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From Novice to Expert - Patricia Benner 2001

This coherent presentation of clinical judgement, caring practices and collaborative practice provides ideas and images that readers can draw upon in their interactions with others and in their interpretation of what nurses do. It includes many clear, colorful examples and describes the five stages of skill acquisition, the nature of clinical judgement and experiential learning and the seven major domains of nursing practice. The narrative method captures content and contextual issues that are often missed by formal models of nursing knowledge. The book uncovers the knowledge embedded in clinical nursing practice and provides the Dreyfus model of skill acquisition applied to nursing, an interpretive approach to identifying and describing clinical knowledge, nursing functions, effective management, research and clinical practice, career development and education, plus practical applications. For nurses and healthcare professionals.

How Real is Real? - Paul Watzlawick 1977

Examines the ways in which communication and disruptions of communication create and can create simultaneously present versions of reality, providing illustrative anecdotal accounts of related scientific, literary, and other subjects

Hermeneutics and Education - Shaun Gallagher 1992-10-01

Emotional Intelligence - Daniel Goleman 1996-09-12

Daniel Goleman offers a vital new curriculum for life that can change the future for us and for our children

The Stupidity Paradox - Mats Alvesson 2016-06-02

Functional stupidity can be catastrophic. It can cause organisational collapse, financial meltdown and technical disaster. And there are countless, more everyday examples of organisations accepting the dubious, the absurd and the downright idiotic, from unsustainable management fads to the cult of leadership or an over-reliance on brand and image. And yet a dose of stupidity can be useful and produce good, short-term results: it can nurture harmony, encourage people to get on with the job and drive success. This is the stupidity paradox. The Stupidity Paradox tackles head-on the pros and cons of functional stupidity. You'll discover what makes a workplace mindless, why being stupid might be a good thing in the short term but a disaster in the longer term, and how to make your workplace a little less stupid by challenging thoughtless conformity. It shows how harmony and action in the workplace can be balanced with a culture of questioning and challenge. The book is a wake-up call for smart organisations and smarter people. It encourages us to use our intelligence fully for the sake of personal satisfaction, organisational success and the flourishing of society as a whole.

Resonant Leadership - Richard Boyatzis 2005-09-14

The blockbuster best seller *Primal Leadership* introduced us to "resonant" leaders--individuals who manage their own and others' emotions in ways that drive success. Leaders everywhere recognized the validity of resonant leadership, but struggled with how to achieve and sustain resonance amid the relentless demands of work and life. Now, Richard Boyatzis and Annie McKee provide an indispensable guide to overcoming the vicious cycle of stress, sacrifice, and dissonance that afflicts many leaders. Drawing from extensive multidisciplinary research and real-life stories, *Resonant Leadership* offers a field-tested framework for creating the resonance that fuels great leadership. Rather than constantly sacrificing themselves to workplace demands, leaders can manage the cycle using specific techniques to combat stress, avoid burnout, and renew themselves physically, mentally, and emotionally. The book reveals that the path to resonance is through mindfulness, hope, and compassion and shows how intentionally employing these qualities creates effective and enduring leadership. Great leaders are resonant leaders. *Resonant Leadership* offers the inspiration--and tools--

to spark and sustain resonance in ourselves and in those we lead.

BarOn Emotional Quotient Inventory - Reuven Bar-On 2004

Augmented Learning - Eric Klopfer 2008

New technology has brought with it new tools for learning, and research has shown that the educational potential of video games resonates with teachers and pupils alike. Klopfer here describes the largely untapped potential of mobile learning games to make a substantial impact on education.

The SAGE Handbook of Complexity and Management - Peter Allen 2011-04-06

This is the substantive scholarly work to provide a map of the state of art research in the growing field emerging at the intersection of complexity science and management studies.

