

Rebel Talent Why It Pays To Break The Rules At Work

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Open Source Leadership: Reinventing Management When There's No More Business as Usual Rajeev

Peshawaria 2017-10-27 From taxi rides, hotel stays, car driving, to communicating and paying, everything we knew as normal has changed beyond recognition. To lead effectively in today's brave new world, you have to question EVERYTHING. For the first time in human history, knowledge is free and almost every boundary to communication has been lifted. This open source world has permanently altered the business landscape. And you can count on the fact that the pace of change will only accelerate. Yet... companies still rely on management tools and practices that were, at best, mildly effective in their heyday. In Open Source Leadership, Rajeev Peshawaria reveals the vision, insight, and practices he has used to help some of today's largest and most influential organizations meet the open source world head on. It all starts with asking the right questions: What's the most effective leadership style in a world of 24/7 connectivity? How has the very concept of leadership changed in the open source era? How do you inspire and reward performance in the "gig economy?" How do you measure engagement and effectively address the gaps? How can you lead innovation--quickly and continuously? Peshawaria reveals the answers to these questions--and they will surprise you. Based on his company's groundbreaking research spanning 28 countries, he concludes that traditional industrial age thinking needs a massive upgrade to successfully navigating the brave new world of business. Open Source Leadership rewrites the rules of management, giving you a unique look at the most common misperceptions, illusions, and downright wrong information you've been getting about what works and what doesn't. It provides a new, counterintuitive model for seizing competitive edge in any industry. Among other issues the book argues convincingly that "positive autocracy" must replace democratic leadership; talent and innovation are abundant not scarce; early identification of high-potentials is counter-productive; and setting employees free to do as little as they want will increase productivity.

The High Potential's Advantage Jay Conger 2017-12-19 Do You Know What It Takes to Be a High Potential in Your Organization? Being seen as a high-potential leader is essential to getting promoted and reaching your organization's upper echelons, but most companies keep their top-talent list a closely guarded secret. And the assessment process they use to decide who is and isn't a future leader is an even greater mystery. The High

Potential's Advantage takes you behind the scenes and shows how you can get on, and stay on, your company's fast track. Leadership development experts Jay Conger and Allan Church draw upon decades of research and experience--designing high-potential programs for hundreds of large well-known global organizations and assessing and coaching thousands of talented leaders--to answer the critical questions asked by ambitious individuals like you: What will it take for me to advance in this organization? What does my boss look for when deciding whether I'm a high potential? Once I'm on the list, then what? Can I fall off it and, if so, what do I do? Revealing the key differentiators--five critical "X factors"--that set people apart across companies of all types, Conger and Church show what you need to do to achieve and maintain top-talent status. You'll find detailed advice for cultivating and practicing each X factor, with numerous and rich examples from those on the verge of their first promotion to those only a step away from the C-suite. The High Potential's Advantage also shows you how to gain insight into and excel at the specific process your company uses to identify and develop high potentials--and how to determine which unique capabilities your company values the most. The High Potential's Advantage is the essential guide to becoming a leader in your organization.

Unleashed Frances Frei 2020-06-02 The Power of Empowering Others Leadership isn't easy. It takes grit, courage, and vision, among other things, that can be hard to come by on your toughest days. When leaders and aspiring leaders seek out advice, they're often told to try harder. Dig deeper. Look in the mirror and own your natural-born strengths and fix any real or perceived career-limiting deficiencies. Frances Frei and Anne Morriss offer a different worldview. They argue that this popular leadership advice glosses over the most important thing you do as a leader: build others up. Leadership isn't about you. It's about how effective you are at empowering other people—and making sure this impact endures even in your absence. As Frei and Morriss show through inspiring stories from ancient Rome to present-day Silicon Valley, the origins of great leadership are found, paradoxically, not in worrying about your own status and advancement, but in the unrelenting focus on other people's potential. Unleashed provides radical advice for the practice of leadership today. Showing how the boldest, most effective leaders use a special combination of trust, love, and belonging to create an environment in which other people can excel, Frei and Morriss offer practical, battle-tested tools—based on their work with companies such as Uber, Riot Games, WeWork, and others—along with interviews and stories from their own personal experience, to make these ideas come alive. This book is your indispensable guide for unleashing greatness in other people . . . and, ultimately, in yourself. To learn more, please visit theleadersguide.com.

Rebel Ideas Matthew Syed 2021-05-11 Ideas are everywhere, but those with the greatest problem-solving, business-transforming, and life-changing potential are often hard to identify. Even when we recognize good ideas, applying them to everyday obstacles—whether in the workplace, our homes, or our civic institutions—can seem insurmountable. According to Matthew Syed, it doesn't have to be this way. In *Rebel Ideas*, Syed argues that our brainpower as individuals isn't enough. To tackle problems from climate change to economic decline, we'll need to employ the power of "cognitive diversity." Drawing on psychology, genetics, and beyond, Syed uses real-world scenarios including the failings of the CIA before 9/11 and a communication disaster at the peak of Mount Everest to introduce us to the true power of thinking differently. *Rebel Ideas* will strengthen any kind of team, while including advice on how, as individuals, we can embrace the

potential of an "outsider mind-set" as our greatest asset. Matthew Syed is the Sunday Times bestselling author of *Black Box Thinking*, *Bounce*, and *The Greatest*. He writes an award-winning newspaper column in The Times and is the host of the hugely successful BBC podcast *Flintoff, Savage and the Ping Pong Guy*.

The Major Eights 2: Scarlet's Big Break Melody Reed 2018-01-30 In book 2 of the Major Eights series, Scarlet goes solo and risks alienating her bandmates. After their Battle of the Bands competition, the girls are famous! Everyone knows who they are now--even strangers recognize them! But the attention starts to go to Scarlet's head, and she decides to sign up for the school's talent show as a solo artist. But what about the Major Eights? Should she really leave the band and her friends behind? With each book told from a different girl's perspective, this series is all about girl power, diversity, and marching to the beat of your own drum!

