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***The Toyota Way Fieldbook is a companion to the international bestseller The Toyota Way. The Toyota Way Fieldbook builds on the***

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***philosophical aspects of Toyota's operating systems by detailing the concepts and providing practical examples for application that leaders need to bring Toyota's success-proven practices to life in any organization. The Toyota Way Fieldbook will help other companies***

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***learn from Toyota and develop systems that fit their unique cultures. The book begins with a review of the principles of the Toyota Way through the 4Ps model-Philosophy, Processes, People and Partners, and Problem Solving. Readers looking to learn from***

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***Toyota's lean systems will be provided with the inside knowledge they need to Define the companies purpose and develop a long-term philosophy Create value streams with connected flow, standardized work, and level production Build a culture to stop and fix problems***

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***Develop leaders who promote and support the system Find and develop exceptional people and partners Learn the meaning of true root cause problem solving Lead the change process and transform the total enterprise The depth of detail provided draws on the***

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***authors combined experience of coaching and supporting companies in lean transformation. Toyota experts at the Georgetown, Kentucky plant, formally trained David Meier in TPS. Combined with Jeff Liker's extensive study of Toyota and his insightful***

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***knowledge the authors have developed unique models and ideas to explain the true philosophies and principles of the Toyota Production System.***

***A history of the rise and fall of Sloanist mass production, and a survey of the new economy***

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***emerging from the ruins: networked local manufacturing, garage industry, household microenterprises and resilient local economies.***

***This book is a practical guide for the use of simulation in neurosurgery, with chapters***



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***covering high fidelity simulation,  
animal models simulation,  
cadaveric simulation, and virtual  
reality simulation. Readers are  
introduced to the different  
simulation modalities and  
technologies and are guided on the  
use of simulation for a variety of***

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***learners, including medical students, residents, practicing pediatricians, and health-related professionals. Comprehensive Healthcare Simulation: Neurosurgery is written and edited by leaders in the field and includes dozens of high-quality color***

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***surgical illustrations and photographs as well as videos. This book is part of the Comprehensive Healthcare Simulation Series which provides focused volumes on the use of simulation in a single specialty or on a specific simulation topic, and emphasizing practical***

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***considerations and guidance.  
Pick up where certification exams  
leave off. With this practical, in-  
depth guide to the entire network  
infrastructure, you'll learn how to  
deal with real Cisco networks,  
rather than the hypothetical  
situations presented on exams like***

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***the CCNA. Network Warrior takes you step by step through the world of routers, switches, firewalls, and other technologies based on the author's extensive field experience. You'll find new content for MPLS, IPv6, VoIP, and wireless in this completely revised second edition,***

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***along with examples of Cisco Nexus 5000 and 7000 switches throughout. Topics include: An in-depth view of routers and routing Switching, using Cisco Catalyst and Nexus switches as examples SOHO VoIP and SOHO wireless access point design and configuration***

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***Introduction to IPv6 with configuration examples Telecom technologies in the data-networking world, including T1, DS3, frame relay, and MPLS Security, firewall theory, and configuration, as well as ACL and authentication Quality of Service (QoS), with an emphasis***

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*on low-latency queuing (LLQ) IP  
address allocation, Network Time  
Protocol (NTP), and device failures  
Ham Radio For Dummies*

*Cybertechnology  
Achtung-Panzer!  
The Stack and Tilt Swing*



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## ***Philosophy of Technology and Engineering Sciences***

McPhee, in prose distinguished by its warm humor, keen insight, and rich sense of human character, looks at the people who drive trucks,

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captain ships, pilot  
towboats, drive coal trains,  
and carry lobsters through  
the air: people who work in  
freight transportation.  
Diesel Technology provides  
up-to-date instruction on  
the construction, operation,

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service, and repair of two- and four-stroke diesel engines. The 2001 edition includes new information on electronic engine controls and fuel injection. Coverage ranges from fundamental operation to the latest in

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diesel engine technology. Content relates to on- and off-road vehicles, as well as marine, agricultural, and industrial applications. This book discusses the expertise, skills, and techniques needed for the

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development of new materials and technologies. It focuses on finite element and finite volume methods that are used for engineering simulations, and present many state-of-the-art applications and advances to highlight these

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methods' importance. For example, modern joining technologies can be used to fabricate new compound or composite materials, even those formed from dissimilar component materials. These composite materials are

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often exposed to harsh environments, must deliver specific characteristics, and are primarily used in automotive and marine technologies, i.e., ships, amphibious vehicles, docks, offshore structures, and

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even robots. To achieve the desired material performance, computer-based engineering tools are widely used for simulation, data evaluation, and design processes.

