

## Creating Intelligent Teams

Your team will change whether you like it or not. People will come and go. Your company might double in size or even be acquired. In this practical book, author Heidi Helfand shares techniques for reteaming effectively. Engineering leaders will learn how to catalyze team change to reduce the risk of attrition, learning and career stagnation, and the development of knowledge silos. Based on research into well-known software companies, the patterns in this book help CTOs and team managers effectively integrate new hires into an existing team, manage a team that has lost members, or deal with unexpected change. You'll learn how to isolate teams for focused innovation, rotate team members for knowledge sharing, break through organizational apathy, and more. You'll explore: Real-world examples that demonstrate why and how organizations reteam Five reteaming patterns: One by One, Grow and Split, Isolation, Merging, and Switching Tactics to help you master dynamic reteaming in your company Stories that demonstrate problems caused by reteaming anti-patterns

2.1 Text Summarization "Text summarization is the process of distilling the most important information from a source (or sources) to produce an abridged version for a particular user (or users) and task (or tasks)" [3]. Basic and classical articles in text summarization appear in "Advances in automatic text summarization" [3]. A literature survey on information extraction and text summarization is given by Zechner [7]. In general, the process of automatic text summarization is divided into three stages: (1) analysis of the given text, (2) summarization of the text, (3) presentation of the summary in a suitable output form. Titles, abstracts and keywords are the most common summaries in Academic papers. Usually, the title, the abstract and the keywords are the first, second, and third parts of an Academic paper, respectively. The title usually describes the main issue discussed in the study and the abstract presents the reader a short description of the background, the study and its results. A keyword is either a single word (unigram), e.g.: 'learning', or a collocation, which means a group of two or more words, representing an important concept, e.g.: 'machine learning', 'natural language processing'. Retrieving collocations from text was examined by Smadja [5] and automatic extraction of collocations was examined by Kita et al. [1].

This book on data visualization is the eighth in a planned series of books that examine key topics (e.g., learner modeling, instructional strategies, authoring, domain modeling, assessment, team tutoring, self-improving systems, data visualization, and competency based scenario design) in intelligent tutoring system (ITS) design. This book focuses on data visualization and how it is applied in ITSs. The chapters within this book specifically examine topics in relationship to the Generalized Intelligent Framework for Tutoring (GIFT) (Sottolare, Brawner, Goldberg & Holden, 2012; Sottolare, Brawner, Sinatra, & Johnston, 2017). GIFT is an open-source, domain-independent, modular, service-oriented architecture for ITSs. The design of GIFT allows for reusability, reduction in authoring time, and reducing the skill level needed to create an ITS. GIFT provides functionality to create ITSs, distribute ITSs to learners through the Cloud, conduct research to evaluate ITSs, and to examine instructional outcomes. Data visualization is an important topic for ITSs, as there are many different users of the systems (including learners, instructors, researchers, subject matter experts). The data that is collected by the ITS can be organized and displayed in a number of different ways. The current book includes a general discussion of how data visualizations can be applied in ITSs, as well as detailed specific examples of existing implementations, and technical details related to incorporating data visualization in ITSs. We believe this book can be used as a design tool for data visualization interfaces in ITSs.

GIFT, the Generalized Intelligent Framework for Tutoring, is a modular, service-oriented architecture developed to lower the skills and time needed to author effective adaptive instruction. Design goals for GIFT also include capturing best instructional practices, promoting standardization and reuse for adaptive instructional content and methods, and methods for evaluating the effectiveness of tutoring technologies. Truly adaptive systems make intelligent (optimal) decisions about tailoring instruction in real-time and make these decisions based on information about the learner and conditions in the instructional environment. The GIFT Users Symposia were started in 2013 to capture successful implementations of GIFT from the user community and to share recommendations leading to more useful capabilities for GIFT authors, researchers, and learners.

Sustainability has become an unavoidable topic in modern society. In order for sustainable development to be fully achieved, it must be integrated into the planning and measurement systems of business enterprises. Green Initiatives for Business Sustainability and Value Creation is an essential reference source including the most recent scholarly research on the development and application of green business models for contemporary organizations, with a focus on possible contexts and constructs of closed loop supply chain management. Featuring extensive coverage on topics such as consumption behavior, political economy, and structural modeling, this book is ideally designed for academicians, researchers, and professionals seeking current research on the importance of strategic green business practices.

