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# Read Book A Sense Of Urgency

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## 9P1W2Q - KIDD TIANA

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The author presents a collection of ways to reap the proven human and corporate benefits of humor at work, organized by core business skill and founded on his own work as a business speaker and coach with the consulting company, Humor That Works.

In his international bestseller "Leading Change," Kotter provided an action plan for implementing successful transformations. Now, he shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change.

"Saturday Night Live head writer and Weekend Update co-anchor, Colin Jost, has

six sets of stitches on his face alone. He's been punched in at least four different sketches on Saturday Night Live, including once by his boss, Lorne Michaels. But if there's one trait that makes someone well suited to comedy, it's being able to take a punch-metaphorically and, occasionally, physically. From growing up as an overweight kid in a family of firefighters on Staten Island to commuting three hours a day to high school and "seeing the sights" (like watching a Russian woman throw a stroller off the back of a ferry) to attending Harvard while Facebook was created (and choosing comedy instead!), Colin shares how he has navigated the world like a "slightly smarter Forrest Gump." You'll also discover things about Colin that will sur-

prise and confuse you. You'll go behind the scenes at SNL (where he's written some of the most iconic sketches and characters of the past fifteen years) and Weekend Update (where's he's been "the white guy next to Leslie Jones.") And you'll experience the life of a touring stand-up comedian-from performing in rural cafeterias at noon to opening for Dave Chappelle at Radio City Music Hall. For every accomplishment (hosting the Emmys), there is a setback (hosting the Emmys). And for every absurd moment (watching paramedics give CPR to a raccoon), there is an honest, emotional one (recounting his mother's experience on the scene of the Twin Towers' collapse on 9/11.) A Very Punchable Face reveals the brilliant mind behind some of

the dumbest sketches on television and lays bare the heart and humor of a hard-working guy-with a face you can't help but want to punch."--

"Shows how humans have brought us to the brink and how humanity can find solutions. I urge people to read with humility and the daring to act." —Harpal Singh, former Chair, Save the Children, India, and former Vice Chair, Save the Children International In conversations with people all over the world, from government officials and business leaders to taxi drivers and schoolteachers, Blair Sheppard, global leader for strategy and leadership at PwC, discovered they all had surprisingly similar concerns. In this prescient and pragmatic book, he and his team sum up these concerns in what they call the ADAPT framework: Asymmetry of wealth; Disruption wrought by the unexpected and often problematic consequences of technology; Age disparities--stresses caused by very young or very old populations in developed and emerging countries; Polarization as a symptom of the breakdown in global and national consensus; and loss of Trust in the institutions that underpin and stabilize society. These concerns are in turn pre-

cipitating four crises: a crisis of prosperity, a crisis of technology, a crisis of institutional legitimacy, and a crisis of leadership. Sheppard and his team analyze the complex roots of these crises--but they also offer solutions, albeit often seemingly counterintuitive ones. For example, in an era of globalization, we need to place a much greater emphasis on developing self-sustaining local economies. And as technology permeates our lives, we need computer scientists and engineers conversant with sociology and psychology and poets who can code. The authors argue persuasively that we have only a decade to make headway on these problems. But if we tackle them now, thoughtfully, imaginatively, creatively, and energetically, in ten years we could be looking at a dawn instead of darkness.

The only way to ensure your company's success is to change faster on the inside than the world is changing on the outside. No one knows the ins and outs of successful companies better than bestselling author Jason Jennings. Back in 2001, with *It's Not the Big That Eat the Small, It's the Fast That Eat the Slow*, Jennings proved

that speed was the ultimate competitive advantage. But in 2015, companies of all sizes still struggle to adapt quickly. They know it's crucial to their future but need help to get everyone implementing speed and urgency at all levels. Jennings and his researchers have spent years up close and personal with thousands of organizations around the world—figuring out what makes them successful in both the short and long term. He understands the real challenges that keep more than eleven thousand CEOs, business owners, and executives up at night. And he knows how the best of the best combine speed and growth to deliver five times the average returns to shareholders. The *High-Speed Company* reveals the unique practices of businesses that have proven records of urgency and growth. The key distinction is that they've created extraordinary cultures with a strong purpose, more trust, and relentless follow-through. These companies burn less energy, beat the competition, and have a lot of fun along the way. Jennings shows how you can implement the same strategies that have made companies such as CoBank, O'Reilly Auto Parts, Grainger, Henry Schein, Google, and

Johnson & Johnson great, including:

- Encouraging employees to make the right moves without hesitation. J.M. Smucker has done this well by creating five guiding principles that employees at every level can apply to faster individual decision making.
- Doing more to constantly innovate and bring in new customers. Besides spending more than \$2 billion on research and development, Procter & Gamble sends its senior executives to the homes of families who use their products in one hundred different countries, to learn their stories and connect with them, gaining fresh insights for new products.
- Being transparent about management decisions. Sonic Corp. knows this is the best way to drive trust and engagement with both employees and customers. Breathe easier. Handle any hurdle. Get things done faster. That's the way of the high-speed company . . . and Jennings shows you how to build and sustain your own.

