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Abstract. John Lynch, CEO of the Dressen Division of Westinghouse, was elated by the proposed leveraged buyout by the private equity firm, Warburg Pincus Ventures. The buyout would rid the division of a 'bad' parent and place the division's destiny in its own hands. A

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recently instituted restructuring plan seemed likely to improve profitability, but the turnaround was in its infancy.

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private equity group and, if so, what percent of ownership should go to the various partners involved. The

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applications in four categories: NFC
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A Practical Guide in Five Steps Most
executives will lead or be a part of a
reorganization effort (a reorg) at some
point in their careers. And with good

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reason—reorgs are one of the best ways for companies to unlock latent value, especially in a changing business environment. But everyone hates them. No other management practice creates more anxiety and fear among employees or does more to distract them from their day-to-day jobs. As a result, reorgs can be

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incredibly expensive in terms of senior-management time and attention, and most of them fail on multiple dimensions. It ' s no wonder companies treat a reorg as a mysterious process and outsource it to people who don ' t understand the business. It doesn ' t have to be this way. Stephen Heidari-Robinson and Suzanne

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Heywood, former leaders in McKinsey 's Organization Practice, present a practical guide for successfully planning and implementing a reorg in five steps—demystifying and accelerating the process at the same time. Based on their twenty-five years of combined experience managing reorgs and on McKinsey

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research with over 2,500 executives involved in them, the authors distill what they and their McKinsey colleagues have been practicing as an “art” into a “science” that executives can replicate—in companies or business units large or small. It isn’t rocket science and it isn’t bogged down by a lot of

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Organizational theory: the five steps give people a simple, logical process to follow, making it easier for everyone—both the leaders and the employees who ultimately determine a reorg ' s success or failure—to commit themselves to and succeed in the new organization.

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Provides a diagnostic tool for readers to assess their business model and usher it through a six-stage continuum toward openness. This book also identifies the barriers to creating open business models (such as the not invented here syndrome and the not sold here virus) and explains how to surmount them.

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Sassetta, the subtle genius from Siena, revolutionized Italian painting with an altarpiece for the small Tuscan town of Borgo San Sepolcro in 1437 – 1444. Originally standing some six yards high, double-sided, with a splendid gilt frame over the main altar of the local Franciscan

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church, it was the Rolls Royce of early Renaissance painting. But its myriad figures and scenes tempted the collectors of the nineteenth and twentieth centuries, and today its disassembled panels can be found in twelve museums throughout Europe and the United States. To produce this landmark volume, experts in art and

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general history, painting technique and conservation, woodworking, architecture, and liturgy have joined forces across the boundaries of eight different nations. A model of collaboration, it opens new windows onto the creative process of the artist as he confronted a late-medieval church at a crossroad of cultures, the

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miracle-working body of a holy man, and a community of Franciscan friars breathing the exhilarating air of reform. To confront such challenges, Sassetta raised the most spiritual school of early Italian art, the Sienese, to a higher level of understanding, grace, and splendor.

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Peter F. Drucker argues that what underlies the current malaise of so many large and successful organizations worldwide is that their theory of the business no longer works. The story is a familiar one: a company that was a superstar only yesterday finds itself stagnating and frustrated, in trouble and,

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often, in a seemingly unmanageable crisis. The root cause of nearly every one of these crises is not that things are being done poorly. It is not even that the wrong things are being done. Indeed, in most cases, the right things are being done—but fruitlessly. What accounts for this apparent paradox? The assumptions on which the

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Organization has been built and is being run no longer fit reality. These are the assumptions that shape any organization's behavior, dictate its decisions about what to do and what not to do, and define what an organization considers meaningful results. These assumptions are what Drucker calls a company's theory of the

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rich and detailed, but there remains, as

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Michael Bryant demonstrates, still more to learn. It is well established that the techniques employed by the Nazis to exterminate Jews and others in concentration camps were first applied to people in state hospitals who were deemed mentally disabled or terminally ill. What has been less thoroughly investigated is the

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postwar response of both the Allies and the Germans to these atrocities. Bryant fills the gap with a systematic account of the judicial proceedings against those charged with killing the disabled." New England Journal of Medicine

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practices, challenges and innovations in the emerging field of English for Specific Purposes (ESP). By combining diverse, empirically-proven and innovative ESP practices from all over the world with inspiring theoretical input and reflections from experienced practitioners, the authors in this volume examine both best-

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practice examples and ESP programmes which by various metrics are deemed to have failed. This book will be of interest to practitioners, teacher educators and researchers working in the field of ESP, as well as readers interested in language education and curriculum development more broadly.

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