Flamin' Hot Richard Montanez 2021-06-15 Read the story everyone is talking about: how a janitor struggling to put food on the table invented Flamin' Hot Cheetos in a secret test kitchen, breaking barriers and becoming the first Latino frontline worker promoted to executive at Frito-Lay. Richard Montañez is a man who made a science out of walking through closed doors, and his success story is an empowerment manual for anyone stuck in a dead-end job or facing a system stacked against them. Having taken a job mopping floors at Frito-Lay's California factory to support his family, Montañez took his future into his own hands and created the world's hottest snack food: Flamin' Hot Cheetos. This bold move not only disrupted the food industry with some much-needed spice, but also shook up a corporate culture in which everyone stayed in their lane. When a top food scientist at Frito-Lay sent out a memo telling sales and marketing to kill the new product before it made it to the store shelves—jealous that someone with no formal education beyond the sixth grade could do his job—Montañez was forced to go rogue once again to save his idea. Through creative thinking, community building, and a few powerful mindset shifts, he outsmarted the naysayers who tried to get in his way. Flamin' Hot proves that you can break out of your career rut and that your present circumstances don't have to dictate your future.

HBR's 10 Must Reads on Creativity (with bonus article "How Pixar Fosters Collective Creativity" By Ed Catmull) Harvard Business Review 2020-11-10 Does your organization support creativity—or squash it? If you read nothing else on cultivating creativity at work, read these 10 articles. We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you ignite the creative spark across your organization. This book will inspire you to: Discover the elements of creativity and learn how to influence them Harness the creative potential of a diverse team Encourage curiosity and experimentation Avoid breakdowns in creative collaboration Overcome the fear that blocks your innate creativity Bring breakthrough ideas to life This collection of articles includes "Reclaim Your Creative Confidence" by Tom Kelley and David Kelley; "How to Kill Creativity" by Teresa Amabile; "How Pixar Fosters Collective Creativity" by Ed Catmull; "Putting Your Company's Whole Brain to Work" by Dorothy Leonard and Susaan Straus; "Find Innovation Where You Least Expect It" by Tony McCaffrey and Jim Pearson; "The Business Case for Curiosity" by Francesca Gino; "Bring Your Breakthrough Ideas to Life" by Cyril Bouquet, Jean-Louis Barsoux, and Michael Wade; "Collaborating with Creative Peers" by Kimberly D. Elsbach, Brooke Brown-Saracino, and Francis J. Flynn; "Creativity Under the Gun" by Teresa Amabile, Constance Noonan Hadley, and

Steven J. Kramer; "Strategy Needs Creativity" by Adam Brandenburger; and "How to Build a Culture of Originality" by Adam Grant. HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic. Each title includes timeless advice that will be relevant regardless of an ever-changing business environment.

Weird Ideas That Work Robert I. Sutton 2002 Introduces the proven rules that a company can use to promote innovation, arguing that the corporate world should hire misfits and encourage them to defy the existing culture and actively consider ideas that appear ridiculous or impractical.

Think Like a Rocket Scientist Ozan Varol 2020-04-14 * One of Inc.com's "6 Books You Need to Read in 2020 (According to Bill Gates, Satya Nadella, and Adam Grant)"* Adam Grant's # 1 pick of his top 20 books of 2020* One of 6 Groundbreaking Books of Spring 2020 (according to Malcolm Gladwell, Susan Cain, Dan Pink, and Adam Grant). A former rocket scientist reveals the habits, ideas, and strategies that will empower you to turn the seemingly impossible into the possible. Rocket science is often celebrated as the ultimate triumph of technology. But it's not. Rather, it's the apex of a certain thought process -- a way to imagine the unimaginable and solve the unsolvable. It's the same thought process that enabled Neil Armstrong to take his giant leap for mankind, that allows spacecraft to travel millions of miles through outer space and land on a precise spot, and that brings us closer to colonizing other planets. Fortunately, you don't have to be a rocket scientist to think like one. In this accessible and practical book, Ozan Varol reveals nine simple strategies from rocket science that you can use to make your own giant leaps in work and life -- whether it's landing your dream job, accelerating your business, learning a new skill, or creating the next breakthrough product. Today, thinking like a rocket scientist is a necessity. We all encounter complex and unfamiliar problems in our lives. Those who can tackle these problems -- without clear guidelines and with the clock ticking -- enjoy an extraordinary advantage. *Think Like a Rocket Scientist* will inspire you to take your own moonshot and enable you to achieve liftoff.

Rebel Talent Francesca Gino 2018-05-01 "In this groundbreaking book, Francesca Gino shows us how to spark creativity, excel at work, and become happier: By learning to rebel." — Charles Duhigg, New York Times bestselling author of *The Power of Habit* and *Smarter Faster Better* Do you want to follow a script — or write your own story? Award-winning Harvard Business School professor Francesca Gino shows us why the most successful among us break the rules, and how rebellion brings joy and meaning into our lives. Rebels have a bad reputation. We think of them as troublemakers, outcasts, contrarians: those colleagues, friends, and family members who complicate seemingly straightforward decisions, create chaos, and disagree when everyone else is in agreement. But in truth, rebels are also those among us who change the world for the better with their unconventional outlooks. Instead of clinging to what is safe and familiar, and falling back on routines and tradition, rebels defy the status quo. They are masters of innovation and reinvention, and they have a lot to

teach us. Francesca Gino, a behavioral scientist and professor at Harvard Business School, has spent more than a decade studying rebels at organizations around the world, from high-end boutiques in Italy's fashion capital, to the World's Best Restaurant, to a thriving fast food chain, to an award-winning computer animation studio. In her work, she has identified leaders and employees who exemplify "rebel talent," and whose examples we can all learn to embrace. Gino argues that the future belongs to the rebel — and that there's a rebel in each of us. We live in turbulent times, when competition is fierce, reputations are easily tarnished on social media, and the world is more divided than ever before. In this cutthroat environment, cultivating rebel talent is what allows businesses to evolve and to prosper. And rebellion has an added benefit beyond the workplace: it leads to a more vital, engaged, and fulfilling life. Whether you want to inspire others to action, build a business, or build more meaningful relationships, Rebel Talent will show you how to succeed — by breaking all the rules.

