the award-winning author of *The Upside of Turbulence*. 75,000 first printing.

Contributed articles on India's foreign relations with Islamic countries.

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