Describes the hallmarks of effective leadership, and covers power, influence, vision, and strategies for change

Everyone cares about positive emotion and what makes us happy. But do we really know both sides of the story about our

most treasured feelings? This comprehensive volume provides the first account of the light and the dark sides of positive emotion, and how they can help us and sometimes even hurt us.

Leverage the power of urgency to avoid burnout and increase performance Urgency—that frantic feeling that we need to be doing more, and faster—is a destructive force in today's workplace. Unnecessary urgency can be toxic, causing stress and burnout. But not all urgency is bad, and sometimes we really do need to get things done quickly. Too little urgency can lead to inaction and lost productivity. So how do we find the right balance where we can use urgency as a meaningful tool to keep productivity up, without generating burnout? Urgent! is a guide to using urgency for good to help achieve your goals, to drive success, and minimise stress for yourself, your teams, and your business. This book will teach you to moderate urgency for yourself and those you lead. In our age of fast-paced technology, it's easy to swing between extremes, working reactively one minute, and being inactive the next. The middle ground, described in this book, allows us to work in the "Active Zone"

where we maximise proactivity and productivity. By following the practical strategies outlined in this book, readers will learn to understand urgency, become proactive rather than reactive, and lead teams to their fullest potential.

- Eliminate stress and burnout for yourself, your teams, and your businesses
- Learn how to dial urgency up or down, depending on the situation
- Keep teams working in the optimal productive zone by moderating urgency
- Stay focused on what's important and learn prioritisation skills to avoid burnout

If you feel that you and your team are caught up in busy work, stressed to the max by competing demands, leaving no room to focus on what really matters, Urgent! will show you a new way of thinking, leading, and responding. Learn the skills to reduce overload, get more done, and achieve better performance each day.

Both a sense of urgency and a goodly amount of patience are required for any writer to produce a novel. Moving between these two poles, Jean-Philippe Toussaint here collects a series of short essays on the art of writing, both his own and that of writers he's admired, for example Kafka,

Beckett, Dostoyevsky, and Proust. As Tournier himself has said, "It's only natural for writers... to say a word about how they write and what they owe to great authors." New Expanded Edition - 40% more material. Pursuing Intimacy With God Bible study books & site to help you grow closer to God and enjoy intimacy with God. Our site includes many Bible studies for life and a large variety of Bible study topics. The Bible study book includes Bible study topics on Intimacy With God, Walking With God, How to Pray to God, Prayer in the Bible, How to Study the Bible, How to Seek God With All Your Heart, How to Hear God's Voice, Meditate on God's Word, True Worship in the Bible, Praise As A Spiritual Weapon, Praise Is Placing A High Value on God, How to Have Abundant Life, God's Calling For Your Life, God's Promises in the Bible, Faith Is Vital For Intimacy With God, Waiting on God, God's Purpose & Mission For His Church, Revival & Spiritual Awakening, The Kind of Christian & Church God Wants... The PIWG Bible Study Book is ideal for individuals, or for small groups, Sunday School classes, and discipleship classes at your church Pursuing Intimacy With God website: [www.intimacywithgod.com](http://www.intimacywithgod.com)

God has used the PIWG I & II studies to bless many people: "Words to appreciate I just can't find but please accept my gratitude. The study has really transformed my life and family." - Samuel "The time and effort you sow into reaching thousands upon thousands of people globally has and continues to touch lives and edify the body of Christ. I am thankful to God and to your ministry for your work." - Carlos, South Africa "We want you to know how much this guide has been a blessing to us. We have been using it on a regular basis and I'm sure it will always be a resource in our permanent library. Keep doing what you are doing. This has really changed our lives." - Carrie, US "What an awesome thing that your ministry is sharing with the world. God's word is user friendly, spoken as Jesus did where all can understand and want to learn more of Jesus, study more and do his will. I have never found such detailed shared information of God's word all in one book." - Ruby, US "Thank you so much for your website. I've benefited so much from it and it has helped me so much in my relationship with Jesus! I believe its the no1 thing I need to pursue." - Zsuzsi, Hungary "Your website, what I've read so far is an

overwhelming refreshing shower to my spirit. To discover a ministry that focuses on loving God is so utterly a confirmation to me. What could be more important? Fathomless depths. Thank you for your precious hearts." - Julia, US "Just wanted to say thanks for this site. I typed in the search because this is what God has been doing in my life. Drawing me into intimacy." - Stephen, Australia "The material on your website is awesome. Glory to God !" - Ray, US "I am in awe of the study book. I did not expect to receive so much information. Thank you." - Olivia US "I have been blessed by your site & studies." - Dorota, Poland "The study was excellent ! I could understand it. It was done beautifully and simply... God has changed our lives through this study. We are both working for a soft and humble heart." - Nancy, US "Once again I cant thank you enough; your help is much appreciated and I am so grateful towards you for this." - John, Ireland "I will certainly join in praying for this study and for you as you continue to work with it as the Lord directs. Those weeks of study were so very meaningful to me! - Reid, US "Hi, Thank you for publishing this great material." - Johan, South Africa

"Praise the Lord. Please I request a copy of your wondrous book." - Meshak, Uganda Describes how organizations can learn to move swiftly to accommodate change while still providing the necessary structures that nurture employees and long-term success.