This textbook fosters



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information exchange and discussion on all aspects of introductory matters of modern mechanical engineering from a number of perspectives including: mechanical engineering as a profession, materials and

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manufacturing processes,  
machining and machine tools,  
tribology and surface  
engineering, solid  
mechanics, applied and  
computational mechanics,  
mechanical design,  
mechatronics and robotics,

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fluid mechanics and heat transfer, renewable energies, biomechanics, nanoengineering and nanomechanics. At the end of each chapter, a list of 10 questions (and answers) is provided.

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Developing Your People the  
Toyota Way  
Corporations of New Jersey  
Twelve Years a Slave  
Philosophy of Information  
Toyota Talent  
Ergonomics Guidelines and  
Problem Solving

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The author has maintained two open-source MATLAB Toolboxes for more than 10 years: one for robotics and one for vision. The key strength of the Toolboxes provide a set of tools that allow the user to work with real

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problems, not trivial examples. For the student the book makes the algorithms accessible, the Toolbox code can be read to gain understanding, and the examples illustrate how it can be used –instant gratification in just

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a couple of lines of MATLAB code. The code can also be the starting point for new work, for researchers or students, by writing programs based on Toolbox functions, or modifying the Toolbox code itself. The

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purpose of this book is to expand on the tutorial material provided with the toolboxes, add many more examples, and to weave this into a narrative that covers robotics and computer vision separately and together. The



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author shows how complex problems can be decomposed and solved using just a few simple lines of code, and hopefully to inspire up and coming researchers. The topics covered are guided by the real

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problems observed over many years as a practitioner of both robotics and computer vision. It is written in a light but informative style, it is easy to read and absorb, and includes a lot of Matlab examples and

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figures. The book is a real walk through the fundamentals of robot kinematics, dynamics and joint level control, then camera models, image processing, feature extraction and epipolar geometry, and bring it all

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together in a visual servo system. Additional material is provided at

<http://www.petercorke.com/RVC>

This well-known undergraduate electrodynamics textbook is now available in a more affordable

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printing from Cambridge University Press. The Fourth Edition provides a rigorous, yet clear and accessible treatment of the fundamentals of electromagnetic theory and offers a sound platform for

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explorations of related applications (AC circuits, antennas, transmission lines, plasmas, optics and more). Written keeping in mind the conceptual hurdles typically faced by undergraduate

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students, this textbook illustrates the theoretical steps with well-chosen examples and careful illustrations. It balances text and equations, allowing the physics to shine through without compromising the rigour of the

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math, and includes numerous problems, varying from straightforward to elaborate, so that students can be assigned some problems to build their confidence and others to stretch their minds. A Solutions Manual



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is available to instructors teaching from the book; access can be requested from the resources section at [www.cambridge.org/electrodynamics](http://www.cambridge.org/electrodynamics). This book crystallizes and extends the important work

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Wiebe Bijker has done in the last decade to found a full-scale theory of sociotechnical change that describes where technologies come from and how societies deal with them. Of Bicycles, Bakelites, and Bulbs

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integrates detailed case studies with theoretical generalizations and political analyses to offer a fully rounded treatment both of the relations between technology and society and of the issues involved in sociotechnical

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change. The stories of the the safety bicycle, the first truly synthetic plastic, and the fluorescent light bulb—each a fascinating case study in itself—reflect a cross section of time periods, engineering and

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scientific disciplines, and economic, social, and political cultures. The bicycle story explores such issues as the role of changing gender relationships in shaping a technology; the Bakelite story examines the

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ways in which social factors intrude even in cases of seemingly pure chemistry and entrepreneurship; and the fluorescent bulb story offers insights into the ways in which political and economic

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relationships can affect the form of a technology. Bijker's method is to use these case studies to suggest theoretical concepts that serve as building blocks in a more and more inclusive theory, which is then tested against

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further case studies. His main concern is to create a basis for science, technology, and social change that uncovers the social roots of technology, making it amenable to democratic politics. Fans will get bent out of shape if



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they miss the first book to cover circuit-bending-"bending," for short-the method by which an electronic toy or a device such as a keyboard is short-circuited and modified to create an entirely different sound Written

