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**Readings and Cases in International  
Human Resource Management and  
Organizational Behavior, 5th Edition  
examines cross-cultural**

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**interactions between people, cultures and human resource systems in a wide variety of regions throughout the world. This is truly a Global collection. Features include:**

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**and to sensitize them to the complexity of human resource issues in the era of globalization, this text is a vital resource for all those studying international human resource management.**

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**a general framework and the necessary tools to help you do so. Based on his groundbreaking course at Rice University, engineer and former strategy consultant Arnaud Chevallier provides practical ways to develop problem solving skills, such as investigating**

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**complex questions with issue maps, using logic to promote creativity, leveraging analogical thinking to approach unfamiliar problems, and managing diverse groups to foster innovation. This book breaks down the resolution process into four steps: 1) frame**



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**the problem (identifying what needs to be done), 2) diagnose it (identifying why there is a problem, or why it hasn't been solved yet), 3) identify and select potential solutions (identifying how to solve the problem), and 4) implement and monitor the solution (resolving the**

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**problem, the 'do'). For each of these four steps - the what, why, how, and do - this book explains techniques that promotes success and demonstrates how to apply them on a case study and in additional examples. The featured case study guides you through the resolution**

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**process, illustrates how these concepts apply, and creates a concrete image to facilitate recollection. Strategic Thinking in Complex Problem Solving is a tool kit that integrates knowledge based on both theoretical and empirical evidence from many disciplines,**

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**and explains it in accessible terms. As the book guides you through the various stages of solving complex problems, it also provides useful templates so that you can easily apply these approaches to your own personal projects. With this book, you don't just learn about**

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**problem solving, but how to  
actually do it.**

**The Palgrave Handbook of Cross-  
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De Janasz provides a fresh and contemporary introduction to the skills necessary for personal and managerial success in

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and online activities it is the ideal choice for instructors who want to employ an experiential and hands-on approach to help students develop key skills as well as an understanding of theory. The book is organised into four distinct sections (Understanding



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Yourself, Understanding Others, Understanding Teams, and Leading) that can be used collectively or modularly. Understanding Yourself Whether preparing to enter a new job or needing to develop team skills, Interpersonal Skills in

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Organisations offers students exercises and activities that emphasise business/manager situations and work groups, while incorporating theory with practical examples.

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Organisations takes a fresh, thoughtful look at the key skills necessary for personal and managerial success in today's workplace. This book is filled with a variety of exercises, cases and group activities, which employ and experiential approach

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suitable to students at all levels. Understanding Teams Chapters on Coaching and Providing Feedback for Improved Performance; and Making Decisions and Solving Problems creatively, help students put concepts into a real-world

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perspective. Understanding  
Leading The important skills of  
individual and team  
empowerment are explored in  
Chapter 18 on leadership and self-  
leadership. Students are guided  
through the process of effective  
delegation, giving an insight into

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the skills needed to lead a modern business successfully. In today's world of rapid change, companies must unleash energy at all levels to identify new opportunities. But unleashing energy creates centrifugal forces that can pull the organization

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apart. Setting energy in motion isn't enough-it has to be focused. No single theory can capture how successful companies simultaneously generate and focus energy. Far better is to draw upon multiple perspectives from different management

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leadership capabilities to direct a bottom-up organization \*

Integrate high energy into a coherent whole \*

Identify new business opportunities and exploit radical business shifts

In today's ever-changing business landscape, we see the need more

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than ever before for focused energy, for organizations that stimulate energy on the frontline, show great flexibility, and focus quickly on new breakthrough opportunities. This book addresses the issues of what a bottom-up organization is and

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how high economic value can be created through focusing and harnessing frontline energy. From the Foreword by Jorma Ollila, Chairman and CEO, Nokia  
A global mindset is 'a set of individual attributes that enable an individual to influence

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individuals, groups, and organizations from diverse socio/cultural/institutional systems'. This book intends to explore the content of a global mindset, how it is developed, when and how it should be applied, and what its

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consequences are.