Business.

Every idea in this book is focused on increasing your overall levels of productivity, performance, and output and on making you more valuable in whatever you do. You can apply many of these ideas to your personal life as well. Each of these twenty-one methods and techniques is complete in itself. All are necessary. One strategy might be effective in one situation and another might apply to another task. All together, these twenty-one ideas represent a smorgasbord of personal effectiveness techniques that you can use at any time, in any order or sequence that makes sense to you at the moment. The key to success is action. These principles work to bring about fast, predictable improvements in performance and results. The faster you learn and apply them, the faster you will move ahead in your career - guar-

anteed! There will be no limit to what you can accomplish when you learn how to Eat That Frog!

An ordinary leader is someone who leads a small organization or team that is doing great things. They manage the majority of the world's workforce, but they don't lead large corporations or big government agencies. Ordinary leaders are rarely written about in books or quoted in magazines. They are, however, important. Maybe not globally, but in their own realm of influence, their leadership makes a difference. The term "ordinary" is also used to highlight the belief that no one ever arrives as a leader. In fact, if someone thinks of themselves as extraordinary, they will not be a very effective leader. Author Randy Grieser presents 10 key insights for building and leading a thriving organization. These are the principles he identifies as instrumental to success as a leader. Writing for leaders everywhere, he inspires, motivates, and explains how to make each insight a reality in your organization. Become a more passionate, productive, and visionary leader by exploring and embracing these 10 insights: Motivation and Employee Engagement: Organizations

flourish when employees go beyond what is expected of them. Passion: A passionate, inspired workforce begins with the leader. Vision: Visionary leaders energize and inspire people to work towards a future goal. Self-Awareness: Knowing your strengths and weaknesses is vital for leading any organization. Talent and Team Selection: The right employees must, first and foremost, fit the workplace culture. Organizational Health: Employees are most engaged when leaders are committed to the emotional well-being of everyone. Productivity: Focusing on how and what things get done increases efficiency. Creativity and Innovation: Building processes for innovation puts creativity to work. Delegation: As you free up your time, you will also increase employee engagement. Self-Improvement: Personal development makes all the other principles easier to achieve. Also included are the perspectives of 10 ordinary leaders from a range of professions, survey feedback from over 1,700 leaders and employees, and a resource section that provides detailed guidance and examples for putting these ideas into action.

A proposal to reframe the Anthropocene

as an age of actual and emerging coexistence with earth system variability, encompassing both human dignity and environmental sustainability. Is this the Anthropocene, the age in which humans have become a geological force, leaving indelible signs of their activities on the earth? The narrative of the Anthropocene so far is characterized by extremes, emergencies, and exceptions—a tale of apocalypse by our own hands. The sense of ongoing crisis emboldens policy and governance responses that challenge established systems of sovereignty and law. The once unacceptable—geoengineering technology, for example, or authoritarian decision making—are now anticipated and even demanded by some. To counter this, Amanda Lynch and Siri Veland propose a reframing of the Anthropocene—seeing it not as a race against catastrophe but as an age of emerging coexistence with earth system variability. Lynch and Veland examine the interplay between our new state of ostensible urgency and the means by which this urgency is identified and addressed. They examine how societies, including Indigenous societies, have understood such interplays; explore how extreme weather and

climate weave into the Anthropocene narrative; consider the tension between the short time scale of disasters and the longer time scale of sustainability; and discuss both international and national approaches to Anthropocene governance. Finally, they argue for an Anthropocene of coexistence that embraces both human dignity and sustainability.

Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision and strategy, and generating short-term wins.

This book focuses on the role of the board in family businesses and specifically on processes and topics of strategic importance. It comprises all the relevant topics which need to be addressed on a regular basis such as strategy development, financial management, and leadership. The pros and cons of each issue are elaborated. This is one of the few books which addresses family businesses from governance systems to the role of executives. The diverse set of examples carefully collected by the authors and an in-depth discussion on the topics provide readers with valuable insights to broaden and enrich

the effectiveness of governance.

We are in the middle of an urgency epidemic. People find themselves are overwhelmed and at a loss as to how to proceed in an environment that cuts them no slack, provides no respite, and is ever pushing them on. The sensation is akin to the one where it feels like hot sauce is on everything. The purpose of this book is to guide you through the urgency epidemic and put you back in charge. Like a great chef, you'll learn the nuances of adding just the right amount of sauce to bring out the deep flavor and potential of yourself, your team, and your family, creating a menu of balance and perfect spice so that you are in charge of urgency and it no longer consumes your world.