The Regulation of Entry - 2001

Jürgen Habermas. A bibliography: works and studies (1952-2013)

- Luca Corchia 2013-09-30

Guidare il cambiamento organizzativo - Umberto Frigelli 2017-12-21

Le imprese e le organizzazioni sono organismi instabili, che cambiano in continuazione, seguendo una routine, con facilità, rispondendo a stimoli per lo più esterni. Come tradizionalmente avviene in tutti i testi dedicati al change management, anche in questo volume il cambiamento è visto come frutto di uno specifico progetto direzionale, anche se, in realtà, nelle organizzazioni molti cambiamenti rispecchiano semplici risposte alle variazioni di eventi demografici, economici, sociali, politici, tecnici, legislativi che avvengono nell'ambiente. Oggi le esigenze di cambiamento sono molto veloci, anche per via della velocità esponenziale delle innovazioni tecnologiche. Per le organizzazioni diventa indispensabile saper governare le trasformazioni, seguendo un approccio metodologico e cosciente dei fattori che intervengono nei cambiamenti organizzativi. Il volume affronta le dinamiche che caratterizzano il fenomeno del cambiamento nelle imprese e nelle organizzazioni, la varietà e diversità degli elementi che contribuiscono a far sì che le organizzazioni possano cambiare, i livelli di complessità del cambiamento e gli aspetti principali da presidiare se si vuole ottenere un cambiamento. Gestire con successo un cambiamento organizzativo e sostenere nel tempo i risultati raggiunti, evitando l'effetto elastico (quello per il quale, una volta terminato il progetto, tutto torna come prima), rimangono due sfide operative importanti, sia per gli specialisti che per le organizzazioni. Partendo dall'esperienza e da casi pratici, il volume vuole essere una guida per chi affronta il cambiamento e descrivere i diversi elementi di razionalità ed emotività, a cui vanno sommate le dinamiche di potere interne alle organizzazioni, da governare per operare in modo efficace. Lo specialista o il manager, anche se spesso sono esperti principalmente di aspetti attinenti alla razionalità economica e ai processi produttivi, al coinvolgimento delle persone, o alla gestione dell'influenza e del potere, devono essere consapevoli che tutti e tre questi elementi devono essere gestiti, muovendo leve diverse.

Knowing Through Changing - Giorgio Nardone 2005

This book is the result of fifteen years of clinical-research work carried out at the Brief Strategic Centre of Arezzo, Italy, for the development of a continuously improving, efficient and effective treatment of various human problems. The authors put forward a simple yet comprehensive description of the epistemology and genealogy of Brief Strategic Therapy, while emphasizing the most evolved therapeutic interventions for each of the various disorders studied, acquired from the experimental-empirical research carried out in everyday clinical practice. All the phases of the advanced model of Brief Strategic Therapy are covered, revealing the corresponding objectives, strategies and language used in the treatment of various psychological problems. Importance is

given to the first treatment session and the use of the Strategic Dialogue. For a better understanding of the model and its application, the book contains specific case examples of the treatment of phobic disorders, obsessive-compulsive disorders, eating disorders, depression, child problems, presumed psychosis and others. specific disorder and its variants, the attempted solutions that maintain and worsen the problem and a step-by-step description of effective therapy. The final part of the book discusses a very controversial issue: the bridging of research and practice. The authors put forward a critical report of the different research approaches used in the study of psychotherapy, followed by a detailed account of the action intervention-research used at the various centres and institutes around the globe that apply the Advanced Brief Strategic Model, together with a description of the future prospects for Brief Strategic Therapy.

Organizational Behavior - Robert Kreitner 2007

Leadership Experience and Leadership Performance - Fred Edward Fiedler 1994

This report summarizes the major findings of a 20-year program of research on the role and function of cognitive resources in organizational performance. Although there is no generally accepted definition of the term, leadership experience is one of the most important factors in selection and promotion decisions. In common usage, experience most often refers to time in service (TIS) at an organization, a job, or occupation (e.g., "How long have you been a manager here?"). Other definitions may also refer to diversity, richness, or relevance of previous jobs. However, all definitions imply skills, knowledge and behavior acquired in the course of time on the job rather than by formal training. This report is based on data from over 1,200 leaders and task groups in military and civilian organizations and laboratory settings. Most of the studies were part of a larger project on the utilization of "cognitive resources," that is, the leaders' intellectual abilities, experience, and job-relevant knowledge and skills. Three specific points should be kept in mind in reading this report: 1. Our research focuses on leadership experience, not individual experience (e.g., conducting an orchestra, not playing a violin). 2. "High" or "low" leadership experience, intelligence, expertise, etc., in this report is almost always based on a comparison within a particular sample. A platoon sergeant has high or low intelligence in comparison with other platoon sergeants, regardless of his or her score on a standardized intelligence test. 3. The "effective utilization" of a cognitive resource (e.g., experience) is inferred from the correlation between that resource and the performance of the leader or the group. Thus, a correlation of .80 between time in service (TIS) and performance implies that experience contributed strongly to performance; .00 implies that experience had no influence; and -.80 implies that experience was detrimental to performance.