This book focuses on the importance of human factors in the development of safe and reliable unmanned systems. It discusses current challenges such as how to improve the perceptual and cognitive abilities of robots, develop suitable synthetic vision systems, cope with degraded reliability in unmanned systems, predict robotic behavior in case of a loss of communication, the vision for future soldier-robot teams, human-agent teaming, real-world implications for human-robot interaction, and approaches to standardize both the display and control of technologies across unmanned systems. Based on the AHFE 2019 International Conference on Human Factors in Robots and Unmanned Systems, held on July 24-28, 2019, Washington D.C., USA, this book fosters new discussions and stimulates new advances in the development of more reliable, safer, and highly functional devices for carrying out automated and concurrent tasks.

This five-volume set clearly manifests the great significance of these key technologies for the new economies of the new millennium. The discussions provide a wealth of practical ideas intended to foster innovation in thought and, consequently, in the further development of technology. Together, they comprise a significant and uniquely comprehensive reference source for research workers, practitioners, computer scientists, academics, students, and others on the international scene for years to come.

Creating Intelligent Teams is a different way to initiate, manage and lead effective and positive change in teams and organisations. For any organisation looking to nurture and develop talent from amongst its own employees, the book is a highly accessible and informative resource on how to recognise the influences on, and dynamics of, individuals and teams and how to enhance team performance. It shows how effective leaders can boost productivity and build intelligent teams and how to access and release the potential in teams. It also shares how to navigate change successfully, lead diversity and create culturally intelligent teams. Creating Intelligent Teams is aimed at executives, consultants, HR and Organisational Development (OD) specialists, professional coaches and mentors - at all levels of experience, training and background - who are responsible for implementing the strategies relating to leadership, team-building, talent development, management and retention. Creating Intelligent Teams has considerable appeal both for professionals in business and management and those in the fields of consultancy and coaching. This second edition of Creating Intelligent Teams includes a new chapter putting Relationship Systems Intelligence in a historic context, and depicts the development of systems and systemic thinking.

Creating Intelligent TeamseBook Partnership

Discusses the convergence of knowledge and learning management and provides state-of-the art knowledge with a semantic web perspective.

Creating Intelligent Teams is a different way to initiate, manage and lead effective and positive change for teams and organisations. For any organisation looking to nurture and develop talent from within its own employees, the book offers an accessible, yet highly informative information resource on how to recognise the influences on, and dynamics of, individuals and teams. The Book elaborates on how to enhance team performance and what skills can be employed by effective leaders to boost productivity and build intelligent teams.

Set your virtual team on a path to success In the global marketplace, people can work practically anywhere and anytime. Virtual teams cut across the boundaries of time, space, culture, and sometimes even organizations. Rising costs, global locations, and advances in technology are top reasons why virtual teams have increased by 800 percent over the past 5 years. Packed with solid advice, interviews and case studies from well-known companies who are already using virtual teams in their business model and their lessons learned, Virtual Teams For Dummies provides rock-solid guidance on the essentials for building, leading, and sustaining a highly productive virtual workforce. It helps executives understand key support strategies that lead virtual teams to success and provides practical information and tools to help leaders and their teams bridge the communication gaps created by geographical separation—and achieve peak performance. Includes research findings based on a year-long study on the effectiveness of virtual teams Mindset and skill shift for managers from old school traditional team management to virtual team management Covers the communication and relationship strategies for virtual teams Examines how the frequency of in-person meetings affects a remote team's success Written by an award-winning leadership expert, this book is your one-stop resource on creating and sustaining a successful virtual team.