Interpersonal Skills in Organizations by de Janasz, Dowd, and Schneider takes a fresh, thoughtful look at the key skills necessary for personal and managerial success in organizations today. Exploding

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with exercises, cases, and group activities, the book employs an experiential approach suitable for all student audiences. The book is organized into 4 distinct sections (Understanding Yourself, Understanding Others, Understanding Teams, and

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Leading) that can be used collectively or modularly depending on the instructors' preferences and students' needs. The emphasis in this edition focuses on making the text more current along with making the text pedagogically effective for

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Organizational Decision Making

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**book is aimed at practising managers in companies that are either in the process of expanding internationally, or are considering whether to do so. Philip Rosenzweig and his IMD colleagues combine a thorough conceptual understanding of the attractions and challenges of international growth with**

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**emerge with the skills to  
clearly understand what drives the  
process, identify the key challenges, and  
avoid the greatest pitfalls.**

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**Business, this book highlights the tensions involved in the interplay between competitive universities and businesses. The papers are the results of academic study across the globe, and examine the intersection of the business world with the educational process. Business schools, organizational**

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**With the proper management, knowledge-based resources (human capital, relational capital, structural capital) aim to contribute to the creation of a competitive advantage not**

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**only for companies and institutions, but also for nations and economic regions.**

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Organizations brings together new  
perspectives on the knowledge-based  
view of strategy management as it  
considers the role of companies,**



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**organizations, and nations in the storage and measurement of their knowledge. This book is useful for industry leaders, practitioners, academics and scholars interested in emerging aspects of knowledge management and industry services. Michael D. Watkins' best-selling book**

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**The First 90 Days** has become the business bible for accelerating leadership transitions. Now, Watkins zeroes in on the most critical skill leaders must master to secure new roles and accelerate their transitions: negotiation. In **Shaping the Game: The New Leader's Guide to Effective**

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**Negotiating, Watkins draws from extensive research and practical consulting work to reveal four fundamental objectives that should guide new leaders' actions in every negotiation they undertake: create the most possible value, capture that value for yourself and your company,**

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An important part of every manager's job is changing people's behavior: to improve someone's performance, get them to better manage relationships with colleagues, or to stop them doing something. Yet, despite the fact that changing people's behavior is such an

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important skill for managers, too many are unsure how to actually go about it. This book reveals the simple, but powerful techniques for changing behavior that experts from a range of disciplines have been using for years, making them available to all managers in a single and comprehensive toolkit



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for change that managers can use to drive and improve the performance of their staff. Based on research conducted for this book, it introduces practical techniques drawn from the fields of psychology, psychotherapy, and behavioral economics, and show how they can be applied to address

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some of the most common, every-day challenges that managers face.

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A Step-by-Step Guide to Showing the Value of Soft Skill Programs As organizations rise to meet the challenges of technological innovation, globalization, changing

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customer needs and perspectives, demographic shifts, and new work arrangements, their mastery of soft skills will likely be the defining difference between thriving and merely surviving. Yet few executives champion the expenditure of resources to develop these critical

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skills. Why is that and what can be done to change this thinking? For years, managers convinced executives that soft skills could not be measured and that the value of these programs should be taken on faith. Executives no longer buy that argument but demand the same financial impact and

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accountability from these functions as they do from all other areas of the organization. In *Proving the Value of Soft Skills*, measurement and evaluation experts Patti Phillips, Jack Phillips, and Rebecca Ray contend that efforts can and should be made to demonstrate the effect of soft skills.

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They also claim that a proven methodology exists to help practitioners articulate those effects so that stakeholders ' hearts and minds are shifted toward securing support for future efforts. This book reveals how to use the ROI Methodology to clearly show the

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impact and ROI of soft skills programs. The authors guide readers through an easy-to-apply process that includes:

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- design evaluation
- data collection
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- cost capture
- ROI calculations
- results communication.

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to align your programs with organizational strategy, justify or enhance budgets, and build productive business partnerships. Included are job aids, sample plans, and detailed case studies.

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says a great leader needs EQ, Emotional Intelligence, soft skills, blah, blah, blah. What does that even mean? Where do you start? Where 's the line for that on the P&L? You might think that business is all about facts and figures. You probably prefer it that way. The truth is that as

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uncertainty and business complexity increases, successful leaders need to embrace soft skills to get the best out of their people in a sustainable manner. In this succinct, no-nonsense approach, Anne Taylor shares: Key soft skills relevant for leadership and practical applications of how to use

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them every day drawn from real-life case studies Straightforward tools to better understand yourself, because your leadership starts with YOU Simple frameworks to communicate with others to get things done while building a stronger relationship with them (at the same time, how efficient!)

