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- definitions of design thinking
- steps for creating stakeholder maps
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Your hiring decisions can make or break your team. Hire the right employees, and your team's performance will soar. Bring the wrong ones on board, and you're likely to see



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productivity and morale plummet. How to hire right? Understand and master the many steps in the hiring process. Content is sourced from the Harvard Managementor modules. The Pocket Mentor Series offers immediate solutions to common challenges managers face on the job every day. Each book in the series is packed with handy tools, self-tests, and real life examples to help you identify your strengths and weaknesses and hone critical skills.

WITH NEW ANALYSIS OF HBS AND THE FINANCIAL CRISIS When Philip Delves Broughton abandoned his career as a successful journalist and enrolled in Harvard Business School's prestigious MBA course, he joined 900 other would-be tycoons in a cauldron of capitalism. Two years of Excel shortcuts and five hundred of HBS's notorious business case studies lay ahead of him, but he couldn't have told you what OCRA was, other than a vegetable, or whether discount department stores make more money than airlines. He did, however, know that HBS's alumni appeared to be taking over the world. The US president, the president of the World Bank, the US treasury secretary, the CEOs of General Electric, Goldman Sachs and Proctor & Gamble - all were bringing HBS experience to the way they ran their banks, businesses and even countries. And with the prospect of economic enlightenment before him, he decided to see for himself exactly what they teach you at Harvard Business

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School. Philip Delves Broughton's hilarious and enlightening account of his experiences within Harvard Business School's hallowed walls provides an extraordinary glimpse into a world of case study conundrums, guest lectures, Apprentice-style tasks, booze lugging, burn-outs and high flyers. And with HBS alumni heading the very global governments, financial institutions and FTSE 500 companies whose reckless love of deregulation and debt got us into so much trouble, he discovers where HBS really adds value - and where it falls disturbingly short.

"[A] very useful resource, not only for psychologists and education professionals, but universally, for all those experts interested in multicultural assessment."

--Heikki Lyytinen, PhD Professor of Developmental Neuropsychology University of Jyväskylä, Finland This volume provides a thorough and provocative examination of how different cultures measure intelligence and skill, why they use the tools they use, and how their assessment methods are changing in the globalizing world. The contributors discuss the extent to which methods of assessment are limited and culture-bound. These methods must be revised and adapted to become relevant to foreign cultures. To this end, this book uses theoretical models and empirical studies to explore the use and validity of standardized tests, language and

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literacy tests, job interviews, and other methods of assessment across various cultures from both developed and developing countries. Key topics include: National and international standards and guidelines for test development and use Limitations of Western assessment tools for populations in the developing world The challenges of measuring abilities and competencies in Hispanics/Latinos Developing and adapting language and literacy assessments in Arabic-speaking countries Assessing competencies in reading and mathematics in Zambian children

The Write to the Top process helps you write clear, reader-centered documents that drive action and get results. Productivity—it's vital to corporate and personal success. Yet business people spend countless hours deciphering vague and rambling written messages. The results: information overload, sluggish operations, delayed decisions, and plummeting morale. Quality—when you receive a business document, e-mail, letter, report, or proposal, do you immediately know what it's about? Do you know what you're supposed to do about it? When you send messages, do your readers act on them? They quickly will, if you use the proven Write to the Top process. Put The Six Steps to Reader-Centered Writing® to work to help you • sell your ideas or services more effectively • write up to twice as fast and save time for your busy readers, too • break through writer's block • target

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In the spring of 2010, Harvard Business School's graduating class asked HBS professor Clay Christensen to address them—but not on how to apply his principles and thinking to their post-HBS careers. The students wanted to know how to apply his wisdom to their personal lives. He shared with them a set of guidelines that have helped him find meaning in his own life, which led to this now-classic article. Although Christensen's thinking is rooted in his deep religious faith, these are strategies anyone can use. 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.

A forefront productivity expert identifies four major work personality types and challenges popular time-management practices to outline step-by-step recommendations for making work more simple through customized

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approaches. Includes tables.

An assessment of the teaching methods used by Harvard Business School reveals how the university's curriculum focuses on analyses of actual business scenarios that teach sophisticated strategies in such areas as accounting, beta, and leveraging.

Simons presents the seven key questions a manager and his team must continually ask. Drawing on decades of research into performance management systems and organization design, "Seven Strategy Questions" is a no-nonsense, must-read resource for all leaders in any organization.

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