



Managing Professional People: Understanding Creative Performance

Shapiro, Albert

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Managing Professional People Understanding Creative Performance

Guillaume Favre



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Managing Professional People Albert Shapero, 1989 Uses case studies to suggest guidelines for hiring motivating and evaluating professional workers and tells how to handle the special problems that can arise managing a creative staff

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Asset Protection and Security Management Handbook James Walsh, 2002-12-27 The Asset Protection and Security Management Handbook is a must for all professionals involved in the protection of assets For those new to the security profession the text covers the fundamental aspects of security and security management providing a firm foundation for advanced development For the experienced security practitioner it provides **Innovation in Small Professional**

Practices in the Built Environment Shu-Ling Lu, Martin Sexton, 2009-09-08 From the book's Foreword by Trevor Mole Managing Director Property Tectonics President of the European Association of Building Surveyors and Construction Experts Shu Ling and Martin have built on their research work and that of others to produce an understandable and readable insight into innovation in small professional service firms They have successfully unravelled the complex behavioural and organisational forces taking place and created a framework to help practitioners understand the issues and to fashion the right environment in which to foster innovation and deliver economic value Small professional practices in the built environment are crucial to the success and long term viability of the design construction and property industries This research based book addresses the urgent need to better understand the nature and process of innovation in these important firms The authors offer an analysis of both why and how innovation is a key competitive factor for small professional practices in the built environment As these practices are located in different business environments and behave in different ways too other types of industry firms the context specific methodology to design implement and assess innovation in small professional practices presented in this book will appeal to researchers and practitioners in surveying and design Innovation in Small Professional Practices in the Built Environment makes a significant contribution to an underdeveloped area of innovation by offering new theoretical and practical insights and models grounded in results from a 22 month case study of a small professional practice *Leadership and Groups in Recreational Service* Jay Sanford Shivers, 2001 This text includes

the latest theoretical developments in recreational service Continued experimentation in the field of neuroscience has produced a great deal of rethinking about personal traits and leadership potential in turn providing a detailed explanation of the processes and techniques of leadership as it applies to the field of recreational service The author deals with the functional aspects of leadership by providing numerous examples of how theory has been and should be applied in practical

situations **Encyclopedia of Strategic Leadership and Management** Wang, Viktor, 2016-12-12 Strategic leadership techniques are the cornerstone to positive growth and prosperity within businesses and organizations Implementing new management strategies and practices helps to ensure managers are optimizing their resources and driving innovation The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings Highlighting empirical research and best practices within the field this encyclopedia will be an authoritative reference source for students researchers faculty librarians managers and leaders across various disciplines and cultures Leadership and Management in Pharmacy Practice MD Karch, Drummer Steven B., Olaf, 2014-12-12 Over the past years the changing nature of pharmacy practice has caused many to realize that the practice must not only be managed but also led Leadership and Management in Pharmacy Practice discusses a variety of leadership and managerial issues facing pharmacists now and in the future This second edition has been reorganized by placing leader *Comparing High Technology Firms in Developed and Developing Countries: Cluster Growth Initiatives* Bas, Tomas Gabriel, 2012-05-31 Clusters are geographic concentrations of interconnected companies specialized suppliers service providers and associated institutions in a particular field that are present in a nation or region The development and upgrading of clusters is an important agenda for governments companies and other institutions Cluster growth initiatives are an important new direction in economic policy building on earlier efforts in macroeconomic stabilization privatization market opening and cost reduction related to doing business Comparing High Technology Firms in Developed and Developing Countries Cluster Growth Initiatives is the leading source of information for readers interested in this field of study as it promotes scientific discussion on policies and practice of cluster growth as well as covers the emerging research topics which are going to define the future of the management of technology Furthermore this book demonstrates the effectiveness and efficiency of technology policy based on observations of differential growth rate of high technology firms in clusters and explores the factors that explain superior performance of high technology firms to contribute the improvement of technology policy in both developed and developing countries Identifying, Measuring, and Valuing Knowledge-Based Intangible Assets: New Perspectives Vallejo-Alonso, Belen, Rodriguez-Castellanos, Arturo, Arregui-Ayastuy, Gerardo, 2010-10-31 The main scope of the book is to highlight the importance of intangible resources in business management evidenced in their measurement and financial valuation and the need for a strategic analysis that enables them to be identified and then assessed Provided by publisher *Physicians and Management in Health Care* Montague Brown, 1992 Critical to an organization's success is its relationships with physicians This collection of articles presents a wide range of approaches to strengthening physician relationships With information on performance physician data physician organizations practice valuation physicians as managers and entrepreneurs and more this volume explores the core issues of physicians working in with and for health care organizations Service Business Costing Markus B. Baum, 2012-08-17 Service firms have high