The Unconscious as Infinite Sets - Ignacio Matte Blanco 2018-03-29

A systematic effort to rethink Freud's theory of the unconscious, aiming to separate out the different forms of unconsciousness. The logico-mathematical treatment of the subject is made easy because every concept used is simple and simply explained from first principles. Each renewed explanation of the facts brings the emergence of new knowledge from old material of truly great importance to the clinician and the theorist alike. A highly original book that ought to be read by everyone interested in psychiatry or in Freudian psychology.

[Charisma and Leadership in Organizations](#) - Alan Bryman 1992

"[This book] offers a comprehensive review of the new approaches to leadership research. . . . What becomes clear from this book is that the kind of leadership research that emerged in the 1980s is still in an infant stage and that there are a lot of issues that require further attention. By exploring the ambiguities, inconsistencies or matters that require clarification, Bryman succeeds in writing a valuable contribution to understanding new approaches to leadership. . . . This book is recommended reading for any scholar in the field of leadership." -- Organization Studies "The sheer breadth of the text means that it is a book one will return to recurrently. . . . Bryman's text proves a useful way of sociologically connecting some more influential recent approaches in the management field with traditions of serious scholarship that have slightly longer legs than the latest business school fad. . . . The book offers many excellent examples and discussions of identities which might be considered to be charismatic, from religion, social movements, politics, and organizational life in business. . . . The book is a useful and timely contribution to the sociology of organizations and management. . . . It redefines a field of analysis in ways that are provocative and may be important. . . . The book is to be recommended."

--Sociology "Charisma and Leadership in Organizations is an excellent book. The clarity of style and argument is exceptional, the mixture of theory and exemplification just right. Indeed, some of the cases drawn on to illuminate the arguments are fascinating as well as diverse -- Gladstone, Hitler, and Tony Benn are to be found here as well as the Jehovah's Witnesses, the Reverend Moon and the film director Michael Cimino. . . . Perhaps the beauty of this text from the point of view of both author and publisher is that it could have very wide uses: not only the business undergraduate and MBA market but also sociologists and other social science students as well as, of course, their lecturers. Certainly, Bryman's book is the kind of text that could lead you unhesitatingly to constructing an option on leadership and charisma, or to dwelling at length upon these topics within a more general course. Within business studies and organisational behavior courses it is to be hoped that Charisma and Leadership comes to be seen as more than just another specialist text." --The Service Industries Journal "Alan Bryman . . . has extended our understanding of this subject through his latest book. . . . The use of vignettes located within several chapters illustrated and clarified many of Bryman's major points. Moreover, the integration and reference to leadership theories presented in the early chapters connected major ideas presented by either supporting or refuting them. I also found the brief summaries at the end of each chapter to be helpful. . . . Bryman clearly and simply removes the cloud that often surrounds charisma and leadership. He enunciates his presentation concisely and enables readers to easily assess the strengths and weaknesses of the New Leadership. From a theoretical perspective, I think it is time we accept such a paradigm. I recommend a copy of this book to those interested in expanding their knowledge about an exciting area within the leadership domain." --Business Horizons "The author provides a detailed review of the literature associated with the concept of 'New Leadership,' together with some ideas of his own on a fascinating subject." --Long Range Planning "The author has thoroughly researched the topic of charisma and its effect on leadership. . . . We desperately need the 'new leaders' he describes." --Henry F. Houser, Professor of Management, Auburn University at Montgomery How do executives like Lee Iacocca and Steve Jobs consistently reap excellent job performance, loyalty, and praise from employees? In recent years, researchers and practitioners concerned with the effective functioning of organizations have scrutinized this subject carefully. In Charisma and Leadership in Organizations, Alan Bryman explores the nature of these charismatic qualities by questioning the differences between management and leadership, the role of vision, and the nature of transformational leadership. By examining the vanguards of contemporary business and by drawing examples from the lives of holy men of late antiquity, Sufi saints, nineteenth century millenarian chiefs, and political figures like Nkrumah and Gladstone, Bryman brings a fresh perspective to the discussion of charismatic leadership. Most notably, he specifically and emphatically rejects the notion that charisma is a mystical quality that denotes personal magnetism. Finally, Bryman discusses the nature of charisma in relation to the 'New Leadership' school of thought. Intended for students, academics and professionals in management and organization studies as well as for sociologists and social science students, Charisma and Leadership in Organizations is a timely work that provides a much needed critical review of current leadership literature.