Welcome to the proceedings of the 9th International Conference on Intelligent Virtual Agents, held September 14–16, 2009 in Amsterdam, The Netherlands. Intelligent virtual agents (IVAs) are interactive characters that exhibit human-like qualities and communicate with humans or with each other using natural human modalities such as speech and gesture. They are capable of real-time perception, cognition and action, allowing them to participate in a dynamic physical and social environment. IVA is an interdisciplinary annual conference and the main forum for presenting research on modeling, developing and evaluating IVAs with a focus on communicative abilities and social behavior. The development of IVAs requires expertise in multimodal interaction and several AI fields such as cognitive modeling, planning, vision and natural language processing.

Computational models are typically based on experimental studies and theories of human–human and human–robot interaction; conversely, IVA technology may provide interesting lessons for these fields. The realization of engaging IVAs is a challenging task, so reusable modules and tools are of great value. The fields of application range from robot assistants, social simulation and tutoring to games and artistic exploration.

One of the most important issues businesses face is how to adapt to changing operational and administrative processes. Globalization and high competition highlight the importance of technological innovation and its contribution to the organizational performance of businesses. Technological Developments in Industry 4.0 for Business Applications is a collection of innovative research on the methods and applications of developing new services related to industrial processes in order to improve organizational well-being. It also looks at the technological, organizational, and social aspects of Industry 4.0. Highlighting a range of topics including enterprise integration, logistic models, and supply chain, this book is ideally designed for computer engineers, managers, business and IT professionals, business researchers, and post-graduate students seeking current research on the evolution and development of business applications in the modern industry era.

This book constitutes the refereed proceedings of the First Conference on Creativity in Intelligent Technologies and Data Science, CIT&DS 2015, held in Volgograd, Russia, in September 2015. The 66 revised full papers and two short papers presented were carefully reviewed and selected from 208 submissions. The papers are organized in topical sections on computational creativity for science and design; knowledge discovery in patent and open sources for creative tasks; software computer-aided design and agent-based systems; conceptual, cognitive and qualitative modeling with application in intelligent decision making; design creativity in CAD/CAM/CAE/PDM; intelligent decision support for continual improvement process; data science in energy management, transportation and urban development; data science in social networks analysis; natural language and image processing and analysis; game-based learning technologies in engineering education and educational games design; personalized learning in Web-based intelligent educational systems; e-inclusion: development of smart mobile applications for people with disabilities.

This book explores three interwoven and challenging areas of research and development for future ICT-enabled applications: software intensive systems, complex systems and intelligent systems. Software intensive systems are systems that extensively interact with other systems, sensors, actuators, devices and users. More and more domains are now employing software intensive systems, e.g. the automotive sector, telecommunication systems, embedded systems in general, industrial automation systems and business applications. Moreover, the outcome of web services offers a new platform for enabling software intensive systems. Complex systems research is focused on the overall understanding of systems rather than their components. Complex systems are very much characterized by the changing environments in which they operate through their multiple internal and external interactions. They evolve and adapt through (internal and external) dynamic interactions. The development of intelligent systems and agents, which is increasingly characterized by the use of ontologies, can be beneficial for software intensive systems and complex systems alike. Accordingly, recent research in the areas of intelligent systems, robotics, neuroscience, artificial intelligence, and the cognitive sciences is essential to the future development of software intensive and complex systems.

Organizational Behaviour As A Management Discipline Is A Fascinating Subject And Is Becoming Increasingly Important As People With Diverse Backgrounds And Cultural Values Have To Work Together Effectively And Efficiently. This Book Addresses All The Issues That Come In To Play In An Organization In Today S Global Economy. It Has A Novel Orientation And Its Primary Aim Is To Let Practitioners And Students Know The Latest And Best Trends In Organizational Behaviour. This Book Prescribes Methods To Manage Employees And Suggests That The Management Takes Responsibility For Everything That Might Adversely Affect An Employee S Capacity To Work Creatively And Intelligently, Irrespective Of The Place Inside The Organization Or Outside It. The Focus Of The Book Is On Holistic Development Of The Individual. Peeping Into The Human Mind, It Shows How Organizations Can Tap The Passions And Fears Of Their Employees To Make Them More Creative And Productive. The Book Prescribes A Democratic And Inclusive Management Sty. A Special Feature Of This Book Is That There Is An Innovative Integration Of Chapter Objectives And Summaries Leading To Analysis Through Caselets. Every Point In The Objectives Has Corresponding Text And Is Supplemented By A Case. Going Through This Book Will Be A Personally Fulfilling Experience And Maybe It Succeeds To Make The Readers Better Human Beings, Better Teachers, Better Friends And May Be Even Better Managers.