In *The Discipline of Teams*, Jon Katzenbach and Douglas Smith explore the often counter-intuitive features that make up high-performing teams—such as selecting team members for skill, not compatibility—and explain how managers can set specific goals to foster team development. The result is improved productivity and teams that can be counted on to deliver more than just the sum of their parts. 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.

Effective writing is accessible, professional, and direct. In the business world, the best writing must be friendly but not too conversational, professional without being dry, and results driven without feeling like a “hard sell.” Business Writing for Results shows you how to write emails, reports, proposals, and other action-oriented communications that meet these standards—in three easy steps. You’ll write cleaner, more polished communications in far less time than you ever thought possible. Using engaging and thought-provoking examples and interactive exercises, the lessons in this book will help you express your ideas clearly, concisely, and persuasively. You’ll discover how to write: Proposals that generate new business Reports that illuminate key points Emails that are easy to read

and respond to Training workbooks that facilitate deep understanding and results-based learning Letters that get you job interviews, business opportunities, and donations Using a reader-focused approach, you’ll learn professional tips and tricks that are easy to remember—and that work. Business Writing for Results helps you get your points across clearly, quickly, and effectively in order to produce the outcomes you want. PRAISE: “A life ring in disguise. I feel like I’m drowning at work and through this book, the rescue boat is in sight and coming my way. Thank you, Jane.” —Karen A. Polan, Senior Field Specialist, First Energy “Jane’s real life examples helped me understand the concepts.” —Christine Lotz, Product Research Technician, Hillshire Farms “After implementing several of [her] suggestions, we boosted the bottom line by 15-20 percent. Thanks, Jane.” —Denise Dennis, Office Manager, Eye Surgery Associates “Business Writing for Results is terrific! I’ve been in business for twenty years, so it takes something special to get through the haze of habit! Jane’s book does it!” —Nancy Hartman, Writer, TKR Cable “Our highest rated trainer—by far—is Jane Cleland!” —Candace

Cross, Manager, Training, IBM Corporation Master the art of closing with this authoritative guide to powerhouse sales The Very Little but Very Powerful Book on Closing teaches you how to close sales—simple as that. This book is packed with information that has the power to change your perspective, and to strengthen your ability to build relationships, forge new partnerships, and close sales at the prices you want. As an essential element of every sales professional’s toolkit, this powerful guide will help you discover how to ask the right questions and create a sense of urgency that prospects cannot ignore. Closing sales is what makes a business a success; no matter how wonderful your products and services, your business is not going to succeed if you don’t have the ability to close the sales that will drive your company to the top of its industry. Even more motivating is the fact that closing sales—and driving the success of your business—also increases your personal accomplishment in the financial arena. Change your perspective to enhance your closing ability Learn to build relationships and forge key partnerships Identify the questions you need to

ask in order to understand the purchase drivers influencing your clients' decisions. Develop a winning sales formula. Sales professionals face competition at every turn. Whether you're trying to win a new account or are retaining key clients, closing is an essential aspect of the sales process—one that you must understand and execute in order to keep your numbers high. *The Very Little but Very Powerful Book on Closing* is the resource you need to take your closing skills to the next level. **NEW YORK TIMES BESTSELLER** “In her book, Melinda tells the stories of the inspiring people she’s met through her work all over the world, digs into the data, and powerfully illustrates issues that need our attention—from child marriage to gender inequity in the workplace.” — President Barack Obama “The Moment of Lift is an urgent call to courage. It changed how I think about myself, my family, my work, and what’s possible in the world. Melinda weaves together vulnerable, brave storytelling and compelling data to make this one of those rare books that you carry in your heart and mind long after the last page.” — Brené Brown, Ph.D., author of the New York Times #1 bestseller *Dare to*

*Lead* “Melinda Gates has spent many years working with women around the world. This book is an urgent manifesto for an equal society where women are valued and recognized in all spheres of life. Most of all, it is a call for unity, inclusion and connection. We need this message more than ever.” — Malala Yousafzai “Melinda Gates's book is a lesson in listening. A powerful, poignant, and ultimately humble call to arms.” — Tara Westover, author of the New York Times #1 bestseller *Educated* A debut from Melinda Gates, a timely and necessary call to action for women's empowerment. “How can we summon a moment of lift for human beings – and especially for women? Because when you lift up women, you lift up humanity.” For the last twenty years, Melinda Gates has been on a mission to find solutions for people with the most urgent needs, wherever they live. Throughout this journey, one thing has become increasingly clear to her: If you want to lift a society up, you need to stop keeping women down. In this moving and compelling book, Melinda shares lessons she’s learned from the inspiring people she’s met during her work and travels around the world. As she writes in the introduc-

tion, “That is why I had to write this book—to share the stories of people who have given focus and urgency to my life. I want all of us to see ways we can lift women up where we live.” Melinda’s unforgettable narrative is backed by startling data as she presents the issues that most need our attention—from child marriage to lack of access to contraceptives to gender inequity in the workplace. And, for the first time, she writes about her personal life and the road to equality in her own marriage. Throughout, she shows how there has never been more opportunity to change the world—and ourselves. Writing with emotion, candor, and grace, she introduces us to remarkable women and shows the power of connecting with one another. When we lift others up, they lift us up, too. A false sense of urgency is a real thing—and it’s something Eric Recker has lived most of his life. It’s that nagging feeling that there is always something more or that you’re missing out. With social media and comparison culture, it can be cause you to ask questions such as: • Am I good enough? • Am I where I am supposed to be in life? • Is there more to life than this rat race? The false sense takes and takes.

