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Team development interventions (TDIs) increase effective team competencies and processes, thereby leading to improvements in proximal and distal outcomes. The effectiveness of TDIs is evident across domains (e.g., education, health care, military, aviation), and they are applicable in a wide range of settings.

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This collection of short team training interventions addresses team development in these areas: Goals, Roles, Relationships, and Processes. Each workshop includes lesson scripts, flowcharts, and reproducible masters. This easy-to-use resource is focused, effective, and provides exactly what is needed for developing any team.

Today, managers and leaders of organizations, in both the private sector and civil society, are being challenged as never before to find ways to play a proactive role in addressing the concerns of sustainable development. But they are often overwhelmed by a bombardment of conflicting messages from the media, shareholders, customers, employees, and NGOs. The Sustainable Enterprise Fieldbook helps managers deal with this confusion. It teaches them how to strike a better balance, moving from an "either/or" mind-set to one that holistically embraces social, environmental and economic issues simultaneously. It addresses the "what" ("what is a sustainable strategy for a company or organization?") as well as the "how" ("how do we go about building a sustainable enterprise?"). The Sustainable Enterprise Fieldbook has been put together by an outstanding network of experts from business (Microsoft, Sony, Philips, and AIG), consultancies, and academia. Its aim is to teach and guide leaders, managers, practitioners, students, and professors in every sector of society, and in every industry, in creating a successful and sustainable enterprise. By making the steps needed clear, understandable, and simple to follow, the book naturally engages readers in their journey and encourages their participation in three key ways: by increasing their understanding and awareness of what sustainability means at a conceptual and practical, as well as a personal, level; by energizing and expanding people's commitment to building sustainable enterprises; and by providing readers with extensive tools and techniques so they can individually and collectively take actions that will improve the social, environmental, and economic performance of their organizations in both the short and long term. Each chapter of the book illustrates through models, tools, cases, stories, and examples from a wide range of companies how to integrate sustainability into the day-to-day realities of running a business. Managers are coached, facilitated, and guided to enable them to create a better balance between the short and long term, to help them to become change agents in their organizations and to provide answers to the question "How do I make a difference?" Some of the areas covered are leadership, strategy, managing change, employee engagement, metrics and measurement, networks, and globalization. Readers of The Sustainable Enterprise Fieldbook will find access to the innovative Living Fieldbook, which is an online community support service providing ongoing updated assistance in building a sustainable enterprise. The Sustainable Enterprise Fieldbook offers an ingredient that has been missing in the enormous outpouring of information on organizations and sustainability: an holistic integration of solutions, which will make the journey personal for each reader.

In this practical guide, an experienced group of contributors provide concrete strategies and real-world examples for implementing this highly successful design for professional learning communities.

Based on the best-selling first edition, this greatly expanded andupdated version contains forty-seven new activities, moreinformation about how to design and lead retreats, and additionalsuggestions for how to recover when things go wrong. A CD-ROMallows you to print out chapters for distribution to key leaders,duplicate templates, and produce handouts for specific exercises. Whether you're planning to lead an offsite retreat for the firsttime or the ninety-ninth time, this easy-to-use, one-stop resourceprovides: Step-by-step instructions for leading a wide variety of testedexercises. Insight into establishing effective working relationships withclients. Information on what to include in your retreat designs. Suggestions for encouraging participants to speak up and playan active role. Tools for managing conflict. Guidance on making decisions during a retreat and changingcourse when necessary. Strategies for developing and implementing action plans. Tips for follow-up so you can keep the change train ontrack. Order your copy of this practical guide today!

Of all the skill sets that support the shift from a traditional management role to a more collaborative approach, none is more relevant than that of the role of the facilitator. The beliefs, behaviors, and practices of facilitation are precisely what all leaders need to acquire and put into action. In Facilitating to Lead! renowned facilitation expert Ingrid Bens applies her proven concepts of facilitation to the leadership role and demonstrates that facilitation is an effective work style, not merely a meeting technique. Throughout the book, Bens outlines the organizational and personal benefits of facilitative leadership and includes useful checklists to help leaders determine the situations when facilitative leadership is most appropriate to apply. Because empowerment is a core issue in the implementation of facilitative leadership, the book presents a four-level model that reframes empowerment from a vague concept to a concrete structuring tool.

The Resource Guide for the Faultless Facilitation Workshop includes how to's on leading groups and problem solving for facilitators. Use it as a participant coursebook with the training program, or as a self-study option. The Instructor's Manual offers in-class activities and training designs (1-, 2-, 3-, or 5-day) to go with the Resource Guide.

The Organizational Network Fieldbook "This is the ultimate resource for practitioners who want to implement insights from organizational network analysis and thinking. Dozens of concrete examples, interventions, and practical advice from network experts show you what you can do to strengthen networks and boost performance. This book is essential for anyone in business, government, or consulting who wants to get network thinking from analysis to action in organizations." —WAYNE BAKER, professor of management and organizations, Stephen M. Ross School of Business, University of Michigan "What a great idea this book is! The Organizational Network Fieldbook will demand to be read by anyone undertaking any social network efforts in their organization. It is not only a unique book, but it is also very well thought-out, finely written, and exceptionally pragmatic. It's a great achievement for the authors and a great boon to all practitioners." —LARRY PRUSAK, researcher and consultant, and the founder and former director of the Institute for Knowledge Management In this practical companion to the best-selling Driving Results Through Social Networks, the authors draw on their network-building activities in organizations such as ConocoPhillips, 3M, and the United States Department of Defense in order to provide a compilation of highly practical approaches to help leaders shift their focus from formal organizational structures to a better understanding of flexible networks.

Today's dynamic organizations must achieve positive results in record time - a challenge that requires managers to avoid problems before they arise and to solve these issues quickly. Human Performance Improvement (HPI) is a powerful tool that can be used to help build intellectual capital, establish and maintain a 'high-performance workplace, enhance profitability, and encourage productivity' - as well as increase return on equity and improved safety. Written by a group of highly respected authors in the field, this book will show you how to:- - discover and analyze performance gaps - plan for future improvements in human performance - design and develop cost-effective interventions to close performance gaps.

From Ingrid Bens, the author of the best-selling book Facilitating with Ease!, comes the next-step resource for project leaders, managers, community leaders, teachers, and other facilitators who want to hone their skills in order to deal with complex situations. Advanced Facilitation Strategies is a field guide that offers practical strategies and techniques for working with challenging everyday situations. These proven strategies and techniques are based on experience gleaned from hundreds of facilitated activities in organizations of all sizes and in all sectors. Both novice and seasoned facilitators who have had firsthand experience designing and leading meetings will benefit from this reality-based playbook. Advanced Facilitation Strategies is filled with the information facilitators need to become better at diagnosing facilitation assignments and creating effective process designs Broaden their repertoire of tools to make impromptu design changes whenever they are needed Learn to be more resilient and confident when dealing with dysfunctional situations and difficult people.

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