A powerful examination of intelligently applied kindness in rehabilitating the welfare state, particularly health and social care.

Annotation.

This is the fifth year we have been able to capture the research and development efforts related to the Generalized Intelligent Framework for Tutoring (GIFT) community which at the writing of these proceedings has well over 1000 users in over 65 countries. We are proud of what we have been able to accomplish with the help of our user community. These proceedings are intended to document the evolutions of GIFT as a tool for the authoring of intelligent tutoring systems (ITSs) and the evaluation of adaptive instructional tools and methods.

The two-volume proceedings of the ACIIDS 2015 conference, LNAI 9011 + 9012, constitutes the refereed proceedings of the 7th Asian Conference on Intelligent Information and Database Systems, held in Bali, Indonesia, in March 2015. The total of 117 full papers accepted for publication in these proceedings was carefully reviewed and selected from 332 submissions. They are organized in the following topical sections: semantic web, social networks and recommendation systems; text processing and information retrieval; intelligent database systems; intelligent information systems; decision support and control systems; machine learning and data mining; multiple model approach to machine learning; innovations in intelligent systems and applications; bio-inspired optimization techniques and their applications; machine learning in biometrics and bioinformatics with applications; advanced data mining techniques and applications; collective intelligent systems for e-market trading, technology opportunity discovery and collaborative learning; intelligent information systems in security and defense; analysis of image, video and motion data in life sciences; augmented reality and 3D media; cloud based solutions; internet of things, big data and cloud computing; and artificial intelligent techniques and their application in engineering and operational research.

This two-volume set LNAI 12748 and 12749 constitutes the refereed proceedings of the 22nd International Conference on Artificial Intelligence in Education, AIED 2021, held in Utrecht, The Netherlands, in June 2021.\* The 40 full papers presented together with 76 short papers, 2 panels papers, 4 industry papers, 4 doctoral consortium, and 6 workshop papers were carefully reviewed and selected from 209 submissions. The conference provides opportunities for the cross-fertilization of approaches, techniques and ideas from the many fields that comprise AIED, including computer science, cognitive and learning sciences, education, game design, psychology, sociology, linguistics as well as many domain-specific areas. \*The conference was held virtually due to the COVID-19 pandemic.

The term Intelligent Environments (IEs) refers to physical spaces in which IT and other pervasive computing technologies are combined and used to achieve specific goals for the user, the environment, or both. The ultimate objective of IEs is to enrich user experience, improve management of the environment in question and increase user awareness. This book presents the proceedings of the following workshops, which formed part of the 12th International Conference on Intelligent Environments (IE16), held in London, UK, in September 2016: the 5th International Workshop on Smart Offices and Other Workplaces (SOOW'16); the 5th International Workshop on the Reliability of Intelligent Environments (WoRIE'16); the 1st International Workshop on Legal Issues in Intelligent Environments (LIIE'2016); the 2nd International Symposium on Future Intelligent Educational Environments and Learning (SOFIEE'16); the 2nd International Workshop on Future Internet and Smart Networks (FI&SN'2016); the International Workshop on Intelligent Environments Supporting Healthcare and Well-being (WISHWell'2016); the International Workshop on Computation Sustainability, Technologies and Applications (CoSTA'2016); the Creative Science 2016 (CS'16) and Cloud-of-Things 2016 (CoT'16); the Workshop on Wireless Body Area Networks for Personal Monitoring in Intelligent Environments (WBAN-PMIE); and the Physical Computing Workshop. The workshops focused on the development of advanced intelligent environments, as well as newly emerging and rapidly evolving topics, emphasizing the multi-disciplinary and transversal aspects of IEs, as well as cutting-edge topics. The book will be of interest to all those whose work involves them in the use of intelligent environments.