Cognitive Therapy of Eating Disorders on Control and Worry - Sandra Sassaroli 2011

The aim of this book is to illustrate a variant of the standard cognitive treatment for eating disorders. This therapy is based on the principle that assessing and treating the patient's process of worry and sense of control fosters greater understanding of the psychopathology of the eating disorder and increases the efficacy of cognitive treatment. The book is an edited collection of chapters that discuss the psychopathological roles played by control and worry in eating disorders, and provide a detailed description of the therapeutic protocol, which primarily focuses on the treatment of the cognitive factors of control and worry as core factor of a psychotherapy of eating disorders. In addition, the book shows contributions from other theorists in the field who have investigated the role of worry, preoccupation, and control, or who explore the connections between worry, control, and other emotional factors underlying eating disorders, such as perfectionism, self-esteem, and impulsivity.

Casebook of Clinical Geropsychology - Nancy Pachana 2010-09-30

Geropsychology - the field of psychology concerned with the psychological, behavioural, biological, and social aspects of aging - has developed rapidly in the past decade. This clinical casebook describes

current best practice in managing complex cases involving common mental health issues in later life, by leading authorities in the field.

Cybertherapy - G. Riva 2004

The goal of this book is to analyze the processes by which cybertherapy applications will contribute to the delivery of state-of-the-art health services. Particular attention is given to the clinical use of virtual reality technology.

In Praise of Followers - Robert E. Kelley 1988-01-01

Kilmann-Saxton Culture-Gap Survey - Ralph H. Kilmann 2011-01

The Kilmann-Saxton Culture-Gap Survey is a self-report assessment that takes only fifteen minutes to complete and another ten minutes to graph the Culture-Gap Profile of a work group of five to fifteen members. This profile pinpoints the difference between actual and desired cultural norms. Additional Culture-Gap Profiles can be calculated for larger work units, including the entire organization. Following completion of these graphs, the members of one or more work groups can begin discussing how to close the largest Culture-Gaps that were identified in four areas: Task Support, Task Innovation, Social Relationships, and Personal Freedom. Previously, unconscious, unstated "rules of the game" (actual norms) often undermined everyone's best efforts and intentions. Once these culture-gaps have been closed (or at least brought within an acceptable threshold), members can effectively proceed with other change initiatives and improvement programs.

The Emotional Brain - Joseph Ledoux 2015-09-22

What happens in our brains to make us feel fear, love, hate, anger, joy? Do we control our emotions, or do they control us? Do animals have emotions? How can traumatic experiences in early childhood influence adult behavior, even though we have no conscious memory of them? In *The Emotional Brain*, Joseph LeDoux investigates the origins of human emotions and explains that many exist as part of complex neural systems that evolved to enable us to survive. One of the principal researchers profiled in Daniel Goleman's *Emotional Intelligence*, LeDoux is a leading authority in the field of neural science. In this provocative book, he explores the brain mechanisms underlying our emotions -- mechanisms that are only now being revealed.

Managing Organizational Behavior - Henry L. Tosi 2011-01-01

This newly and completely revised edition of *Managing Organizational Behavior* covers the field of organizational behavior in a theoretical and applied way that both students and instructors will find engaging and informative. For use in introductory and advanced undergraduate courses, the book covers a broad range of topics in the field, including: personality, motivation, groups, power, and leadership. It integrates the most current research in a clear and accessible manner and incorporates new thinking in the field with tried and true practices. At its heart, this book is a comprehensive introduction to the present state of knowledge in the field of organizational behavior. The authors treat a relevant and critical theme in organizational studies: the systematic and scientific analysis of individual behavior in different organized contexts. This book identifies and analyzes three distinct and interdependent perspectives on organizational behavior. Firstly, the book analyzes organizational behavior from the perspective of the individual actor, focusing on themes such as the differences in personality and their manifestations in the organization environment; attitudes, perceptions, and the evaluation of performance and problem solving, motivation to work, stress, emotions, and organizational well-being. Secondly, the authors focus on the relationships among actors. They analyze the conditions of effectiveness of workgroups, decisions, communications, and conflict, and conclude with themes tied to power and leadership. Lastly, the authors focus their attention on the wider organization and management structures, people, culture, and change. The book will be welcomed by instructors and students of organizational behavior around the world, as previous editions have been since the first edition appeared in 1977.

