

Learning The Ropes Achieving Sustainable Sales Performance Regardless Of Changes In Personnel

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Learning the Ropes addresses the challenges faced by business leaders, MDs, CEOs and Sales Directors, showing how to create sustainability and consistency in your sales department. Matt Garman started his working life on a trawler in the English Channel.

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Learning the Ropes gives you all the information you need, all the tips and tools, plus more than 25 years of experience distilled into a logical, practical, proven methodology that will take your business where you want it to be. It shows you what to look for, where to look for it and how to fix it.

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'A vital read' Saurabh Kumar, Executive Vice Chairman, Energy Efficiency Services Ltd Group 'Authoritative' Arunabha Ghosh, CEO, Council on Energy, Environment and Water, India 'A must-read' Ashok Sarkar, Senior energy specialist, World Bank The historic oil crisis of 1973, which permanently altered significant economic policies worldwide, marked a turning point in India's energy odyssey, putting the country on the path towards energy efficiency. A young energy researcher at the National Productivity Council at the time, Padu Padmanabhan soon found himself at a juncture that would lead him to the many watershed moments of this journey. Drawing on his extensive subsequent experience at the United States Agency for International Development in India and the World Bank, Padu takes us from the Nehruvian years of idealism, through the five-decade-long quest for fuel efficiency and energy conservation that ultimately paved the way for the shift towards energy-efficient practices. Simple yet highly effective, energy efficiency has come to be known as our first fuel – an inexhaustible source of energy that may be one of the most viable means of combating the consequences of climate change and the indiscriminate use of natural resources. Through lessons gleaned from the implementation of past energy-efficient technology, Padu shows us how this 'fuel' can be harnessed for a sustainable future. First Fuel is an invaluable account for not only energy-sector professionals but anyone interested in understanding what it takes to achieve energy efficiency and why we need to urgently adopt such practices. It recommends vital policy and regulatory changes and, in so doing, presents a radical new vision for energy and all its users living in the most critical of times.

The business case for operating along sustainable principles is becoming very clear. Sustainable organizations outperform their peers on many criteria, including corporate social responsibility, employee satisfaction and – surprising for some – even financially. Sustainable

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Leadership: Honeybee and Locust Approaches presents an evidence-based view of how 23 leadership practices facilitate outcomes that go beyond what is commonly referred to as the triple bottom line – environmental sustainability, corporate social responsibility and financial success. The book centers on a powerful metaphor of honeybee and locust behaviors, which illustrate two leadership philosophies with very different outcomes for a business and its viability. Gathering evidence from scholars combined with observations from successful firms around the world, the book presents a bundle of principles, behaviors and beliefs that forms a sustainable leadership system. This engaging, insightful book offers a set of principles that can be adapted in many ways to underpin sustainable leadership in different situations. It provides evidence and a rationale for building a business case to change towards more sustainable practices.

Lack of employee engagement is a major issue facing businesses today--one that, while not always the result of mismanagement, is within a leader's control. According to a study by the prestigious Hay Group, depending on the industry, between one-third and one-half of employees report work conditions that keep them from being as productive as they could be. The Enemy of Engagement gives managers powerful new insights and research-based tools for ensuring their teams are both willing and able to make maximum efforts. Packed with the Hay Group's latest research findings, this invaluable resource helps leaders enable their employees to radically improve their productivity and, ultimately, experience unparalleled success. You'll learn how to uncover the hidden impediments to performance--including excessive procedures, lack of resources, and overly narrow roles--and the proven solutions for eliminating them. Don't allow organizational obstacles to prevent dedicated workers from achieving their peak potential. By discovering what you can do to equip and elevate your employees, you'll unleash the full potential of your team.

This book presents a realistic perspective on the paradoxes employees face when navigating work and personal responsibilities for career success. The author answers the critical question of how to achieve sustainable and rewarding work-life integration from a perspective of "both/and" rather than "either/or." While most books focus on a fragmented, hyper-effective view of women and leadership, this book advances the need for an integrated approach. Its Competing Values Framework acts as an organizing model that aligns personal competency with organizational capability, helping readers to identify important leadership roles and competencies, break societal barriers, and choose the right set of behaviors to fit their personal and professional goals. In-chapter text boxes provide personal insight from real employees both entering and established in leadership positions, offering a varied perspective on the challenges and resolutions available to women in management. As men become more engaged with their families, they too will find this book a useful tool. Students in diversity management, women and management, career development, leadership, and organizational behavior classes will benefit from this realistic and sustainable alternative to the "have it all" model.