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by the inventor of the technology, this book covers the tools of the trade, shows how to build a bending workshop, and reveals secrets that will have readers of all levels making sweet music in no time Readers learn basic

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bends, body contacts, and other bending skills, as well as ways to create bent instruments from a variety of popular toys and electronic devices Features some of the author's own unique creations

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Motorcycle Dynamics

Amygdalatropolis

Circuit-Bending

Power Quality Primer

Build Your Own Alien

Instruments

The Toyota Way Fieldbook

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**Porsche Turbo: The  
Inside Story of Stuttgart's  
Turbocharged Road and  
Race Cars celebrates  
Porsche's five decades of  
turbocharged supercar  
performance, both on the**

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**track and on the street.  
Don't let this one fly past  
you!**

**"Having been born a  
freeman, and for more  
than thirty years enjoyed  
the blessings of liberty in**

**a free State—and having  
at the end of that time  
been kidnapped and sold  
into Slavery, where I  
remained, until happily  
rescued in the month of  
January, 1853, after a**

**bondage of twelve  
years—it has been  
suggested that an  
account of my life and  
fortunes would not be  
uninteresting to the  
public." -an excerpt**



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**This book constitutes the  
refereed proceedings of  
the 4th International  
Conference on  
Simulation, Modeling,  
and Programming for  
Autonomous Robots,**

*Page 57/196*

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**SIMPAR 2014, held in Bergamo, Italy, in October 2014. The 49 revised full papers presented were carefully reviewed and selected from 62 submissions. The**

*Page 58/196*

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**papers are organized in  
topical sections on  
simulation, modeling,  
programming,  
architectures, methods  
and tools, and systems  
and applications.**

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**The book presents the theory of motorcycle dynamics. It is a technical book for the engineer, student, or technically/mathematically inclined motorcycle enthusiast.**

*Page 60/196*

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**Motorcycle Dynamics  
offers a wealth of  
information compiled  
from the most up-to-date  
research into the  
behavior and  
performance of**

*Page 61/196*

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**motorcycles. The structure of the book and abundant graphs assist in understanding an exceptionally complicated subject. The book presents a large number**

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**of graphs and figures that  
make the understanding  
easy.**

**Toyota Culture: The Heart  
and Soul of the Toyota  
Way  
Engineering Design**

*Page 63/196*

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**Process  
A Low-Overhead  
Manifesto  
Diesel Technology  
On the Unity of Rider and  
Machine  
Engineering Applications**

*Page 64/196*



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## **for New Materials and Technologies**

*Make power deregulation  
work for you With  
deregulation, the vast  
pool of power customers is  
up for grabs. As a*

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*utility, are you ready to  
compete? As a customer,  
are you ready to choose?  
In Power Quality Primer,  
Barry Kennedy gives you  
specifically designed,  
ahead-of-the-curve*

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*methods. Utilities will  
learn how to: Plan  
successful competitive  
strategies for every  
aspect of the business  
Market proactive solutions  
to customers before needs*

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*arise Improve transmission  
and distribution system  
quality, efficiency, and  
power factor performance  
Eliminate technical  
problems such as over-  
voltages and poor*

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*grounding Design and  
deliver effective  
simulations Build customer-  
winning, customer-keeping  
quality, quality control,  
and service into all  
facets of your enterprise*

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*As a customer, you'll  
learn how to pick the  
utility that meets your  
power quality  
needs...solve your own  
power quality problems and  
find cost-effective*

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*solutions...and perform  
your own power quality  
survey*

*The papers presented in  
this volume examine topics  
of central interest in  
contemporary philosophy of*

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*logic. They include reflections on the nature of logic and its relevance for philosophy today, and explore in depth developments in informal logic and the relation of*



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*informal to symbolic  
logic, mathematical  
metatheory and the  
limiting metatheorems,  
modal logic, many-valued  
logic, relevance and  
paraconsistent logic, free*

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*logics, extensional v.  
intensional logics, the  
logic of fiction,  
epistemic logic, formal  
logical and semantic  
paradoxes, the concept of  
truth, the formal theory*

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*of entailment, objectual  
and substitutional  
interpretation of the  
quantifiers, infinity and  
domain constraints, the  
Löwenheim-Skolem theorem  
and Skolem paradox,*