Explorations of the Life-World - M. Endress 2006-03-30

This anthology originated from three conferences, which were held at Waseda University, Tokyo, Japan, on March 26-28, 1999, at the University of Konstanz, Germany, on May 26-29, 1999 and a session at the SPHS annual meeting at the University of Oregon, USA, on October 5-7, 1999. With one exception the contributions to this volume are revised versions of papers read at these meetings. Each of these conferences took place in order to celebrate the centennial of the birthday of Alfred Schutz, who was born April 13, 1899, and died May 20, 1959. First of all we would like to thank Evelyn Schutz-Lang, the daughter of Alfred and Ilse Schutz, for her continuing support and encouragement. Moreover, Evelyn Schutz-Lang as well as Claudia Schutz, the granddaughter of Alfred and

Ilse Schutz, and the daughter of his son George, gave us the honor of visiting the Konstanz conference in 1999. Evelyn also came to the Oregon conference and sent her personal greetings to those attending the Tokyo conference. We would like to thank Waseda University, the Waseda Sociological Association, the Waseda University International Conference Center, and the Center for Research in Human Sciences in Japan for their generous financial support, as well as the German Research Council (Deutsche Forschungsgemeinschaft), the University of Konstanz, the Alfred Schutz Memorial Archives in Konstanz, and the Sparkasse Konstanz for their considerable financial assistance in making the conferences possible.

Smart Organizations and Smart Artifacts - Leonardo Caporarello 2014-05-15

This book offers a multidisciplinary strategy for finding new and more effective human-computer interaction approaches, in particular from a socio-technical perspective, that facilitate the exploration and exploitation of benefits that information technologies (IT) offer organizations. Though the relationship between IT and organizations is certainly very strong, it is also one of the greatest obstacles to securing benefits from their interaction. The participation of organizational users in the planning and design stages of IT interfaces is the main area of human-computer interaction, where a wealth of contributions are positively enriching both the academic and management discussions. Thus, a new approach for managing this relationship is needed, one in which the different stakeholders are suitably taken into account. Moreover, the outstanding success of the 2.0 phenomenon offers an example of a relevant platform where human-computer interaction has been widely developed and exploited. Consequently, this will influence and already is influencing - the way IT and users interact with each other. The book is based on a selection of the best papers - original, double blind peer-reviewed contributions - from the annual conference of the Italian chapter of the AIS, held in Milan, Italy in December 2013.

Not My Mother's Sister - Astrid Henry 2004

Rebellious generations and the emergence of new feminisms.

Nuove Organizzazioni Esperienziali - Umberto Frigelli

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Organizational Effectiveness - Kim S. Cameron 2013-09-11

Organizational Effectiveness: A Comparison of Multiple Models directly addresses the issues of non-integration and non-comparability. This book not only provides well thought out approaches to effectiveness as a construct, but also practical suggestions for improving effectiveness in organizations. A set of integrating questions that raise theoretical, conceptual, empirical, research, practical, and managerial issues are also included. This text likewise compares and contrasts theoretical and philosophical roots of a particular perspective with other perspectives. This publication is intended for scholars and researchers seeking to understand and measure organizational effectiveness, as well as practitioners who are faced with the problem of managing and improving their own organization's effectiveness.

Guidare il cambiamento organizzativo. Potere, razionalità, emozioni - Umberto Frigelli 2017

Managing the Family Business - Thomas Zellweger 2017-04-28

This innovative textbook covers the most important managerial challenges facing family businesses. It is research-based and includes theory and practice along with concepts, cases and reflection questions to illustrate the key topics.