Rebel Talent Francesca Gino 2018-05-03 Great stories, great science, and great practical advice about how, when, and why to break the rules' - Angela Duckworth, international bestselling author of Grit. Do you want to follow a script — or write your own story? Award-winning Harvard Business School professor Francesca Gino shows us why the most successful among us break the rules, and how rebellion brings joy and meaning into our lives. Rebels have a bad reputation. We think of them as troublemakers, outcasts, contrarians: those colleagues, friends, and family members who complicate seemingly straightforward decisions, create chaos, and disagree when everyone else is in agreement. But in truth, rebels are also those among us who change the world for the better with their unconventional outlooks. Instead of clinging to what is safe and familiar, and falling back on routines and tradition, rebels defy the status quo. They are masters of innovation and reinvention, and they have a lot to teach us. Francesca Gino, a behavioral scientist and professor at Harvard Business School, has spent more than a decade studying rebels at organizations around the world, from high-end boutiques in Italy's fashion capital, to the World's Best Restaurant, to a thriving fast food chain, to an award-winning computer animation studio. In her work, she has identified leaders and employees who exemplify "rebel talent," and whose examples we can all learn to embrace. Gino argues that the future belongs to the rebel — and that there's a rebel in each of us. We live in turbulent times, when competition is fierce, reputations are easily tarnished on social media, and the world is more divided than ever before. In this cutthroat environment, cultivating rebel talent is what allows businesses to evolve and to prosper. And rebellion has an added benefit beyond the workplace: it leads to a more vital, engaged, and fulfilling life. Whether you want to inspire others to action, build a business, or build more meaningful relationships, Rebel Talent will show you how to succeed — by breaking all the rules.

Rebel Talent Francesca Gino 2018-05-08 Award-winning Harvard Business School professor Francesca Gino shows us why creative rebellion is essential at work and in life, and why the most successful among us are those who break the rules. One of the world's best chefs; a pilot who brought passengers and crew to safety in a dire situation; a woman who fought discrimination to make others better off; a magician who made history; a company founder who worked with his team to create movies that engage young and old alike. What do they all have in common? They are all rebels. Harvard Business School professor, Francesca Gino has been studying how rebels can be successful in life and in the workplace for more than 15 years. She has discovered that when we mindlessly follow well-accepted rules and norms rather than constructively rebel against them, we

become less happy and less successful. As leaders, we are less effective and respected. As employees, we feel dissatisfied and are more likely to be overlooked for top assignments and promotions. As partners or friends, we are disengaged and unhappy. While rebels may seem harder to manage, they are good for the bottom line: their passion, drive, curiosity, and creativity raise organizations to a new level. When we break the rules, we fix our lives. Rebel Talent provides strategies and examples for cultivating and embracing the right amount of rebellion in the workplace and in life, and offers illuminating case studies ranging from The World's Best Restaurant to fast food chains to corporations such as Google and Pixar. Gino encourages all of us to rebel against what's comfortable so we can thrive.

The Positivity Solution Shola Richards 2016-09-06 When Shola Richards's soul-sucking job left him feeling numb and suicidal, he switched focus and devoted himself to transforming the workplace into a space of relentless respect, courtesy, and endless energy. Meant to motivate current and future leaders, Making Work Work aims to start a movement that will banish on-the-job bullying, put meaning back into work, and enhance coworkers happiness and engagement."

The 48 Laws Of Power Robert Greene 2010-09-03 THE MILLION COPY INTERNATIONAL BESTSELLER Drawn from 3,000 years of the history of power, this is the definitive guide to help readers achieve for themselves what Queen Elizabeth I, Henry Kissinger, Louis XIV and Machiavelli learnt the hard way. Law 1: Never outshine the master Law 2: Never put too much trust in friends; learn how to use enemies Law 3: Conceal your intentions Law 4: Always say less than necessary. The text is bold and elegant, laid out in black and red throughout and replete with fables and unique word sculptures. The 48 laws are illustrated through the tactics, triumphs and failures of great figures from the past who have wielded - or been victimised by - power. _____ (From the Playboy interview with Jay-Z, April 2003)

PLAYBOY: Rap careers are usually over fast: one or two hits, then styles change and a new guy comes along. Why have you endured while other rappers haven't? JAY-Z: I would say that it's from still being able to relate to people. It's natural to lose yourself when you have success, to start surrounding yourself with fake people. In *The 48 Laws of Power*, it says the worst thing you can do is build a fortress around yourself. I still got the people who grew up with me, my cousin and my childhood friends. This guy right here (gestures to the studio manager), he's my friend, and he told me that one of my records, *Volume Three*, was wack. People set higher standards for me, and I love it.