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*vagueness, modal realism  
v. actualism,  
counterfactuals and the  
logic of causation,  
applications of logic and  
mathematics to the  
physical sciences,*

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*logically possible worlds  
and counterpart semantics,  
and the legacy of  
Hilbert's program and  
logicism. The handbook is  
meant to be both a  
compendium of new work in*

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*symbolic logic and an  
authoritative resource for  
students and researchers,  
a book to be consulted for  
specific information about  
recent developments in  
logic and to be read with*

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*pleasure for its technical  
acumen and philosophical  
insights. - Written by  
leading logicians and  
philosophers -  
Comprehensive  
authoritative coverage of*

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*all major areas of  
contemporary research in  
symbolic logic - Clear, in-  
depth expositions of  
technical detail -  
Progressive organization  
from general*



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*considerations to informal  
to symbolic logic to  
nonclassical logics -  
Presents current work in  
symbolic logic within a  
unified framework -  
Accessible to students,*

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*engaging for experts and  
professionals - Insightful  
philosophical discussions  
of all aspects of logic -  
Useful bibliographies in  
every chapter  
Toyota doesn't just*

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*produce cars; it produces talented people. In the international bestseller, The Toyota Way, Jeffrey Liker explained Toyota's remarkable success through a 4P model for excellence-*

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*Philosophy, People,  
Problem Solving, and  
Process. Liker, with  
coauthor David Meier,  
provided deeper insight  
into the practical  
application of the*

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*principles in The Toyota  
Way Fieldbook. Now, these  
authorities on Toyota  
reveal how you can develop  
talented people and  
achieve incredible results  
in your company. Toyota*

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*Talent walks you through the rigorous methodology used by this global powerhouse to grow high-performing individuals from within. Beginning with a review of Toyota's*

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*landmark approach to developing people, the authors illustrate the critical importance of creating a learning and teaching culture in your organization. They provide*

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*specific examples  
necessary to train  
employees in all areas-  
from the shop floor to  
engineering to staff  
members in service  
organizations-and show you*



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*how to support and encourage every individual to reach his or her top potential. Toyota Talent provides you with the inside knowledge you need to Identify your*

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*development needs and  
create a training plan  
Understand the various  
types of work and how to  
break complicated jobs  
into teachable skills Set  
behavioral expectations by*

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*properly preparing your  
workplace Recognize and  
develop potential trainers  
within your workforce  
Effectively educate  
nonmanufacturing employees  
and members of the staff*

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*Develop internal Lean  
Manufacturing experts  
Guiding you with expert  
tips and training aids, as  
well as real-world  
examples drawn from the  
authors' two decades of*

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*research and field work,  
Liker and Meier show you  
how to get the most out of  
people who live and  
breathe your company's  
philosophy—and who work  
together toward a common*

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*goal.*

*Readers gain a clear  
understanding of  
engineering design as  
ENGINEERING DESIGN  
PROCESS, 3E outlines the  
process into five basic*

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*stages -- requirements,  
product concept, solution  
concept, embodiment design  
and detailed design.*

*Designers discover how  
these five stages can be  
seamlessly integrated. The*

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*book illustrates how the design methods can work together coherently, while the book's supporting exercises and labs help learners navigate the design process. The text*



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*leads the beginner  
designer from the basics  
of design with very simple  
tasks -- the first lab  
involves designing a  
sandwich -- all the way  
through more complex*

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*design needs. This effective approach to the design model equips learners with the skills to apply engineering design concepts both to conventional engineering*

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*problems as well as other design problems. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook*

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*version.*

*The Development of  
Armoured Forces, Their  
Tactics and Operational  
Potential*

*Philosophy of Logic*

*What You Need to Survive*

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*When You're on Your Own  
Tools for Survival*

*Mere Essays*

*The Upper Half of the  
Motorcycle*

**Your how-to guide to become a ham  
Ham radio, or amateur radio, is a**

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**way to talk with people around the world in real-time, or to send email without any sort of internet connection. It provides a way to keep in touch with friends and family, whether they are across town or across the country. It is also a very**

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**important emergency communication system. When cell phones, landlines, the internet, and other systems are down or overloaded, Amateur Radio still gets the message through. Radio amateurs, often called "hams," enjoy**

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**radio technology as a hobby, but are often called upon to provide vital service when regular communications systems fail. Ham Radio For Dummies is your guide to everything there is to know about ham radio. Plus, this updated edition**