It stokes our worry, fear, stress, and anxiety, leaving us a shell of our best selves, with a constant feeling of needing to do something. It is relentless and it is real, but it does not have to be our only reality. No matter where you find yourself in life, this book will help you transform your life into one you want—even if you don't even realize you want it. Join the author as he explores how to become the best version of yourself while helping others do the same.

This book is a guide for managers, Scrum Masters and agile coaches who are interested in agile organizational methods and who are planning to introduce Scrum at their own company. Scrum is not only a product development framework but can also be used to structure activities for agile and lean organizational development. Divided into five major parts, the book first introduces and defines the Scrum Culture. It explains its relevance, highlights a number of pain points typical for first encounters with Scrum, and embeds it in an introduction to organizational change. This is complemented with many real-life examples that help to apply the concepts to readers' own specific contexts. The second

part describes the principles of introducing Scrum in detail, while the third part embarks on the practical application of these principles, drawing on a wealth of experience gathered in many successful introduction projects. Part four focuses on a detailed case study of a Scrum transformation before part five provides, in closing, a number of appendices offering extensive information on Scrum and its principles.

A majestic big-picture account of the Great Society and the forces that shaped it, from Lyndon Johnson and members of Congress to the civil rights movement and the media Between November 1963, when he became president, and November 1966, when his party was routed in the midterm elections, Lyndon Johnson spearheaded the most transformative agenda in American political history since the New Deal, one whose ambition and achievement have had no parallel since. In just three years, Johnson drove the passage of the Civil Rights and Voting Rights Acts; the War on Poverty program; Medicare and Medicaid; the National Endowments for the Arts and the Humanities; Public Broadcasting; immigration liberalization; a raft

of consumer and environmental protection acts; and major federal investments in public transportation. Collectively, this group of achievements was labeled by Johnson and his team the "Great Society." In *The Fierce Urgency of Now*, Julian E. Zelizer takes the full measure of the entire story in all its epic sweep. Before Johnson, Kennedy tried and failed to achieve many of these advances. Our practiced understanding is that this was an unprecedented "liberal hour" in America, a moment, after Kennedy's death, when the seas parted and Johnson could simply stroll through to victory. As Zelizer shows, this view is off-base: In many respects America was even more conservative than it seems now, and Johnson's legislative program faced bitter resistance. *The Fierce Urgency of Now* animates the full spectrum of forces at play during these turbulent years, including religious groups, the media, conservative and liberal political action groups, unions, and civil rights activists. Above all, the great character in the book whose role rivals Johnson's is Congress—indeed, Zelizer argues that our understanding of the Great Society program is too Johnson-centric. He discusses why Congress was so re-

ceptive to passing these ideas in a remarkably short span of time and how the election of 1964 and burgeoning civil rights movement transformed conditions on Capitol Hill. Zelizer brings a deep, intimate knowledge of the institution to bear on his story: The book is a master class in American political grand strategy. Finally, Zelizer reckons with the legacy of the Great Society. Though our politics have changed, the heart of the Great Society legislation remains intact fifty years later. In fact, he argues, the Great Society shifted the American political center of gravity—and our social landscape—decisively to the left in many crucial respects. In a very real sense, we are living today in the country that Johnson and his Congress made.

The how-to guide for exceptional management from the bottom up *The Effective Manager* is a hands-on practical guide to great management at every level. Written by the man behind *Manager Tools*, the world's number-one business podcast, this book distills the author's 25 years of management training expertise into clear, actionable steps to start taking today. First, you'll identify what "effective management" actually looks like: can you get the

job done at a high level? Do you attract and retain top talent without burning them out? Then you'll dig into the four critical behaviors that make a manager great, and learn how to adjust your own behavior to be the leader your team needs. You'll learn the four major tools that should be a part of every manager's repertoire, how to use them, and even how to introduce them to the team in a productive, non-disruptive way. Most management books are written for CEOs and geared toward improving corporate management, but this book is expressly aimed at managers of any level—with a behavioral framework designed to be tailored to your team's specific needs. Understand your team's strengths, weaknesses, and goals in a meaningful way Stop limiting feedback to when something goes wrong Motivate your people to continuous improvement Spread the work around and let people stretch their skills Effective managers are good at the job and "good at people." The key is combining those skills to foster your team's development, get better and better results, and maintain a culture of positive productivity. *The Effective Manager* shows you how to turn good into great with clear,

actionable, expert guidance.