Be More Pirate Sam Conniff Allende 2018-12-18 Pirates didn't just break the rules, they rewrote them. They didn't just reject society, they reinvented it. Pirates didn't just challenge the status-quo, they changed everyf*ckingthing. Pirates faced a self-interested establishment, a broken system, industrial scale disruption, and an uncertain future. Sound familiar? "I'd rather be a pirate than join the navy."—Steve Jobs Pirates stood for MISCHIEF, PURPOSE, and POWER. And you can too. *Be More Pirate* unveils the innovative strategies of Golden Age pirates, drawing parallels between the tactics and teachings of legends like Henry Morgan and Blackbeard with modern rebels, like Elon Musk, Malala, and Banksy. Featuring takeaway sections and a guide to building your own pirate code 2.0, *Be More Pirate* will show you how to leave your mark on the 21st century. 1. Rebel — Draw strength by standing up to the status quo. 2. Rewrite — Bend, break, but most

importantly, rewrite the rules. 3. **Reorganize** — Collaborate to achieve scale, rather than growth. 4. **Redistribute** — Fight for fairness, share power, and make an enemy of exploitation. 5. **Retell** — Weaponize your story, then tell the hell out of it. Whatever your ambitions, ideas and challenges, **Be More Pirate** will revolutionize the way you live, think, and work today, and tomorrow. So what are you waiting for? Join the rebellion.

Permission to Screw Up Kristen Hadeed 2017-10-10 The inspiring, unlikely, laugh-out-loud story of how one woman learned to lead—and how she ultimately succeeded, not despite her many mistakes, but because of them. This is the story of how Kristen Hadeed built Student Maid, a cleaning company where people are happy, loyal, productive, and empowered, even while they're mopping floors and scrubbing toilets. It's the story of how she went from being an almost comically inept leader to a sought-after CEO who teaches others how to lead. Hadeed unintentionally launched Student Maid while attending college ten years ago. Since then, Student Maid has employed hundreds of students and is widely recognized for its industry-leading retention rate and its culture of trust and accountability. But Kristen and her company were no overnight sensation. In fact, they were almost nothing at all. Along the way, Kristen got it wrong almost as often as she got it right. Giving out hugs instead of feedback, fixing errors instead of enforcing accountability, and hosting parties instead of cultivating meaningful relationships were just a few of her many mistakes. But Kristen's willingness to admit and learn from those mistakes helped her give her people the chance to learn from their own screwups too. **Permission to Screw Up** dismisses the idea that leaders and organizations should try to be perfect. It encourages people of all ages to go for it and learn to lead by acting, rather than waiting or thinking. Through a brutally honest and often hilarious account of her own struggles, Kristen encourages us to embrace our failures and proves that we'll be better leaders when we do.

Sidetracked Francesca Gino 2013-02-12 You may not realize it but simple, irrelevant factors can have profound consequences on your decisions and behavior, often diverting you from your original plans and desires. **Sidetracked** will help you identify and avoid these influences so the decisions you make do stick—and you finally reach your intended goals. Psychologist and Harvard Business School professor Francesca Gino has long studied the factors at play when judgment and decision making collide with the results of our choices in real life. In this book she explores inconsistent decisions played out in a wide range of circumstances—from our roles as consumers and employees (what we buy, how we manage others) to the choices that we make more broadly as human beings (who we date, how we deal with friendships). From Gino's research, we see when a mismatch is most likely to occur between what we want and what we end up doing. What factors are likely to sway our decisions in directions we did not initially consider? And what can we do to correct for the subtle influences that derail our decisions? The answers to these and similar questions will help you negotiate similar factors when faced with them in the real world. For fans of Dan Ariely and Daniel Kahneman, this book will help you better understand the nuances of your decisions and how they get derailed—so you have more control over keeping them on track.

Go Together Shola Richards 2018-09-04 The illusion that we are different and separate from each other has eroded our ability to work, live, and lead effectively. What if we focused on ubuntu instead--the transcendent

African philosophy that we are all universally connected? Shola Richards argues that not only could it transform the way we treat others and enhance our ability to live productive, satisfying lives . . . it could even change the world.

Leading Matters John L. Hennessy 2018-09-04 In *Leading Matters*, current Chairman of Alphabet (Google's parent company), former President of Stanford University, and "Godfather of Silicon Valley," John L. Hennessy shares the core elements of leadership that helped him become a successful tech entrepreneur, esteemed academic, and venerated administrator. Hennessy's approach to leadership is laser-focused on the journey rather than the destination. Each chapter in *Leading Matters* looks at valuable elements that have shaped Hennessy's career in practice and philosophy. He discusses the pivotal role that humility, authenticity and trust, service, empathy, courage, collaboration, innovation, intellectual curiosity, storytelling, and legacy have all played in his prolific, interdisciplinary career. Hennessy takes these elements and applies them to instructive stories, such as his encounters with other Silicon Valley leaders including Jim Clark, founder of Netscape; Condoleezza Rice, former U.S. Secretary of State and Stanford provost; John Arrillaga, one of the most successful Silicon Valley commercial real estate developers; and Phil Knight, founder of Nike and philanthropist with whom Hennessy cofounded Knight-Hennessy Scholars at Stanford University. Across government, education, commerce, and non-profits, the need for effective leadership could not be more pressing. This book is essential reading for those tasked with leading any complex enterprise in the academic, not-for-profit, or for-profit sector.

The Hunter Kerrigan Byrne 2016-02-02 They're rebels, scoundrels, and blackguards-dark, dashing men on the wrong side of the law. But for the women who love them, a hint of danger only makes the heart beat faster... A scandalous proposal. Christopher Argent lives in the shadows as the empire's most elite assassin. Emotion is something he tossed away years ago, making him one of the most clear-eyed, cold-hearted, wealthiest, and therefore untouchable men in London. But when his latest target turns out to be London's own darling, Millicent LeCour, Christopher's whole world is turned upside down. Overwhelmed by her stunning combination of seduction and innocence, Christopher cannot complete the mission. She has made him feel again. Now, he will do anything to save her life, so that he can claim her as his own... A perilous passion... When Millie learns what Christopher was hired to do, she is torn between the fear in her heart and the fire in her soul. Putting herself in this notorious hunter's arms may be her only path to safety-even if doing so could be the deadliest mistake she's ever made. But how can she resist him? As the heat between her and Christopher burns out of control, danger lurks in the shadows. Is their desire worth the risk? Only the enemy knows what fate has in store...