For 60 years, scientists from the United States and the Soviet Union participated in state-organized programs of collaboration. But what really happened in these programs? What were the hopes of the participants and governments? How did these programs weather the bumpiest years of political turbulence? And were the programs worth the millions of dollars invested in them? From Pugwash to Putin provides

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accounts from 63 insiders who participated in these programs, including interviews with scientists, program managers, and current or former government officials. In their own words, these participants discuss how and why they engaged in cooperative science, what their initial expectations were, and what lessons they learned. They tell stories of gravitational waves, classified chalkboards, phantom scientists, AIDS propaganda, and gunfire at meteorological stations, illustrating the tensions and benefits of this collaborative work. From the first scientific exchanges of the Cold War years through the years following the fall of the Soviet Union, Gerson S. Sher provides a sweeping and critical history of what happens when science is used as a foreign policy tool. Sher, a former manager of these cooperative programs, provides a detailed and critical assessment of what worked, what didn't, and why it matters.

High-Achieving Students and Teachers—Winning Strategies from Title I Schools! This illuminating book shows how four outstanding Title I schools make the goal of personalized learning a reality for every student and every teacher. The common thread is commitment to equity—the belief that every child can achieve. Readers will find: Guidance on identifying obstacles to equity within your school and building a case for personalized learning Case studies showing the lived values, practices, and leadership that have helped schools transform learning How-to's and templates for creating a team-based professional development program that helps teachers individualize instruction

How can tech-forward companies, institutions and non-profits stay relevant long term in today's fast changing global economy? Written for leaders seeking proven strategies, this book by a veteran business advisor and leadership coach explains what large organizations can learn from family enterprises, and vice versa. When survival is threatened by disruption, or growth has stalled, the book shows why seasoned leaders and rising leaders from both family and non-family organizations should join forces for mutual benefit of combining innovation and long term thinking. Florence Tsai advances the field of family business studies with new evolutionary models, organizational frameworks, and case studies of dozens of leading family companies, including IBM, Corning, and New York Times. The book addresses growing problems of disruption—challenges best addressed by seasoned and rising leaders working together, since they have complimentary skills. Seniors bring stability and judgment, while rising leaders understand new markets and introduces innovative ideas. The world's best family enterprises are masters of survival; what they can learn from non-family companies is how to stay nimble when change is accelerating at rates never seen before. Non-family organizations facing trust gaps can learn from successful family enterprises' laser focus on stakeholder engagement. Families like Levi Strauss or Hermès have built trusted brands for generations. Facing disruption, Tsai explains how non-family organizations can insert long term thinking into the DNA of your organization by observing how enterprising families with enduring competitive advantages accomplish it. Strategies include how to develop future-forward mindsets supportive of innovation culture; how to nurture rising leaders who are intrapreneurs, entrepreneurs, and portfolio builders and prepare them to lead in their thirties. Phoenixes rising are the next-generation leaders who lead their family enterprise through intentional transformation in response to inevitable changes and yield successful growth. The book describes this mechanism in detail. Legendary Phoenixes profiled in this book include Irénée du Pont in the U.S., whose tech innovation at Eleutherian Mills transformed the gun powder industry; David René de Rothschild in France, who rebuilt a banking business from scratch; and John Elkann of Fiat in Italy, who led the Agnelli family through a succession crisis to emerge stronger. Stories of successful next generation innovators include John D. Rockefeller, Jr. in the U.S., Cristina Stenbeck of AB Kinnevik in Sweden; and Mikkel Vestergaard, inventor of LifeStraw, in Switzerland. With insights drawn from more than a decade of working closely with leading business families and

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advising the Chairmen and CEOs of their companies, the author argues that if we want to be guided by their long term success, it's the pioneer spirit of the family leaders, plus the enterprising culture of the families themselves, not so much their products or their famous companies, that we should pay attention to. Written for the hackers and for the master architects, Phoenix Rising spotlights principled wealth creation and the shared value that comes from doing good while doing good business, engaging partners and stakeholders sustainably, for the lasting benefit of oneself and society.

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