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**provides new and additional information on digital mode operating, as well as use of amateur radio in student science and new operating events. • Set up your radio station • Design your ham shack • Provide support in emergencies and**

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**communicate with other hams •  
Study for the licensing exam and  
choose your call sign If you're  
looking to join a college radio club or  
just want to learn the latest tips and  
tricks, this book is a helpful  
reference guide to beginners, or**

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**those who have been "hams" for years.**

**Essential survival advice from a former U.S. Army Intelligence Corps Officer and the world's preeminent expert in preparedness. For years, James Wesley, Rawles has lived a**

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**self-sufficient lifestyle along with his family on a property surrounded by National Forest. In his earlier bestselling nonfiction book, How to Survive the End of the World as We Know It, Rawles outlined the foundations for survivalist living.**

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**Now, he details the tools needed to survive anything from a short-term disruption to a long-term, grid-down scenario. Here, Rawles covers tools for every aspect of self sufficient living, including: • Food preservation and cooking • Welding**

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**and blacksmithing • Timber,  
firewood, and lumber • Firefighting  
• Archery and less-than-lethal  
defense tools • And more... Field-  
tested and comprehensive, Tools for  
Survival is a must-have reference for  
anyone who wants to know how to**

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**prepare for the worst.**

**Winner of the Shingo Prize for  
Research and Professional  
Publication, 2009 The international  
bestseller The Toyota Way explained  
the company's success by  
introducing a revolutionary 4P**

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**model for organizational excellence-  
Philosophy, People, Process, and  
Problem Solving. Now, in Toyota  
Culture, preeminent Toyota  
authorities Jeffrey Liker and  
Michael Hoseus reveal how Toyota  
selects, develops, and motivates its**



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**people to become committed to building high-quality products-and how you can do the same for your company. Toyota Culture examines the “human systems” that Toyota has put in place to instill its founding principles of trust, mutual**

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**prosperity, and excellence in its plants, dealerships, and offices around the world. Beginning with a look at the evolution of the Toyota culture and why its people are the heart and soul of the Toyota Way, the authors explain the company's**

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**four-stage process for building and keeping quality people: Attract, Develop, Engage, and Inspire. Drawing upon numerous examples from Liker's decades of research as well as Hoseus' insider access as a Toyota manager, Toyota Culture**

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**gives you the tools you need to: Find competent, able, and willing employees Start training and socializing your people as you hire them Establish and communicate key business performance indicators at every level of your organization**

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**Train your people to solve problems  
and continuously improve processes  
in their daily work Develop leaders  
who live and teach your company's  
philosophy Reward top performance-  
and offer help to those who are  
struggling Fascinating vignettes of**

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**Toyota's innovative culture highlight the nuances of translating and recreating a people-centric culture in factories and offices across the globe. These exclusive, behind-the-scenes details are just what your company needs to successfully learn from The**

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**Toyota Culture.**

**The Handbook Philosophy of  
Technology and Engineering  
Sciences addresses numerous issues  
in the emerging field of the  
philosophy of those sciences that are  
involved in the technological process**

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**of designing, developing and making of new technical artifacts and systems. These issues include the nature of design, of technological knowledge, and of technical artifacts, as well as the toolbox of engineers. Most of these have thus far not been**



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**analyzed in general philosophy of science, which has traditionally but inadequately regarded technology as mere applied science and focused on physics, biology, mathematics and the social sciences. • First comprehensive philosophical**

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**handbook on technology and the engineering sciences • Unparalleled in scope including explorative articles • In depth discussion of technical artifacts and their ontology • Provides extensive analysis of the nature of engineering design •**

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**Focuses in detail on the role of  
models in technology**

**The Definitive Guide to the Swing  
That Is Remaking Golf**

**Porsche Turbo**

**Building the Hyperconnected Society  
Personal Fabrication**

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**Introduction to Mechanical  
Engineering**

**Internet of Things Research and  
Innovation Value Chains,  
Ecosystems and Markets**

*Philosophy of Chemistry  
investigates the foundational*

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*concepts and methods of chemistry, the science of the nature of substances and their transformations. This groundbreaking collection, the most thorough treatment of the philosophy of chemistry*

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*the philosophical importance of some central figures in the history of chemistry; the nature of chemical substances; central chemical concepts and methods, including the chemical bond, the periodic*