Mind Your Mindset Michael Hyatt 2023-01-31 Drawing upon the latest insights in performance psychology, neuroscience, and cognitive science, as well as case studies from their own clients, New York Times bestselling authors explore the power of ideas to shape superior outcomes, not only in business but in the rest of life.

The Second Rebel Linden A. Lewis 2022-04-12 Astrid has reclaimed her name and her voice, and now seeks

to bring down the Sisterhood from within. Throwing herself into the lioness' den, Astrid must confront and challenge the Aunts who run the Gean religious institution, but she quickly discovers that the business of politics is far deadlier than she ever expected. Meanwhile, on an outlaw colony station deep in space, Hiro val Akira seeks to bring a dangerous ally into the rebellion. Whispers of a digital woman fuel Hiro's search, but they are not the only person looking for this link to the mysterious race of Synthetics. Lito sol Lucious continues to grow into his role as a lead revolutionary and is tasked with rescuing an Aster operative from deep within an Icarii prison. With danger around every corner, Lito, his partner Ofiera, and the newly freed operative must flee in order to keep dangerous secrets out of enemy hands. Back on Venus, Lito's sister Lucinia must carry on after her brother's disappearance and accusation of treason by Icarii authorities. Despite being under the thumb of Souji val Akira, Lucinia manages to keep her nose clean...that is until an Aster revolutionary shows up with news about her brother's fate, and an opportunity to join the fight.

Product Leadership Richard Banfield 2017-05-12 In today's lightning-fast technology world, good product management is critical to maintaining a competitive advantage. Yet, managing human beings and navigating complex product roadmaps is no easy task, and it's rare to find a product leader who can steward a digital product from concept to launch without a couple of major hiccups. Why do some product leaders succeed while others don't? This insightful book presents interviews with nearly 100 leading product managers from all over the world. Authors Richard Banfield, Martin Eriksson, and Nate Walkingshaw draw on decades of experience in product design and development to capture the approaches, styles, insights, and techniques of successful product managers. If you want to understand what drives good product leaders, this book is an irreplaceable resource. In three parts, *Product Leadership* helps you explore: Themes and patterns of successful teams and their leaders, and ways to attain those characteristics Best approaches for guiding your product team through the startup, emerging, and enterprise stages of a company's evolution Strategies and tactics for working with customers, agencies, partners, and external stakeholders

Market Rebels Hayagreeva Rao 2008-12-01 Great individuals are assumed to cause the success of radical innovations--thus Henry Ford is depicted as the one who established the automobile industry in America. Hayagreeva Rao tells a different story, one that will change the way you think about markets forever. He explains how "market rebels"--activists who defy authority and convention--are the real force behind the success or failure of radical innovations. Rao shows how automobile enthusiasts were the ones who established the new automobile industry by staging highly publicized reliability races and lobbying governments to enact licensing laws. Ford exploited the popularity of the car by using new mass-production technologies. Rao argues that market rebels also establish new niches and new cultural styles. If it were not for craft brewers who crusaded against "industrial beer" and proliferated brewpubs, there would be no specialty beers in America. But for nouvelle cuisine activists who broke the stranglehold of Escoffier's classical cuisine in France, there would have been little hybridization and experimentation in modern cooking. Market rebels also thwart radical innovation. Rao demonstrates how consumer activists have faced down chain stores and big box retailers, and how anti-biotechnology activists in Germany penetrated pharmaceutical firms and delayed the commercialization of patents. Read *Market Rebels* to learn how activists succeed when they construct "hot causes" that arouse intense emotions, and exploit "cool mobilization"--unconventional techniques that engage

audiences in collective action. You will realize how the hands that move markets are the joined hands of market rebels. Some images inside the book are unavailable due to digital copyright restrictions.

The Curious Advantage Simon Brown 2020-06-10 The Curious Advantage is an exploration of the behaviour of curiosity and its central role in the digital age, taking the widest possible exploration of all things curious-historical, contemporary, neuro-scientific, anthropological, behavioural and business. Curiosity has profound implications for organisations, leaders and individuals inhabiting the digital reality. The Curious Advantage provides pragmatic tools and case studies and makes the case for how curiosity is the greatest driver of value in the new digital age. Curiosity is at the heart of the skills required to successfully navigate our digital lives when all futures are uncertain. The Curious Advantage introduces the 7C's of Curiosity model-a useful tool for anyone wanting to lead a curious organisation or who wants to challenge themselves to be actively curious. In this wonderfully pragmatic book, Paul Ashcroft, Simon Brown and Garrick Jones provide the roadmap for curiously navigating and unlocking the opportunities of the new digital reality.

The Talent War: How Special Operations and Great Organizations Win on Talent Mike Sarraille 2020-11-10 In our modern business landscape, the war for talent is more complex than ever. You need to attract and retain the best talent for your organization to win, but without the right strategy or mindset, you won't be able to compete. If your revenue is declining, you're losing market share to your competition, or your organizational health is deteriorating, it's time to evolve how you approach this never-ending war. After all, your PEOPLE-not your product or service-are your strongest competitive advantage. The Talent War explores how US Special Operations Forces (SOF) assess, select, and develop their world-class talent. You'll learn how to adopt a talent mindset, the single greatest weapon you can possess in the war for talent. When your organization reflects this mindset, you will hire, train, and develop the right people, and put them in the best positions to make decisions that allow you to retake the advantage and win the war.