What's the worst thing you can hear when you have a good idea at work? "That's not how we do it here!" In their iconic best-seller *Our Iceberg Is Melting*, John Kotter and Holger Rathgeber used a simple fable about penguins to explain the process of leading people through major changes. Now, ten years later, they're back with another must-read story that will help any team or organization cope with their biggest challenges and turn them into exciting opportunities. Once upon a time a clan of meerkats lived in the Kalahari, a region in southern Africa. After years of steady growth, a drought has sharply reduced the clan's resources, and deadly vulture attacks have increased. As things keep getting worse, the harmony of the clan is shattered. The executive team quarrels about possible solutions, and suggestions from frontline workers face a soul-crushing response: "That's not how we do it here!" So Nadia, a bright and adventurous meerkat, hits the road in search of new ideas to help her troubled clan. She discovers a much smaller group that operates very differently, with much more teamwork and agility. These meerkats

have developed innovative solutions to find food and evade the vultures. But not everything in this small clan is as perfect as it seems at first. Can Nadia figure out how to combine the best of both worlds—a large, disciplined, well-managed clan and a small, informal, inspiring clan—before it's too late? This book distills Kotter's decades of experience and award-winning research to reveal why organizations rise and fall, and how they can rise again in the face of adversity.

You've got a good idea. You know it could make a crucial difference for you, your organization, your community. You present it to the group, but get confounding questions, inane comments, and verbal bullets in return. Before you know what's happened, your idea is dead, shot down. You're furious. Everyone has lost: Those who would have benefited from your proposal. You. Your company. Perhaps even the country. It doesn't have to be this way, maintain John Kotter and Lorne Whitehead. In *Buy-In*, they reveal how to win the support your idea needs to deliver valuable results. The key? Understand the generic attack strategies that naysayers and obfuscators deploy time and time

again. Then engage these adversaries with tactics tailored to each strategy. By "inviting in the lions" to critique your idea--and being prepared for them--you'll capture busy people's attention, help them grasp your proposal's value, and secure their commitment to implementing the solution. The book presents a fresh and amusing fictional narrative showing attack strategies in action. It then provides several specific counterstrategies for each basic category the authors have defined--including:

- Death-by-delay: Your enemies push discussion of your idea so far into the future it's forgotten.
- Confusion: They present so much data that confidence in your proposal dies.
- Fearmongering: Critics catalyze irrational anxieties about your idea.
- Character assassination: They slam your reputation and credibility.

Smart, practical, and filled with useful advice, *Buy-In* equips you to anticipate and combat attacks--so your good idea makes it through to make a positive change.

Outside of a crisis or emergency in your business, it is your choice to act with "first responder" urgency. In *The Power of Urgency* learn how to apply this kind of focus

and commitment to your most important goals and objectives. It is THE way to shift a non-working status quo to something that serves your objectives. Why can *The Power of Urgency* give you the best system you may ever find for solving your biggest challenges? Because it is the fastest. If you can choose between a system that works when applied over a long period of time and one that works right now, which do you want? Me too. From bestselling author Steve Chandler: "When I first met Will Keiper, I thought he had a bit of a problem. He wasn't a very good compromiser. His preference was to challenge "go-along-to-get-along" company cultures and people. He was a man on the move and he sometimes came off as impatient. Some called him "brutally honest"—with the emphasis on the "brutal" part. He would call it getting to the "obvious truth." I later learned that what he had wasn't a problem at all. He had a special kind of objectivity and sense of urgency that was his alone. It was how he knew to be most effective. He preferred results—and rapidly. It was clear he had found amazing strength and enlightenment on the other side of his warrior's sword. He had found

his true calling as a genius change agent for-hire specializing in very rapid reversals of fortune. From failure to success, from stuck to moving, from broke to prosperous. He could go into a company, bring his own brand of applied urgency to its most challenging problems, turn things around for the better—and leave before they knew what hit them. Don't you wish we could all do that? Or, at the very least, have access to Will's brain to turn our own problems around that quickly? Prayer answered! This book is proof that you can bottle this stuff. At least Will Keiper can, because as far as I know only he understands how to do this. I've spent my life studying systems that work to change businesses and lives. There aren't many that work, but this is one that does—maybe even the best one."

Now thoroughly revised and expanded, this classic booklet by Charles E. Hummel offers ideas and illustrations for effective time management.

Most organizational change initiatives fail spectacularly (at worst) or deliver lukewarm results (at best). In his international bestseller *Leading Change*, John Kotter revealed why change is so hard, and provid-

ed an actionable, eight-step process for implementing successful transformations. The book became the change bible for managers worldwide. Now, in *A Sense of Urgency*, Kotter shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change. Why focus on urgency? Without it, any change effort is doomed. Kotter reveals the insidious nature of complacency in all its forms and guises. In this exciting new book, Kotter explains:

- How to go beyond "the business case" for change to overcome the fear and anger that can suppress urgency
- Ways to ensure that your actions and behaviors -- not just your words -- communicate the need for change
- How to keep fanning the flames of urgency even after your transformation effort

Written in Kotter's signature no-nonsense style, this concise and authoritative guide helps you set the stage for leading a successful transformation in your company.