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Logical ideas you can try immediately with on-line support if you want it. All done in an easy to read, logical, organized manner for people who prefer facts and don ' t consider themselves natural ' people people. ' In a direct yet professional manner, Anne combines the results-

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oriented focus from her extensive business background in Fortune 100 corporations with her passion for personal awareness and conscious choice to help you get better results through your people, fast. The Practical Principles in this book, when applied, practiced and honed, can

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Global business management issues and concerns are complex, diverse, changing, and often intractable.

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sustainable business organizations and ventures. As a result, global business leaders must be well-versed in managing and leading multidimensional human relationships and business networks – requiring skill and expertise in conducting the negotiation processes that these

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entail. After laying out a foundation justifying the importance of studying negotiation in a global context, this book will detail conventional and contemporary theories regarding international engagement, culture, cultural difference, and cross-cultural interaction, with particular focus on



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their influence on negotiation.

Building on these elements, the book will provide a broad array of country-specific chapters, each describing and analyzing the negotiation culture of businesspeople in a different country around the world. Finally, the book will look ahead, with an eye towards

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identifying and anticipating new trends and developments in the field of global negotiation. This text will appeal to scholars and researchers in international business, cross-cultural studies, and conflict management who seek to understand the challenges of intercultural communication and

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negotiation. It will provide trainers and consultants with the insights they need to prepare their clients for intercultural negotiation. Finally, the text will appeal to businesspeople who find themselves heading out to engage with counterparts in another country, or operating in other multinational

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This book delivers new IMD insights on an emerging challenge - how to deal with overwhelming complexity. Global organizations face a complex decision-making

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environment. On one side, diversity of cultures, customers, competitors and regulations creates complexity; on the other, competitive pressures cause expanding countries to extract

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more synergies across products and regions. In such a climate, a new way of thinking, acting and organizing is needed beyond the familiar 'control' mindset. Drawing together insights from across

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the expert faculty, Managing Complexity in the Global Organization presents IMD's framework on how to understand complexity and its four key drivers (diversity; interdependence; ambiguity



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and flux), along with solutions on specific issues in a variety of functions, industries and markets. The focus is on providing practical solutions based on real-life examples. Strategy implementation - or

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strategy execution - is a hot topic today. Managers spend significant resources on consulting and training, in the hope of creating brilliant strategies, but all too often brilliant strategies do not

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translate into brilliant performance. This book presents new conceptual models and tools that can be used to implement different strategies. The author analyses how market leaders

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have benefitted from  
successful strategy  
implementation and provides  
the reader with a  
comprehensive and  
systematic framework to  
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challenges. Have clear strategic choices been made? Are actions aligned with the strategy? What's the organizational context for the strategy? In answering these simple questions, the book

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provides students of strategic management, along with managers involved in designing and implementing strategies, with a valuable resource.

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Organizations by De Janasz, Dowd, and Schneider takes a fresh, thoughtful look at the key skills necessary for personal and managerial success in organizations today. Exploding with

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exercises, cases, and group activities, the book employs an experiential approach suitable for all student audiences. The book is organized into 4 distinct sections (Understanding



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Yourself, Understanding Others, Understanding Teams, and Leading) that can be used collectively or modularly depending on the instructors' preferences and students' needs. The emphasis in this

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7th edition focuses on making the text more current, informative, practical, immediately accessible, and applicable.

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students at all levels, to engage and enhance knowledge and skills on a wide range of HR concepts. This book breathes life into the teaching of Human Resource Management and

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**authoritative reference work for academics, researchers, advanced students, and reflective practitioners concerned with decision-making in the areas of Management, Psychology, and HRM. Contributors: Eric Abrahamson, Julia Balogun, Michael L Barnett, Philippe Baumard, Nicole Bourque,**

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The Routledge Handbook of Language and Professional Communication provides a broad coverage of the key areas where language and professional communication intersect and gives a



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reference book incorporates not only an historical view of the field, but also looks to possible future developments. Contributions from international scholars and practitioners, focusing on specific issues, explore the major approaches

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philosophy, readers will learn more effective talent management strategies for a complex market in which people are often the only competitive advantage. Inclusivity is emphasized, and discussion centres on innovative, dynamic, fluid

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approaches to talent acquisition, development, and retention. In today's market environment, talent has moved from audience to community while leadership has shifted from control to empowerment. Traditional, linear

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approaches to talent management are falling short, and directing resources solely to senior management and HIPOs is no longer a valid strategy. This book provides practical guidance on more modern approaches, helping organizations