Build It Glenn Elliott 2018-02-01 The current way of treating people at work has failed. Globally, only 30% of employees are engaged in their jobs, and in this fast-paced world that's just not enough. The world's best companies understand this, and have been quietly treating people differently for nearly two decades. Now you can learn their secrets and discover The Engagement Bridge™ model, proven to build bottom line value for companies through sustainable employee engagement. Companies with the best cultures generate stock market returns of twice the general market and enjoy half the employee turnover of their peers. Their staff innovate more, deliver better customer service and, hands-down, beat the competition. These companies outperform and disrupt their markets. They break the rules of traditional HR, they rebel against the status quo. Build it has found these rebels and the rulebreakers. From small startups to global powerhouses, this book shows that courage, commitment, and a people-centric mindset, rather than money and resources, are what you need to turn an average business into a category leader. The book follows the clear and proven Engagement Bridge™ model, developed from working with thousands of leading companies worldwide on their own employee engagement journeys. The practical model highlights the areas that leaders need to examine in order to build a highly engaged company culture and provides a framework for success. Build it is packed with tips, tools and real-life examples from employers including NASDAQ, Unilever, IBM, KPMG,

3M, and McDonald's to help you start doing this not tomorrow, but today. Readers will learn: How employee engagement helps companies perform The key factors that drive engagement, and how they work together What the world's most rebellious companies have done to break the rules of traditional HR and improve engagement How to implement The Engagement Bridge™ model to boost productivity, innovation, and better decision-making Unique in this category, *Build it* is written from two sharply different perspectives. Glenn Elliott is a multi-award winning Entrepreneur of the Year, CEO and growth investor. He talks candidly about the mistakes and missteps he has made whilst building Reward Gateway into a \$300m category leader in employee engagement technology. Debra Corey brings 30 years experience in senior level HR roles at global companies such as Gap, Quintiles, Honeywell and Merlin Entertainments. She shares the practical tools and case studies that can kickstart your employee engagement plan, bringing her own pragmatic and engaging style to each situation.

Rebel without a Crew Robert Rodriguez 1996-09-01 Famed independent screenwriter and director Robert Rodriguez (*Sin City*, *Once Upon a Time in Mexico*, *Spy Kids*, *Machete*) discloses all the unique strategies and original techniques he used to make his remarkable debut film *El Mariachi* on a shoestring budget. This is both one man's remarkable story and an essential guide for anyone who has a celluloid story to tell and the dreams and determination to see it through. Part production diary, part how-to manual, Rodriguez unveils how he was able to make his influential first film on only a \$7,000 budget. Also included is the appendix, "The Ten Minute Film Course," a tell-all on how to save thousands of dollars on film school and teach yourself the ropes of film production, directing, and screenwriting. A perfect gift for the aspiring filmmaker.

Innovation as Usual Paddy Miller 2013-02-26 Turn team members into innovators Most organizations approach innovation as if it were a sideline activity. Every so often employees are sent to "Brainstorm Island": an off-site replete with trendy lectures, creative workshops, and overenthusiastic facilitators. But once they return, it's back to business as usual. Innovation experts Paddy Miller and Thomas Wedell-Wedellsborg suggest a better approach. They recommend that leaders at all levels become "innovation architects," creating an ecosystem in which people engage in key innovation behaviors as part of their daily work. In short, this book is about getting to a state of "innovation as usual," where regular employees—in jobs like finance, marketing, sales, or operations—make innovation happen in a way that's both systemic and sustainable. Instead of organizing brainstorming sessions, idea jams, and off-sites that rarely result in success, leaders should guide their people in what the authors call the "5 + 1 keystone behaviors" of innovation: focus, connect, tweak, select, stealthstorm, (and the + 1) persist:

- Focus beats freedom: Direct people to look only for ideas that matter to the business
- Insight comes from the outside: Urge people to connect to new worlds
- First ideas are flawed: Challenge people to tweak and reframe their initial ideas
- Most ideas are bad ideas: Guide people to select the best ideas and discard the rest
- Stealthstorming rules: Help people navigate the politics of innovation
- Creativity is a choice: Motivate everyone to persist in the five keystone behaviors

Using examples from a wide range of companies such as Pfizer, Index Ventures, Lonza, Go Travel, Prehype, DSM, and others, *Innovation as Usual* lights the way toward embedding creativity in the DNA of the workplace. So cancel that off-site. Instead, read *Innovation as Usual*—and put innovation at the core of your business.

The Culture Quotient Greg Besner 2020-11-10 Based on never-before-shared insights from more than 1,000 organizations and millions of employees, this insightful book reveals the ten essential culture qualities that can help any organization prepare for, and thrive in a constantly changing future. The Culture Quotient provides a simple, easy-to-read approach to culture that guides readers every step of the way. It focuses on helping companies achieve better financial results, as well as increasing employee engagement, and improving talent acquisition and retention. The Culture Quotient is written with three main goals. The first is to inspire readers. The second is to provide tangible data, tips, and actions. And the third is to share culture stories from many industry leaders that show the power and results of culture initiatives in action. The Culture Quotient features forty-five culture stories and excerpts written exclusively for this book. Some featured companies include American Express, GoDaddy, Bazaarvoice, and many others. The Culture Quotient combines these three goals to provide practical takeaways and tips to help readers implement similar culture programs at their company. The author Greg Besner, is the founder of CultureIQ, a company that helps organizations around the world create high-performance cultures. He is also a highly rated adjunct professor at New York University Stern School of Business, and he was one of the original investors in Zappos.com. Besner was recently ranked in USA Today as the eighth best CEO in the United States among a pool of fifty thousand companies. He also was named the EY Entrepreneur Of The Year® in New Jersey. The Culture Quotient highlights qualities that help any organization achieve a high-performance culture. Business leaders have been seeking a practical yet data-driven solution for managing culture for a very long time. Now leaders have it with The Culture Quotient.

