



and effectiveness. Integrating management theory and practice, this volume is an extremely valuable resource for all those with an interest in organisational behaviour and human resource development.

This book gathers together research from three key application themes of modelling in operational research - modelling to support evaluation and change in organisations; modelling within the development and use of organisational information systems; and the use of modelling approaches to support, enable and enhance decision support in organisational contexts. The issues raised provide valuable insight into the range of ways in which operational research techniques and practices are being successfully applied in today's information-centred business world. Modelling for Added Value provides a window onto current research and practise in modelling techniques and highlights their rising importance across the business, industrial and commercial sectors. The book contains contributions from a mix of academics and practitioners and covers a range of complex and diverse modelling issues, highlighting the broad appeal of this increasingly important subject area.

Brenda McCutchen provides an integrated approach to dance education, using four cornerstones: dancing and performing, creating and composing, historical and cultural inquiry and analysing and critiquing. She also illustrates the main developmental aspects of dance.

As an approach to the diverse and shifting learning needs of today, the learning society labours under a definitional generosity which has led to three different models evolving with competing claims. This book traces the history of the concept and lucidly lays out these three interpretive models: learning for work, learning for citizenship and learning for democracy. The book's close scrutiny concludes with an analysis that synthesizes and sharpens our understanding of the learning society. With due consideration given to the emerging critique and with chapters from public bodies engaged in implementing learning society principles, Inside the Learning Society offers a comprehensive appraisal of ideas and practices. This is a book of great significance for anyone concerned about or involved in the future of education.

As policy makers increasingly focus on workplace learning as a way of improving organizational performance, the debate about the learning organization has grown. Counterbalancing the often over-optimistic assumptions made about the future of work and learning, this book argues that without a contextualized analysis of the field, our understanding of the learning environment is limited. It reconsiders the true role and nature of workplace learning in context. Grounded in original research, the book features case studies which illuminate how the workplace environment can provide both barriers to and opportunities for learning. It explores learning in different organizational contexts and different countries, sectors, types of public and private sector organization, and by different occupational groups. This multi-disciplinary approach provides a coherent perspective of the institutional, organizational and pedagogical contexts of workplace learning, and as a result, policy-makers, trainers, trade unionists and educators alike will welcome this groundbreaking text, as it gives the intellectual tools required to understand how learning in the workplace can be improved.

Based on evidence from a five-year, real time study of twelve radical innovation projects within ten major corporations - including General Electric, IBM, Nortel Networks, DuPont, and Texas Instruments - this book addresses seven managerial challenges large companies face in creating and sustaining radical innovation.

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An essential reference book for you and your global organization, Executive Development and Organizational Learning for Global Business will guide you through the challenge of producing effective executives and masterminding learning organizations. In this cutting-edge overview, you'll share in the success stories of some of the most tried-and-true, top-selling authors in the world such as Peter Senge and Rosabeth Moss Kanter. Considered a "must-have" handbook for development managers, Executive Development and Organizational Learning for Global Business gives you a unique perspective on the major challenges you'll face when setting up your executive education program. Anyone creating a comprehensive game plan for a large global organization will want to be familiar with the informative practices in this book. In its concise and straightforward chapters, you'll read about: cross-cultural challenges of executive development tools and techniques for developing international executives experiential issues and action learning in global organizations anticipatory learning for global concerns Today, more than ever, piloting your global organization through a world of changing management systems and executive development programs can be overwhelming. But the unique perspectives you'll find in this time-saving collection will start you off right. So, whether you're a human resource development practitioner, a human resource executive, or an academic in human resource development, you'll profit from the bevy of intellectual insight and real-world experience that some of the world's most successful authorities have organized for you in the pages of Executive Development and Organizational Learning for Global Business. This unique volume provides a broad introduction to the ethnic Chinese business in Asia, with focus on the ethnic Chinese in East and Southeast Asia. The growing interest in ethnic Chinese business reflects its importance in these two regional economies, and its relations with China's economy — the world's new economic powerhouse. It examines the nature and characteristics of the ethnic Chinese business, such as business networks, family business and conglomerates, concepts of xinyong and guanxi, and entrepreneurship and management. It also examines the input of history and culture in the formation and operation of ethnic Chinese business. The second half of the book is devoted to detailed regional studies, covering the Chinese in Thailand, Malaysia and Singapore, Indonesia, the Philippines, Hong Kong and Taiwan. This book provides an excellent introduction for tertiary students in business schools, and for prospective businessmen who wish to do business with the Chinese in East and Southeast Asia.

"Middle management" is a term associated with relentless downsizing, corporate drudgery, and career dead-ends. Bashed by management gurus, dismissed by social scientists, and painted as victims by the media, middle managers seem permanently relegated to the sidelines of corporate power. But is this popular picture accurate? Are middle managers really no longer valued by today's performance-driven organizations? The truth is surprising. MIT management scholar Paul Osterman has analyzed over thirty years'



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