Virtual and Collaborative Teams is of importance to practitioners and researchers because it brings together in a single accessible source, a variety of current research and practice on the subject of virtual and collaborative teams. Geographic distance, technology, lack of social presence, lack of adequate training and lack of instructional resources are just some of the unique challenges faced by virtual teams. This book is a unique resource in that it provides a variety of research and practice from a wide range of disciplines, nationally and internationally. The essays blends theory and practice, encompassing quantitative and qualitative research, case studies, interview research and theoretical models.

The purpose of this book is to outline the important ideas of cultural intelligence and the steps that must be considered and then practiced to become a culturally intelligent leader. The most important aspect covered within this book is that cultural intelligence is both a strategy and a tool towards cultural competency and proficiency. This book outlines the importance of understanding culture and its impact on organizations, the strategic value of cultural intelligence, and the significance of integrating and practicing cultural intelligence in everyday business life. When all these aspects are properly integrated and applied in the leadership and management process, organizations are more innovative and adaptable to respond to cultural changes.

The field of Artificial Intelligence in Education has continued to broaden and now includes research and researchers from many areas of technology and social science. This study opens opportunities for the cross-fertilization of information and ideas from researchers in the many fields that make up this interdisciplinary research area, including artificial intelligence, other areas of computer science, cognitive science, education, learning sciences, educational technology, psychology, philosophy, sociology, anthropology, linguistics, and the many domain-specific areas for which Artificial Intelligence in Education systems have been designed and built. An explicit goal is to appeal to those researchers who share the perspective that true progress in learning technology requires both deep insight into technology and also deep insight into learners, learning, and the context of learning. The theme reflects this basic duality.

Emotional intelligence serves as a valuable tool and knowledge base in the workplace. By creating empathic and trusting relationships, business environments can be not only more productive, but also positive and engaging. *Motivationally Intelligent Leadership: Emerging Research and Opportunities* is a valuable reference source that examines the necessary leadership traits to create positive partnerships and work ethic in business environments. Highlighting pertinent topics such as engaged interaction, team communication, and work motivation, this book is ideally designed for managers, professionals, researchers, students, and practitioners interested in the role of emotional intelligence in business leadership.

The *International Journal of Indian Psychology* (ISSN 2348-5396) is an academic journal that examines the intersection of psychology, home sciences, and education. IJIP is published quarterly and is available in electronic versions. Our expedited review process allows for a thorough analysis by expert peer-reviewers within a time line that is much more favorable than many other academic publications.

"Finally, a resource....guide...roadmap....to help team members and team leaders alike understand what it takes to function as a high performing team, how doing so can personally enrich your life, and why it's critical for organizations to function only in this way. The *Emotionally Intelligent Team* connects the dots between the task at hand, achieving and making a difference, and personal happiness. Imagine where humankind would be if every entity on the planet operated within a series of high performing teams. Marcia Hughes and James Terrell show us that it's possible!" —Suzanne Kirk, SVP, Branch Service Center, Bank of the West "We value teams at Medtronic so we know that this book will be a powerful tool in understanding and developing successful team behaviors!" —Michael Mihalczko, District Manager, Walter Cooper, District Manager, Medtronic CRDM "Marcia Hughes' and James Terrell's latest book, *The Emotionally Intelligent Team*, is a 'must read' for every school district, business and organization that wants to ensure high functioning and productive teams. Based on solid research, this easy-to-read book describes the seven social emotional skills necessary for effective teams, and includes practical strategies any team leader can use to develop and maintain an emotionally intelligent team. Marcia's and James' book has been of tremendous value to the work of the senior administrative team in our school district!" —Linda Fabi, Director of Education, Waterloo Region District School Board "Marcia and James provide a good lens for the way people view others in a team environment. This insight, when combined with measuring one's own EQ through a test such as the Emotional Quotient inventory (EQ-i®), provides a powerful lever for improving team performance." —Steven J. Stein, Ph.D., Founder and CEO of MHS, Co-author of the best seller *The EQ Edge: Emotional Intelligence and Your Success* and author of *Make Your Workplace Great: The 7 Keys to an Emotionally Intelligent Organization* "Discovering ways to strengthen teams in an organization can lead to impressive improvement in morale, engagement, productivity, and results. The *Emotionally Intelligent Team* will help any team take practical steps toward greater collaboration and effectiveness." —Brian Twillman, EPA Training Officer & Organization Development Specialist, Lead Author EPA's *Team Leader Resource Guide* US EPA - Office of Executive Services, Office of the Administrator "The most important issue in our networked world is teamwork across levels and boundaries. This masterful work offers a completely new perspective, bringing the power of emotional and social intelligence through engaging insights, exercises and stories to high performance teamwork - creating the opportunity for potentially extraordinary results that are seamless, dynamic, and productive." —Eileen Rogers, Global Director, Leadership Excellence Programs, Deloitte In this compelling book, authors Marcia Hughes and James Terrell offer practical information and a guide for businesses that want to draw on the power of the emotional competencies of their teams. They reveal how individuals, team members, and leaders can take the steps to become more emotionally intelligent team (ESI) members and show how to put in place the practices and exercises that will help any team grow in emotional intelligence. The book outlines the seven emotional competencies of teams.