Leadership Dan Pontefract 2020-09-29 Dan Pontefract is on a mission to change the world of work. Lead. Care. Win is his fourth book, and like the previous three is the product of relentless focus, observations and research that have led him to define 9 insightful yet super-practical leadership lessons. His latest thinking will help you become a more caring and engaging leader, one that will fully (and completely) understand the critical importance of crafting meaningful, respectful relationships among all your stakeholders. Every human interaction is crucial. Every exchange can be mutually beneficial. These 9 leadership lessons center on your willingness to improve how you treat people, a call for meaningful change to: - Be relatable and empathetic - Act not out of ego but out of purpose - Share knowledge to build a wise organization - Stay present and attentive to the needs of others - Embrace change and the opportunity for growth it offers - Stay curious and adopt lifelong learning - Think and act with clarity - Commit to balance and inclusivity in all your dealings - Act with humility and thoughtfulness The bottom line is that when you care enough to champion others, the workplace becomes happily infectious and the organization benefits in more ways than one. It's time to care. Full potential is possible.

So Over You Kate Meader 2017-12-04 Three estranged sisters struggle to sustain their late father's failing hockey franchise in Kate Meader's sizzling Chicago Rebels series. In this second entry, middle sister Isobel is at a crossroads in her personal and professional lives. But both are about to get a significant boost with the addition of a domineering Russian powerhouse to the Rebels... Isobel Chase knows hockey. She played NCAA, won silver at the Games, and made it thirty-seven minutes into the new National Women's Hockey League before an injury sidelined her dreams. Those who can't, coach, and a position as a skating consultant to her late father's

hockey franchise, the Chicago Rebels, seems like a perfect fit. Until she's assigned her first job: the man who skated into her heart as a teen and relieved her of her pesky virginity. These days, left-winger Vadim Petrov is known as the Czar of Pleasure, a magnet for puck bunnies and the tabloids alike. But back then... let's just say his inability to sink the puck left Isobel frustratingly scoreless. Vadim has a first name that means "ruler," and it doesn't stop at his birth certificate. He dominates on the ice, the practice rink, and in the backseat of a limo. But a knee injury has produced a bad year, and bad years in the NHL don't go unrewarded. His penance? To be traded to a troubled team where his personal coach is Isobel Chase, the woman who drove him wild years ago when they were hormonal teens. But apparently the feeling was not entirely mutual. That Vadim might have failed to give Isobel the pleasure that was her right is intolerable, and he plans to make it up to her—one bone-melting orgasm at a time. After all, no player can perfect his game without a helluva lot of practice...

Rebel Spell Lisa Carlisle 2021-12-10 A witch without magic. A vampire without a cause. And a mysterious death that brings them under the same roof. When I learn I've inherited a house in Salem, I'm sure it's a mistake. Besides, I have zero desire to return to a town where I'm an outcast. The surprises continue when I meet my tenants, including a broody vampire and a foodie wolf shifter. But I'm only staying around long enough to sell my long lost aunt's house. Even when they convince me to go to a Halloween ball. Even when I agree to pretend to be the vampire's girlfriend. Even when I discover his softer and oh-so-sexier side. Because a witch without magic in Salem makes as much sense as a pig with wings. And I've never seen one fly. "Nova and Diego's story was fresh, fun, and flat out fantastic." "This is definitely a wonderful start to a series and I can already tell it's going to be one of my favorites!" "I can't wait for more! I give this 5 stars." The Literary Vixen "Rebel Spell has everything I need to dive right into a new series... I had a blast in the Salem Supernaturals world, and I can't wait until I can return." Marsha @ Keeper Bookshelf Fans of New Girl and What We Do in the Shadows will love the Salem Supernaturals series - paranormal chick lit romances with a splash of romance, comedy, and mystery!

The Four Tendencies Gretchen Rubin 2017-09-12 In this groundbreaking analysis of personality type, bestselling author of *Better Than Before* and *The Happiness Project* Gretchen Rubin reveals the one simple question that will transform what you do at home, at work, and in life. During her multibook investigation into understanding human nature, Gretchen Rubin realized that by asking the seemingly dry question "How do I respond to expectations?" we gain explosive self-knowledge. She discovered that based on their answer, people fit into Four Tendencies: Upholders, Questioners, Obligers, and Rebels. Our Tendency shapes every aspect of our behavior, so using this framework allows us to make better decisions, meet deadlines, suffer less stress, and engage more effectively. More than 600,000 people have taken her online quiz, and managers, doctors, teachers, spouses, and parents already use the framework to help people make significant, lasting change. The Four Tendencies hold practical answers if you've ever thought: • People can rely on me, but I can't rely on myself. • How can I help someone to follow good advice? • People say I ask too many questions. • How do I work with someone who refuses to do what I ask—or who keeps telling me what to do? With sharp insight, compelling research, and hilarious examples, *The Four Tendencies* will help you get happier, healthier, more productive, and more creative. It's far easier to succeed when you know what works for you.

Creative Construction Gary P. Pisano 2019-01-15 This myth-busting book shows large companies can construct a strategy, system, and culture of innovation that creates sustained growth. Every company wants to grow, and the most proven way is through innovation. The conventional wisdom is that only disruptive, nimble startups can innovate; once a business gets bigger and more complex corporate arteriosclerosis sets in. Gary Pisano's remarkable research conducted over three decades, and his extraordinary on-the ground experience with big companies and fast-growing ones that have moved beyond the start-up stage, provides new thinking about how the scale of bigger companies can be leveraged for advantage in innovation. He begins with the simple reality that bigger companies are, well, different. Demanding that they "be like Uber" is no more realistic than commanding your dog to speak French. Bigger companies are complex. They need to sustain revenue streams from existing businesses, and deal with Wall Street's demands. These organizations require a different set of management practices and approaches--a discipline focused on the strategies, systems and culture for taking their companies to the next level. Big can be beautiful, but it requires creative construction by leaders to avoid the creative destruction that is all-too-often the fate of too many.