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to: Attract and retain the best talent  
by expanding talent  
resourcemanagement Augment  
traditional management methods  
with more dynamictechniques  
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recognizes the new diversity

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of supply and demand Consider the  
evolving roles of talent and  
leadership in a global context  
Contextual changes in workplace  
dynamics necessitate an  
updated approach for keeping the  
best people on board and using them

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to their utmost potential. Talent management is a driving force behind an organization's success, affecting outcomes by every major metric— if the strategy becomes stale, success is no longer sustainable. Make Your

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Bettina Büchel examines the  
relationship between information  
technology and organizations from a  
range of perspectives, and highlights  
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approaches not popular with current management fashion or most companies. That is the key to their competitive advantage. However, family businesses must find ways to simultaneously serve business needs and family

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goals, which require very different priorities and principles. As a result, they must think paradoxically, and find insights that single-purpose enterprises need not contemplate. They must dare

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to be different. Family business requires a different governance system, but it must nevertheless be one that can be controlled. Building on insights from the world's premier family business executive education

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course, this book offers the Unconventional Wisdom needed to leverage the strategic and cultural uniqueness of a family business for enduring success.

Volume 2 of the Research in Careers series focuses on



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the search for authenticity in one's career. Although there has been growing interest in the topic within the popular press, relatively little academic research has been completed on authenticity and careers.

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Researchers are still refining the concept of authenticity and are just beginning to investigate how it influences the enactment of careers in today's turbulent career landscape. This volume offers the first

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organized effort on the topic. This volume contains seven chapters which examine the search for authenticity derived from the Kaleidoscope Career Model (Mainiero & Sullivan, 2006). Chapters 1 and 2 present a

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review of the literature and an in-depth analysis of the construct of authenticity. Chapter 1 offers a new lens to view career authenticity based on two dimensions of self-awareness and adaptability. Chapter 2 uses

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two case studies to define how individuals are authentic in their career. Chapters 3 and 4 examine the authenticity of individuals in different career stages, with Chapter 3 examining recent college graduates and

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Chapter 4 examining mid to late stage careerists.

Chapters 5, 6 and 7 focus on the interplay between social interactions and career authenticity. Chapter 5 offers a process model that traces how, through

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negotiation, a person's identities shape and are shaped by relationships with others, leading to the enactment of an authentic career. Chapter 6 explores how individuals remain authentic in their career

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while negotiating the conflicting expectations of multiple interest groups. Chapter 7 examines the complex relationships among career authenticity, political behaviors, and strain.



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seemingly out of nowhere,  
startups and other tech-  
savvy disruptors attack. In  
Digital Vortex, you will  
learn how to use the  
business models and  
strategies of startups to

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your own advantage. Most importantly, you will learn how to build the agility to anticipate threats, sense opportunities, and seize them before your rivals do. George Kohlrieser—an international leadership

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professor, consultant, and veteran hostage negotiator—explains that it is only by openly facing conflict that we can truly progress through the most difficult business challenges. In this

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provocative book, he reveals how the proven techniques and psychological insights used in hostage negotiation can be applied successfully to any personal or business relationship. Step by step, he outlines the seven key

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factors that anyone can use to remove the blocks that stand in the way of resolving tough problems and shows how business leaders, in particular, can develop and access the skills they need to create trust and a

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Work Motivation: History, Theory, Research, and Practice provides unique behavioural science frameworks for motivating employees in organizational settings. Written by two leading



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integrated and problem-solving approaches for all chapters. The book highlights the role of culture, politics and legal issues in international business and illustrates how they influence institutions, structures and

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processes that permeate all functions of business. This is the only international business textbook that offers dedicated discussion of small and mid-size international firms (where many students are likely to be

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employed) in addition to large multinational enterprises. It is also the only text to offer chapters on corruption, e-commerce, and international entrepreneurship. The book offers a highly integrated and

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action-focused approach to the field that helps the reader make explicit connections across concepts and functions, develops the skill to address various IB issues and problems, and most importantly, broadens

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understanding of the global business environment and its repercussions for executives. In addition to superior internal integration of the various issues discussed in the book (for example this may be the only IB

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text where the chapter on finance and accounting has specific references to culture and how it affects those functions), the book provides easy to understand links to functional business areas, thus enabling

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better integration within the BA or MBA business curriculum. This book is suitable for both undergraduate and graduate business students taking such courses as international business, international



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