Many current AI and machine learning algorithms and data and information fusion processes attempt in software to estimate situations in our complex world of nested feedback loops. Such algorithms and processes must gracefully and efficiently adapt to technical challenges such as data quality induced by these loops, and interdependencies that vary in complexity, space, and time. To realize effective and efficient designs of computational systems, a Systems Engineering perspective may provide a framework for identifying the interrelationships and patterns of change between components rather than static snapshots. We must study cascading interdependencies through this perspective to understand their behavior and to successfully adopt complex system-of-systems in society. This book derives in part from the presentations given at the AAAI 2021 Spring Symposium session on *Leveraging Systems Engineering to Realize Synergistic AI / Machine Learning Capabilities*. Its 16 chapters offer an emphasis on pragmatic aspects and address topics in systems engineering; AI, machine learning, and reasoning; data and information fusion; intelligent systems; autonomous systems; interdependence and teamwork; human-computer interaction; trust; and resilience.

This book on team tutoring is the sixth in a planned series of books that examine key topics (e.g., learner modeling, instructional strategies, authoring, domain modeling, assessment, impact on learning, team tu-toring, machine learning for self-improving systems, potential standards, and learning effect evaluation methods) in intelligent tutoring system (ITS) design. This book focuses on team tutoring. The discussion chapters in this book examine topics through the lens of the Generalized Intelligent Framework for Tutoring (GIFT) (Sottolare, Brawner, Goldberg & Holden, 2012; Sottolare, Brawner, Sinatra, & Johnston, 2017). GIFT is a modular, service-oriented architecture created to reduce the cost and skill required to author ITSs, distribute ITSs, manage instruction within ITSs, and evaluate the effect of ITS technologies on learning, performance, retention, transfer of skills, and other instructional outcomes. Along with this volume, the first five books in this series, *Learner Modeling* (ISBN 978-0-9893923-0-3), *Instructional Management* (ISBN 978-0-9893923-2-7), *Authoring Tools* (ISBN 978-0-9893923-6-5), *Domain Modeling* (978-0-9893923-9-6) and *Assessment Methods* (ISBN 978-0-9977257-2-8) are freely

available at [www.GIFTtutoring.org](http://www.GIFTtutoring.org) and on Google Play.

From Management to Leadership identifies the fundamental interpersonal skills that every health care leader (and aspiring leader) needs to develop in order to be a successful executive or manager. The third edition of the classic text offers suggestions for developing and improving essential health care leadership skills. Written to be a practical guide, the book presents concepts and skills that can be immediately applied to everyday situations. Completely revised and updated, this edition includes new concepts and resources based on the latest research and practices. Praise for the Third Edition of From Management to Leadership "As leaders, we want engagement, commitment, ownership, teamwork, and results. Jo Manion illuminates the interpersonal skills that are pivotal. She provides the how in a way that's convincing, refreshing, mind-stretching, and practical." —Wendy Leebov, EdD, president, Wendy Leebov and Associates "This third edition continues the tradition of enumerating the incisive and articulate response of leaders to the complexities of the age and of the necessary recalibration of the leader's role. I encourage contemporary leaders to see this text as a must have in their leadership library: I certainly have it in mine!" —Tim Porter-O'Grady, DM, EdD, ScD(h), APRN, FAAN, senior partner, Tim Porter-O'Grady Associates, Inc. and associate professor, College of Nursing and Health Innovation, Arizona State University "Finally, a book that addresses the need for health care leaders and aspiring leaders to be much more than good managers. This book gives practical, concrete, and insightful strategies to becoming a great leader." —Katherine W. Vestal, RN, PhD, FACHE, FAAN, president, Work Innovations LLC Companion Web site: [www.josseybass.com/go/manion](http://www.josseybass.com/go/manion)