The Social Neuroscience of Empathy - Jean Decety 2011-01-21

Cross-disciplinary, cutting-edge work on human empathy from the perspectives of social, cognitive, developmental and clinical psychology and cognitive/affective neuroscience. In recent decades, empathy research has blossomed into a vibrant and multidisciplinary field of study. The social neuroscience approach to the subject is premised on the idea that studying empathy at multiple levels (biological, cognitive, and social) will lead to a more comprehensive understanding of how other people's thoughts and feelings can affect our own thoughts, feelings, and behavior. In these cutting-edge contributions, leading advocates of the multilevel approach view empathy from the perspectives of social, cognitive, developmental and clinical psychology and cognitive/affective neuroscience. Chapters include a critical examination of the various definitions of the empathy construct; surveys of major research traditions based on these differing views (including empathy as emotional contagion, as the projection of one's own thoughts and feelings, and as a fundamental aspect of social development); clinical and

applied perspectives, including psychotherapy and the study of empathy for other people's pain; various neuroscience perspectives; and discussions of empathy's evolutionary and neuroanatomical histories, with a special focus on neuroanatomical continuities and differences across the phylogenetic spectrum. The new discipline of social neuroscience bridges disciplines and levels of analysis. In this volume, the contributors' state-of-the-art investigations of empathy from a social neuroscience perspective vividly illustrate the potential benefits of such cross-disciplinary integration. Contributors C. Daniel Batson, James Blair, Karina Blair, Jerold D. Bozarth, Anne Buysse, Susan F. Butler, Michael Carlin, C. Sue Carter, Kenneth D. Craig, Mirella Dapretto, Jean Decety, Mathias Dekeyser, Ap Dijksterhuis, Robert Elliott, Natalie D. Eggum, Nancy Eisenberg, Norma Deitch Feshbach, Seymour Feshbach, Liesbet Goubert, Leslie S. Greenberg, Elaine Hatfield, James Harris, William Ickes, Claus Lamm, Yen-Chi Le, Mia Leijssen, Abigail Marsh, Raymond S. Nickerson, Jennifer H. Pfeifer, Stephen W. Porges, Richard L. Rapson, Simone G. Shamay-Tsoory, Rick B. van Baaren, Matthijs L. van Leeuwen, Andries van der Leij, Jeanne C. Watson

Strategic Intent - Gary Hamel 2010

Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world. In this article, renowned management experts Gary Hamel and C.K. Prahalad introduce their approach to strategic planning in the face of tough competition. With advice on tailoring your company's strategy and developing the will to win within your firm, this article helps you define a long-term strategy for your organization that captures employees' imaginations and creates a clear path to success.

Cooperative Learning in the Classroom - David W. Johnson 1994

Explains what cooperative learning is, describes what makes it work, and provides strategies for the classroom teacher beginning to use cooperative learning or improving the use of cooperative learning in the classroom.

Man in the Age of Technology - Arnold Gehlen 1980

Mapping Precariousness, Labour Insecurity and Uncertain Livelihoods - Emilianiana Armano 2017-04-07

The condition of precariousness not only provides insights into a segment of the world of work or of a particular subject group, but is also a standpoint for an overview of the condition of the social on a global scale. Because precariousness is multidimensional and polysemantic, it traverses contemporary society and multiple contexts, from industrial to class, gender, family relations as well as political participation, citizenship and migration. This book maps the differences and similarities in the ways precariousness and insecurity in employment and beyond unfold and are subjectively experienced in regions and sectors that are confronted with different labour histories, legislations and economic priorities. Establishing a constructive dialogue amongst different global regions and across disciplines, the chapters explore the shift from precariousness to precariat and collective subjects as it is being articulated in the current global crisis. This edited collection aims to continue a process of mapping experiences by means of ethnographies, fieldwork, interviews, content analysis, where the precarious define their condition and explain how they try to withdraw from, cope with or embrace it. This is valuable reading for students and academics interested in geography, sociology, economics and labour studies.

Assessment & Development Center - Arianna Girard 2018-04-13

La seconda edizione del Manuale di Assessment e Development Center rappresenta un testo unico nel suo genere e indispensabile per chi si occupa della valutazione delle risorse umane in un contesto organizzativo. Oggi i processi di valutazione sono diventati una prassi molto comune nelle aziende e costituiscono a tutti gli effetti uno strumento gestionale. Purtroppo però spesso mancano dell'oggettività che li attesta come metodologia rigorosa. L'assessment è una sessione di valutazione con una metodologia definita, condotta da figure professionali appositamente preparate per osservare e valutare i comportamenti delle persone sottoposte a stimoli di diversa natura. Questa metodologia è da parecchi anni utilizzata con lo scopo di selezionare le giuste figure professionali per ogni contesto. Anche la figura del professionista esperto in selezione del personale, come le altre job position, certamente ha avuto modo di risentire dei cambiamenti