overhead costs which are difficult to assign to individual services To bring transparency to their value chain they need costing approaches that help them find their own improvements Markus B Baum explores current theory and practice of value chain approaches and cost accounting to develop a costing approach with a suitable instrument for the allocation of fixed and overhead costs for a service firm He describes the service business costing SBC approach This hybrid costing model has a hierarchical structure in terms of consolidation and allocates cost and revenues on the lowest hierarchical level possible to ensure that all costs and income are assigned to activities from which they originated **Supervising Student**

Employees in Academic Libraries David A. Baldwin, 1991-09-15 Library administrators have taken the student work force for granted for a long time and are only now beginning to realize that this important group accounts for a significant portion of the operating budget Baldwin describes the role of student employees and the supervisor including hiring orientation and performance appraisal He discusses some common problems as well as corrective discipline and termination procedures A separate chapter is devoted to federal student aid programs because of their role in student employment The specific orientation of this well organized handbook makes it essential for any supervisor of student employees **Harvard**

Business School Core Collection Baker Library, 1993 **Monthly Labor Review**, 1989-06 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **Political and Military**

Sociology Neovi M. Karakatsanis, Jonathan Swarts, 2015-11-09 This volume encompasses a wide range of empirical research on a variety of topics that are related by their focus on the importance of attitudes culture and perceptions The significance of public attitudes the impact of cultural norms and the perceptions of military officers and civilians are all analyzed in the seven articles in this latest edition of Political and Military Sociology The first essay asserts that military memoirs should be taken seriously as objects of scholarly analysis Using the Minorities at Risk Dataset the second article examines the effects of globalization on ethnic conflict in 106 countries from 1985 to 2002 The next focuses on Canadian attitudes toward military expenditures following the September 11th terrorist attacks The fourth examines the attitudes of Texans toward recent US wars the draft and military service generally The fifth essay explores the role of the media in promoting democracy and democratic attitudes in southern Africa Using survey data the following article addresses the extent to which higher education promotes more tolerant attitudes among Israeli Jews toward Israeli Arabs The volume concludes with a study of US warrant officers that shows how the rank has evolved over time **Beyond the Bottom Line** Timothy Wynne

Plumtre, Institute for Research on Public Policy, 1988 From the back cover Subject to shifts of political mood portrayed by the media as lazy and incompetent hobbled by central agency regulations criticized by auditors general public service managers have a tough time of it Is the good manager one who follows the rules or the one who ignores lines of authority to get things done Is the official who stays within the budget but doesn't deliver the program a better manager than the one who blows the budget but provides the public with a needed service This book one of very few on public sector management

suggests how to improve the system and foster management excellence

Career Paths for Programmers Jack Downey, 2008-12-18 The creation of computer software is traditionally associated with technically brilliant but socially inept people the programmer character in the movie Jurassic Park being a perfect example However the development of commercial software is a task requiring input from a multi disciplinary team the success of which depends not only on the team members technical skills but also on their ability to communicate and collaborate with each other Based on a three year research study this book explores the various roles associated with software development It explains how these roles are not clearly defined or delimited and it also highlights the extent to which practitioners have to deal with both technical and non technical people colleagues managers sales people customers and suppliers By focussing on senior practitioners people in their thirties and forties this book investigates the skills needed in these roles and shows the diverse paths practitioners take to get to their current positions It will be of interest to all software practitioners who are concerned about the options available to them later in their careers It also offers support to human resource personnel who might struggle to develop job descriptions for software people Finally it offers insights to national policy makers who wish to see the Irish software industry survive in the global market

New Books National Defense University. Library, **ECIC2010-Proceedings of the 2nd European Conference on Intellectual Capital** Susana Rodrigues, 2010

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