The Tyranny of Merit Michael J. Sandel 2020-09-15 A Times Literary Supplement's Book of the Year 2020 A New Statesman's Best Book of 2020 A Bloomberg's Best Book of 2020 A Guardian Best Book About Ideas of 2020 The world-renowned philosopher and author of the bestselling *Justice* explores the central question of our time: What has become of the common good? These are dangerous times for democracy. We live in an age of winners and losers, where the odds are stacked in favor of the already fortunate. Stalled social mobility and entrenched inequality give the lie to the American credo that "you can make it if you try". The consequence is a brew of anger and frustration that has fueled populist protest and extreme polarization, and led to deep distrust of both government and our fellow citizens--leaving us morally unprepared to face the profound challenges of our time. World-renowned philosopher Michael J. Sandel argues that to overcome the crises that are upending our world, we must rethink the attitudes toward success and failure that have accompanied globalization and rising inequality. Sandel shows the hubris a meritocracy generates among the winners and the harsh judgement it imposes on those left behind, and traces the dire consequences across a wide swath of American life. He offers an alternative way of thinking about success--more attentive to the role of luck in human affairs, more conducive to an ethic of humility and solidarity, and more affirming of the dignity of work. *The Tyranny of Merit* points us toward a hopeful vision of a new politics of the common good.

A Minute to Think Juliet Funt 2021-08-03 "You're going to want to share copies of this book with your overbooked friends and colleagues, but before you do, take some time to read it yourself. Funt's wisdom around making space is priceless." —Seth Godin, author of *The Practice* Do you wish you could stop the mayhem of work and life and just take a minute? Do you sense you could contribute more if there were a little more room in the day? Does busyness deprive you and your burnt-out team of the oxygen your talents need to catch fire? Many have felt that way, yet taking a pause has seemed impossible—until now. In *A Minute to Think*, Juliet Funt, a globally recognized warrior in the battle against busyness, provides a powerful guide that will give you the permission, framework, and specific direction you need to do the following: Regain control of your overloaded, caffeinated, inbox-worshipping workday Liberate yourself and your teams from burnout and busywork Reclaim creativity and focus despite the chaos around you Bring thoughtfulness into designing your

next work norms Tame the beast of email and escape the mire of meetings Find your precious minute to think You're not alone in your yearning for freedom from constant reactivity. The global workforce today is so fried that it belongs in the food court of a county fair. We're relentlessly behind the curve, dousing fires everywhere, and our 3 a.m. insomnia provides the only unscheduled thinking time of the day. What we need reinserted in our lives is the missing element of white space—short periods of open, unscheduled time that, when recaptured, change the very nature of work. White space is the stepping back, the strategic pause, the oxygen that allows the sparks of our efforts to catch fire. White space has the power to radically—and simply—reinvent the way we approach work in this maxed-out, post-COVID 21st-century world. With Juliet's memorable stories, easy-to-use tools, and razor-sharp instruction, she carves for us an escape route from the overwhelming amount of low-value tasks and the daily avalanche of e-mails, meetings, decks, and reports. Using research, client stories, and a relatable voice, Juliet shows all of us how to reclaim time for thinking and make room for what truly matters. Whether you are an individual trying to build a more sane and humane flow of daily work, a team that wants new levels of efficiency and effectiveness, or an entire organization changing your culture toward thoughtfulness, this book will lead you there.

What You're Really Meant to Do Robert Steven Kaplan 2013-04-16 How do you create your own definition of success—and reach your unique potential? Building a fulfilling life and career can be a daunting challenge. It takes courage and hard work. Too often, we charge down a path leading to “success” as defined by those around us—and ultimately, are left feeling dissatisfied. Each of us is unique and brings distinctive skills and qualities to any situation. So why is it that most of us fail to spend sufficient time learning to understand ourselves and creating our own definition of success? The truth is, it can seem so natural and so much easier to just do what everyone else is doing—for now—leaving it for later to develop our best selves and figure out our own unique path. Is there a road map that will enable you to defy conventional wisdom, resist peer pressure, and carve out a path that fits your unique skills and passions? Robert Steven Kaplan, leadership expert and author of the highly successful book *What to Ask the Person in the Mirror*, regularly advises executives and students on how to tackle these questions. In this indispensable new book, Kaplan shares a specific and actionable approach to defining your own success and reaching your potential. Drawing on his years of experience, Kaplan proposes an integrated plan for identifying and achieving your goals. He outlines specific steps and exercises to help you understand yourself more deeply, take control of your career, and build your capabilities in a way that fits your passions and aspirations. Are you doing what you're really meant to do? If you're ready to face this question, this book can help you change your life.

Fahrenheit 451 Ray Bradbury 2003-09-23 A totalitarian regime has ordered all books to be destroyed, but one of the book burners suddenly realizes their merit.

The Art of Asking Amanda Palmer 2014-11-11 FOREWORD BY BRENE BROWN and POSTSCRIPT FROM BRAIN PICKINGS CREATOR MARIA POPOVA Rock star, crowdfunding pioneer, and TED speaker Amanda Palmer knows all about asking. Performing as a living statue in a wedding dress, she wordlessly asked thousands of passersby for their dollars. When she became a singer, songwriter, and musician, she was not afraid to ask her audience to support her as she surfed the crowd (and slept on their couches while

touring). And when she left her record label to strike out on her own, she asked her fans to support her in making an album, leading to the world's most successful music Kickstarter. Even while Amanda is both celebrated and attacked for her fearlessness in asking for help, she finds that there are important things she cannot ask for-as a musician, as a friend, and as a wife. She learns that she isn't alone in this, that so many people are afraid to ask for help, and it paralyzes their lives and relationships. In this groundbreaking book, she explores these barriers in her own life and in the lives of those around her, and discovers the emotional, philosophical, and practical aspects of THE ART OF ASKING. Part manifesto, part revelation, this is the story of an artist struggling with the new rules of exchange in the twenty-first century, both on and off the Internet. THE ART OF ASKING will inspire readers to rethink their own ideas about asking, giving, art, and love.