economici e organizzativi dovuti alla crisi economica o all'espansione dei mercati di riferimento. Eppure esiste ancora una richiesta viva di professionisti proveniente da aziende leader sul mercato. La domanda non si è esaurita, ma ha cambiato connotati. Come sono cambiate anche le competenze che le aziende ricercano nei candidati. Necessariamente, allora dovranno adeguarsi anche gli strumenti a disposizione dei professionisti per valutare tali competenze. Ad esempio, si potranno introdurre l'utilizzo di giochi e le simulazioni di gruppo o gli esercizi esperienziali, per vedere dal vivo il comportamento dei candidati, osservandoli in azione e comprendendone l'attitudine a far parte del progetto aziendale per cui si candidano. Un assessment ha un forte impatto organizzativo e i suoi risultati non solo devono essere affidabili, ma devono anche produrre conoscenza. Per il candidato, che potrà migliorarsi, colmare le lacune o conoscere meglio le proprie inclinazioni professionali e assecondarle. Per l'azienda, che dovrà trarre utili informazioni per una più corretta gestione del personale e per una puntuale risposta ai bisogni formativi e di sviluppo dei lavoratori. Nel Manuale di Assessment e Development Center vengono presentati i modelli di competenze e i repertori di comportamenti oggetto della valutazione. Ampio spazio viene inoltre dato all'illustrazione degli strumenti specifici dell'assessment: role-play, business-case, test, questionari - così come alla progettazione, alla conduzione dei colloqui e alla redazione dei profili di output. La seconda edizione è arricchita ancor più da casi di progetti di valutazione da cui il lettore potrà trarre spunto. L'intento è di fornire strumenti metodologici concreti al professionista che voglia addentrarsi nel mondo della valutazione delle risorse umane, sia in selezione che in sviluppo. Con la consapevolezza che sviluppare un assessment significa a tutti gli effetti svolgere un intervento organizzativo complesso.

Focus (HBR Emotional Intelligence Series) - Harvard Business Review 2018-11-13

The importance of achieving focus goes well beyond your own productivity. Deep focus allows you to lead others successfully, find clarity amid uncertainty, and heighten your sense of professional fulfillment. Yet the forces that challenge sustained focus range from dinging phones to office politics to life's everyday worries. This book explains how to strengthen your ability to focus, manage your team's attention, and break the cycle of distraction. This volume includes the work of: Daniel Goleman Heidi Grant Amy Jen Su Rasmus Hougaard HOW TO BE HUMAN AT WORK. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

Action science - Chris Argyris 1985-11-28

Automate This - Christopher Steiner 2012-08-30

The rousing story of the last gasp of human agency and how today's best and brightest minds are endeavoring to put an end to it. It used to be that to diagnose an illness, interpret legal documents, analyze foreign policy, or write a newspaper article you needed a human being with specific skills—and maybe an advanced degree or two. These days, high-level tasks are increasingly being handled by algorithms that can do precise work not only with speed but also with nuance. These “bots” started with human programming and logic, but now their reach extends beyond what their creators ever expected. In this fascinating, frightening book, Christopher Steiner tells the story of how algorithms took over—and shows why the “bot revolution” is about to spill into every aspect of our lives, often silently, without our knowledge. The May 2010 “Flash Crash” exposed Wall Street's reliance on trading bots to the tune of a 998-point market drop and \$1 trillion in vanished market value. But that was just the beginning. In Automate This, we meet bots that are driving cars, penning haiku, and writing music mistaken for Bach's. They listen in on our customer service calls and figure out what Iran would do in the event of a nuclear standoff. There are algorithms that can pick out the most cohesive crew of astronauts for a space mission or identify the next Jeremy Lin. Some can even ingest statistics from baseball games and spit out pitch-perfect sports journalism indistinguishable from that produced by humans. The interaction of man and machine can make our lives easier. But what will the world look like when algorithms control our hospitals, our roads, our culture, and our national security? What happens to businesses when we automate judgment and eliminate human

instinct? And what role will be left for doctors, lawyers, writers, truck

drivers, and many others? Who knows—maybe there's a bot learning to do your job this minute.