"This book offers a unique interpretation of traditional workshop instruction by showing teachers how to integrate their separate reading and writing workshops into

one 'literacy workshop' (periodically and as dictated by student needs) that takes advantage of the inherent reciprocity between reading and writing. Through narrative discussion, student samples, photographs, instructional resources, online content, suggested lessons and various mentor texts, the book explains the structure of the literacy workshop, tells readers how to get started with it, and shows them how to decide when it's best to merge the two workshops into one. The book is divided into two parts. Part I (Chapters 1-4) lays the foundation and gives the nuts and bolts of literacy workshop. Part II (Chapters 5-9) includes engagement/strategy/topic focused demonstration lessons - which includes a primary and an intermediate level example lesson for each Big Idea"--

Transform your organization with speed and efficiency using this insightful new resource. Incremental improvement is no longer sufficient in helping organizations navigate the complexity, uncertainty and volatility of today's world. In *Change: How Organizations Achieve Hard-to-Imagine Results in Uncertain and Volatile Times*, authors John P. Kotter, Vanessa Akhtar, and

Gaurav Gupta explore how to create non-linear, dramatic change in your organization. You'll discover the emerging science of change that teaches us about how to build organizations - from businesses to governments - that change and adapt rapidly. In *Change* you'll discover: Why the ability of organizations to deal with threats and take advantage of opportunities in the face of ever greater complexity and uncertainty is being severely challenged In-depth, evidence-based, actionable solutions for dealing with institutional resistance to change Case studies and success stories that describe organizations who have successfully built the ability to change quickly into their DNA A universal approach for how to dramatically improve outcomes from various change efforts, including: strategy execution, digital transformation, restructuring, and more Perfect for managers, executives, and leaders at companies of all types and sizes, *Change* will also prove to be a valuable asset to other professionals who serve these organizations. This book is for anyone seeking a proven approach for delivering fast, sustainable and comprehensive results.

*Success Habits of High Achievers* is not on-

ly filled with personal stories of Icons, legends, and leaders of our generation but also contains silent victories of regular, everyday people. The high-performance habits, routines, mindset & insights highlighted by *Success Habits of High Achievers* apply to every facet of life, inspiring readers to leverage these ideas to achieve their own aspirations. The author spent more than a decade studying the lives of the most successful people of our generation. This book is about the habits, routines, thought processes and skills which allow seemingly ordinary people to accomplish extraordinary feats. *Success Habits of High Achievers* will reshape the way you think about success and growth, and give you the tools and strategies you need to transform your situation, whether you are a team looking improve your performance, an organization hoping to increase profits, or simply a person who wishes to get a better job, become fit, learn something new, or achieve any goal. Key ideas: Discover the secret used by renowned leaders to gain incredible inner drive. Proven tips for beating procrastination. How to believe in yourself in the face of self-doubt? Strategies used by success-

ful people to overcome failure. How to create a winner's mindset? Little things successful people do differently that makes a huge difference. Brain hacks to improve your focus and productivity. What to do when you feel overwhelmed & stressed out? Actionable advice & exercises throughout the book to readers who are ready to start now. Here are the ultimate benefits you will get: You'll become highly productive. You'll be persistent in the face of challenges. You'll have a winner's mindset. You'll be highly motivated. You'll have a success-driven mentality. You'll experience success and abundance in all areas of life. You'll become the best version of yourself. Do not give up on your dreams. The life you want is only a decision away. Either you could continue to be the way you are now OR you could do something to change it. Click the "Add to Cart" button to get your book now.

The revised and updated tenth anniversary edition of the classic, beloved business fable that has changed millions of lives in organizations around the world. Our *Iceberg Is Melting* is a simple story about doing well under the stress and uncertainty of rapid change. Based on the

award-winning work of Harvard Business School's John Kotter, it can help you and your colleagues thrive during tough times. On an iceberg near the coast of Antarctica, a group of beautiful emperor penguins live as they have for many years. Then one curious bird discovers a potentially devastating problem threatening their home—and almost no one listens to him. The characters in the story—Fred, Alice, Louis, Buddy, the Professor, and NoNo—are like people you probably recognize in your own organization, including yourself. Their tale is one of resistance to change and heroic action, seemingly intractable obstacles and clever tactics for dealing with those obstacles. The penguins offer an inspiring model as we all struggle to adapt to new circumstances. Our *Iceberg Is Melting* is based on John Kotter's pioneering research into the eight steps that can produce needed change in any sort of group. After finishing the story, you'll have a powerful framework for influencing your own team, no matter how big or small. This tenth anniversary edition preserves the text of the timeless story, together with new illustrations, a revised afterword, and a Q&A with the authors about the responses they've

gotten over the past decade. Prepare to be both enlightened and delighted, whether you're already a fan of this classic fable or are discovering it for the first time.