Intelligent systems, or artificial intelligence technologies, are playing an increasing role in areas ranging from medicine to the major manufacturing industries to financial markets. The consequences of flawed artificial intelligence systems are equally wide ranging and can be seen, for example, in the programmed trading-driven stock market crash of October 19, 1987. Intelligent Systems: Technology and Applications, Six Volume Set connects theory with proven practical applications to provide broad, multidisciplinary coverage in a single resource. In these volumes, international experts present case-study examples of successful practical techniques and solutions for diverse applications ranging from robotic systems to speech and signal processing, database management, and manufacturing.

The GIFT Users Symposia began in 2013 with the goal to capture successful implementations of GIFT from the user community and to share recommendations leading to more useful capabilities for authors, researchers, and learners of Adaptive Instructional Systems (AIS). The attached proceedings resulted from papers accepted for the 9th Annual GIFT Users Symposium held virtually (due to COVID-19) on 26-27 May 2021. It is an excellent collection of contributions covering all aspects of AIS implementation, with special attention towards future training and education concepts centered around collaboration and team dynamics.

A practical resource, this book combines tips, checklists, exercises, and stories to outline concrete processes that improve the way leaders, managers, and anyone within an organization responds to conflict. Beginning with a series of questions and self-diagnostics, the authors show you how to: maintain emotional balance in the face of conflict; implement constructive communications techniques; help others deal with conflicts that are causing organization problems; establish norms for handling conflict; use specific approaches for addressing conflict more effectively. "A must-have guidebook for the new age of global business. This book shows every leader how to turn feelings of fear into feelings of safety, suspicion into trust, and competitiveness into collaboration." --Jim Kouzes, coauthor of the best-selling book The Leadership Challenge and Dean's Executive Professor of Leadership, Leavey School of Business, Santa Clara University "Craig Runde and Tim Flanagan use their vast experience to give us Developing Your Conflict Competence. Move beyond negative workplace conflict to positive and constructive outcomes with the simple tools and suggestions in this must-read field guide!" --Marshall Goldsmith, best-selling author of What Got You Here Won't Get You There, Succession: Are You Ready?, and the upcoming MOJO "I've read the authors' first two books, Becoming a Conflict Competent Leader and Building Conflict Competent Teams. Their latest book pulls it all together by providing models, examples, and thought-provoking insight. It will be required reading for my senior management team." --Deborah Jallad, president/chairman, Accredited Surety and Casualty Company, Inc.

Research continues to show that strong emotional intelligence is critical for anyone hoping to become a top-performer in their workplace. Emotional intelligence provides us with a better understanding of ourselves and those around us. This issue is designed for anyone looking to understand the basics of emotional intelligence with an eye toward improving their abilities. Learn how emotional intelligence is related to work performance, how to assess your own emotional intelligence, and how to develop emotional intelligence competencies.