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*between philosophy and  
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*across a wider set of markets.  
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*research to technological innovation, validation and deployment. The book builds on the ideas put forward by the European Research Cluster on the Internet of Things Strategic Research and*

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*Innovation Agenda, and presents global views and state of the art results on the challenges facing the research, innovation, development and deployment of IoT in future years. The concept of IoT*

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*could disrupt consumer and industrial product markets generating new revenues and serving as a growth driver for semiconductor, networking equipment, and service provider end-markets globally.*



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*This will create new application and product end-markets, change the value chain of companies that creates the IoT technology and deploy it in various end sectors, while impacting the*

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*business models of  
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device, communication and  
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The proliferation of intelligent  
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*of embedded software and app-driven hardware into manufactured devices, and the ability, through embedded software/hardware developments, to monetize those device functions and*

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*these breakthroughs available to everyone, The Stack and Tilt Swing is a handsome, fully illustrated, complete course, packed with more than two hundred full-color photographs that make it easy for golfers at*



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have been in use in industry for several decades, expiring patents have recently allowed the technology to spill over to technology-enthusiastic "makers." Personal Fabrication looks at the massive, disruptive

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changes that are likely to be seen in interactive computing, as well as to computing as a whole. It discusses six main challenges that need to be addressed for this change to take place, and explains researchers in HCI will

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play a key role in tackling these challenges.

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The domain of nonlinear  
dynamical systems and its  
mathematical underpinnings has



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been developing exponentially for a century, the last 35 years seeing an outpouring of new ideas and applications and a concomitant confluence with ideas of complex systems and their applications from

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irreversible thermodynamics. A few examples are in meteorology, ecological dynamics, and social and economic dynamics. These new ideas have profound implications for our understanding and

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practice in domains involving complexity, predictability and determinism, equilibrium, control, planning, individuality, responsibility and so on. Our intention is to draw together in this volume, we believe for the

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first time, a comprehensive picture of the manifold philosophically interesting impacts of recent developments in understanding nonlinear systems and the unique aspects of their complexity. The book will

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how" to the work place. This book meets that need by providing clear guidelines and problem solving recommendations to assist the practitioner in decisions that directly protect the health, safety and well-being of the worker. The guidelines

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have evolved from a series of symposia on Ergonomic Guidelines and Problem Solving. Initially experts in each area selected were asked to write draft guidelines. These guidelines were circulated to participants at the symposia and to

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other experts for review before being comprehensively revised. In some instances these guidelines cannot be considered complete but it is important now to put some recommendations forward as guidelines. It is hoped that as new

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research emerges each guideline will be updated. Each guideline has been divided into two parts. Part I contains the guidelines for the practitioner and Part II provides the scientific basis or the knowledge for the guide. Such separation of the

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applied and theoretical content was designed to facilitate rapid incorporation of the guide into practice. The target audience for this book is the practitioner. The practitioner may be a manager, production system designer, shop

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supervisor, occupational health and safety professional, union representative, labor inspector or production engineer. For each of the guidelines, relevant practitioners are described. Topics covered include work space design,

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tool design, work-rest schedules, illumination and maintenance.

Bernt Spiegel's *The Upper Half of the Motorcycle* was a best-selling motorcycling book in its original German with multiple editions and printings to its credit. Now



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translated into English, its provocative message is available to a wider audience. Spiegel's metaphor considers the rider and the motorcycle as a single unit, the rider being the upper half. Taking a multidisciplinary approach, the

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author draws on anthropology, psychology, biology, physics, and other disciplines to analyze the theory and function of the man-machine unit. Motorcycle riding is seen as a junction where people have created machines for personal

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transport and then become so adept at using them that the machine becomes like an extension of the rider themselves. The ultimate goal for riders is the integration of the man-machine interface and subsequent skill development to the

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point of virtuosity. Spiegel considers the various aspects of motorcycle riding that must be understood, practiced, and mastered before virtuosity can be attained. Many anecdotes, supplementary material, and in-

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depth treatment of specialized topics is contained in sidebars and footnotes. Numerous diagrams and photographs illustrate the book's principles allowing the reader to consider and develop their riding skill set.

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role in many academic fields. Also, special unifying topics are high-lighted that play across many fields, while we also aim at identifying relevant themes for philosophical reflection. There is no established area yet of Philosophy of Information, and this Handbook can help shape one, making sure it is well grounded

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