Born into a world of horror, madness and chaos in 1973 to Debbie, a 23-year-old drug addicted prostitute and Howard, a 24-year-old addict and convict, Gregri Love grew up quickly with the Department of Children's Services becoming an active part of his life in 1974. With Howard in prison, the only father he knew as a child was Bobby, his mother's pimp, drug dealer, and lover. In 1980, he was placed in his first foster home. While foster care was often horrifying, nothing compared to the daily near-death experiences he survived living in Father Panik Village with Bobby and Debbie. On May 23, 1980 his coerced testimony sent Debbie to prison. Now a grown man, Mr. Love uses his childhood traumas to change lives. Working as a teacher allows him to use the experiences of his life to help children who live in a similar world. His experiences give him a perspective most people do not have and knowledge that cannot be obtained from any textbook. *There Is An Urgency* ex-

plores these experiences in an effort to make others aware that people like him walk among us every day. *There Is An Urgency* is inimitable in that it juxtaposes Mr. Love's experiences as an adult, working with children in school and juvenile detention settings, with personal accounts of physical and sexual abuse from his childhood. *There Is An Urgency* to share this story of hard won hope and resilience after years of terrifying abuse by a real life monster.

Moving beyond the process of change Why is change so hard? Because in order to make any transformation successful, you must change more than just the structure and operations of an organization—you need to change people's behavior. And that is never easy. *The Heart of Change* is your guide to helping people think and feel differently in order to meet your shared goals. According to bestselling author and renowned leadership expert John Kotter and coauthor Dan Cohen, this focus on connecting with people's emotions is what will spark the behavior change and actions that lead to success. Now freshly designed, *The Heart of Change* is the engag-

ing and essential complement to Kotter's worldwide bestseller *Leading Change*. Building off of Kotter's revolutionary eight-step process, this book vividly illustrates how large-scale change can work. With real-life stories of people in organizations, the authors show how teams and individuals get motivated and activated to overcome obstacles to change—and produce spectacular results. Kotter and Cohen argue that change initiatives often fail because leaders rely too exclusively on data and analysis to get buy-in from their teams instead of creatively showing or doing something that appeals to their emotions and inspires them to spring into action. They call this the see-feel-change dynamic, and it is crucial for the success of any true organizational transformation. Refreshingly clear and eminently practical, *The Heart of Change* is required reading for anyone facing the challenges inherent in leading change.

For nearly thirty years we have been supporting managements of organizations through processes of transformation. We guide the course of efficiency measures, mergers, splits, globalization, establishing or discontinuing production and operation-

al sites, opening or closing branches, and various other types of transformations which allow the organization to shift from one position to another. In the 1990s, we witnessed the peak of the high tech bubble, which contributed to notions about a new economy. Parts of this bubble dissipated while some vestiges still adhere to the current global economy, but its effects undoubtedly created a change in worldviews and impacted the way we live.\*Within all these transformation processes, and through all the years, managements continued to deal with issues concerning budgetary matters, operations, project plans, and organizational change management. However, in recent years, and particularly in the last two years, there has been a significant change in the trends we observe and in the processes in which we are involved. In the past, we have been accustomed to thinking and believing that no matter what the change is, it was always focused on people, and therefore managing change was a critical component to the success of the transformation processes. Yet now, contrary to our previous convictions, the focus has moved to technology and the rules of the game have changed. In

recent years, we have been seeing a growing urgency within organizations, at the CEO level, management and at various levels of the organization. In most cases, the reasons for this urgency have not been sufficiently defined. It was "something in the air", in the way things were done. But this was not the case. In the past, we believed that a successful change was based upon the foundation of appropriate plans and assessments, and therefore the organization should well prepare before carrying through in a new direction. However, the rules of the game have now changed dramatically. The essence of the change we experience is defined through its pace - and this overturns all earlier assumptions. In this book we will analyze the trends of change and its various dimensions. We will identify the already visible implications, whether widely acknowledged - or just beginning to be discerned. Furthermore, we will take another step further and offer a range of solutions for managing change in organizations operating in a world of disruption, in the age of urgency.

It's no secret that we are living in the Digital Age. Technology companies make up seven of the world's ten largest firms by

market capitalization. And the key to their success is the key to all modern organizations. Jonathan Smart, business agility practitioner, thought leader, and coach, reveals the patterns and antipatterns that will help organizations from every industry deliver better value sooner, safer, and happier through high levels of engagement, inclusion, and empowerment. Through his

decades of experience in the technology world, Smart provides business leaders with a blueprint for creating a world-class organization of the future. Through Agile and Lean ways of working, business leaders can empower teams to improve production, grow together, and create better services for their customers. These better ways of working have overflowed from the IT department to every corner of success-

ful organizations, taking root in every industry from aerospace to accounting, insurance to shipping. This book is not about software development. It is not a book about the computer industry. This book is about applying agility across the entire organization. It's a book that will put you at the front of change and ahead of the competition.