Creating Intelligent Teams is a different way to initiate, manage and lead effective and positive change in teams and organisations. For any organisation looking to nurture and develop talent from amongst its own employees, the book offers an accessible, yet highly informative, information resource on: how to recognise the influences on, and dynamics of, individuals and teams how to enhance team performance how effective leaders can boost productivity and build intelligent teams how to access and release the potential in teams how to navigate change successfully how to lead diversity and create culturally intelligent teams. The target audience Creating Intelligent Teams is aimed at executives, consultants, HR and Organisational Development (OD) specialists, professional coaches and mentors - at all levels of experience, training and background - who are responsible for implementing the strategies relating to leadership, team-building, talent development, management and retention. Creating Intelligent Teams has considerable appeal both for professionals in business and management and those in the fields of consultancy and coaching. iii To build a world-class team you need more than handpicked individuals with high emotional intelligence - you need a team with a high RSI. On our journey to success, our team benefitted substantially from integrating the Intelligent Team approach. a"e; Rudolf Pienaar, Divisional Director, Growthpoint Management Services (Pty) Ltd Relationship Systems Intelligence enables the team to quickly reach the core of the matter. It starts processes that enable the team members to have constructive collaborations and interactions with concrete and tangible results. The approach shows that everyone is part of the solution, which creates commitment to and ownership of the processes and the results. This practical book shows you how to build an intelligent team. a"e; Christina Hummert, Country Manager: Volkswagen Financial Services, Sweden

Intelligent Environments (IE) play an increasingly important role in many areas of our lives, including education, healthcare and the domestic environment. The term refers to physical spaces incorporating pervasive computing technology used to achieve specific goals for the user, the environment or both. This book presents the proceedings of the workshops of the 9th International Conference on Intelligent Environments (IE '13), held in Athens, Greece, in July 2013. The workshops which were presented in the context of this conference range from regular lectures to practical sessions. They provide a forum for scientists, researchers and engineers from both industry and academia to engage in discussions on newly emerging or rapidly evolving topics in the field. Topics covered in the workshops include artificial intelligence techniques for ambient intelligence; applications of affective computing in intelligent environments; smart offices and other workplaces; intelligent environment technology in education for creative learning; museums as intelligent environments; the application of intelligent environment technologies in the urban context for creating more sociable, intelligent cities and for constructing urban intelligence. IE can enrich user experience, better manage the environment's resources, and increase user awareness of that environment. This book will be of interest to all those whose work involves the application of intelligent environments.

Straightforward guide to taking control of your emotions. Being aware of and in control of your emotions is one of the keys to success in life -- both professionally and personally. Emotional Intelligence For Dummies will show you how to take control of your emotions rather than letting your emotions control you! Discover how developing your emotional intelligence can further your relationships with others, in the workplace and at home. Emotional awareness is also a critical skill for career success, and Dr. Stein provides practical exercises for developing this skill and achieving your professional and personal goals. He also provides valuable insights into how emotional intelligence can be applied to raising children and teenagers and realizing personal happiness. Full of lively anecdotes and practical advice, Emotional Intelligence For Dummies is the ideal book for anyone who wants to get smart about their feelings and reach the next level at work and at home. Manage your emotions - identify your feelings, determine what beliefs cause negative emotions, and stop self-destructive behaviors Discover the power of empathy - read other people's emotions through facial cues and body language and show them you understand their feelings Thrive at work - find a job that's right for you, overcome hassles and fears, and develop your leadership skills Build and sustain meaningful relationships - discover how to take your partner's emotional temperature and manage emotions to grow closer Raise an emotionally intelligent child - keep your cool with your child, coax shy children out of their shells, and get your child to be less aggressive and defiant

Produce a fully functioning Intelligent System that leverages machine learning and data from user interactions to improve over time and achieve success. This book teaches you how to build an Intelligent System from end to end and leverage machine learning in practice. You will understand how to apply your existing skills in software engineering, data science, machine learning, management, and program management to produce working systems. Building Intelligent Systems is based on more than a decade of experience building Internet-scale Intelligent Systems that have hundreds of millions of user interactions per day in some of the largest and most important software systems in the world. What You'll Learn Understand the concept of an Intelligent System: What it is good for, when you need one, and how to set it up for success Design an intelligent user experience: Produce data to help make the Intelligent System better over time Implement an Intelligent System: Execute, manage, and measure Intelligent Systems in practice Create intelligence: Use different approaches, including machine learning Orchestrate an Intelligent System: Bring the parts together throughout its life cycle and achieve the impact you want Who This Book Is For Software engineers, machine learning practitioners, and technical managers who want to build effective intelligent systems

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