

Flexible Working And Organisational Change: The Integration Of Work And Personal Life

Developing Practice provides managers with essential frameworks to identify, formulate and implement the best policies and practice in the management and development of people.

The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization. As human resource costs continue, for most organizations, to be the single largest operating cost (50-80% of annual expenditure), achieving optimal performance from individual employees is of paramount importance to the success of the organization. The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state-of-the-art reviews on topical and emergent issues, constructs, and research in personnel psychology. The book is divided into six sections: - Individual Difference and Work Performance - Personnel Selection - Policies and Practices - Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area, the contributors keep a strong focus on the lessons for HR practitioners, and what lessons they can take from the cutting-edge work presented. About the Series Oxford Handbooks in Business & Management bring together the latest research and the latest thinking in a range of interrelated topics including Strategy, Organizational Behavior, Public Management, International Business, and many others. Containing completely new essays with extensive referencing to further reading and key ideas, the volumes, in hardback or paperback, serve as both a thorough introduction to a topic and a useful reference work for practitioners. Organizations today are facing heightened challenges in their efforts to perform effectively. These challenges are reflected in the failure of many long-standing organizations and the shortened tenure of senior level executives. There is increasing agreement that the unique competitive advantage organizations have today lies in their people, their human resource management practices, and their production can be readily obtained, bought or copied. We are now in the era of human capital; to be successful organizations need to unleash the talents of their people. Fortunately we now have considerable understanding of what high performing organizations look like. However, a large gap still exists between what we know and what managers actually do. With this book, leading practitioners, Building More Effective Organizations provides an extensive survey of human resource management and the organizational practices associated with the high performance of individuals.

Smart Flexibility: Moving Smart and Flexible Working from Theory to Practice is an engaging and practical management book to help organisations implement Smart Working, and take a business-focused approach to 'Flexible Working'. Written for managers at the leading edge of change, Andy Lake takes a strategic, comprehensive and integrated approach to Smart Working. In this approach, he sets out how to achieve measurable benefits across the Triple Bottom Line. Starting from the underlying principles and the compelling context for change, he takes a pragmatic approach to delivering change in each of the key areas of People (HR), Property and Technology. The book is designed to help professionals understand the vital connecting points across disciplines as well as innovations in their own fields. And there are separate chapters that look at the real impacts for sustainability, the impacts for 'Smart Government', how to manage the 'Anywhere Anytime Team' and how to take people on the journey towards a Smart Flexibility organisational culture. The book includes many insights based on the author's experience and the latest research, many practical techniques for implementing change plus ten new case studies. Smart Flexibility is essential reading for anyone involved in workplace change and increasing the efficiency of organisations. It is aimed at managers who need to deliver change, and will be of great interest to consultants in the fields of workplace design, new technologies and HR/OD/Training.

Australia's Parenthood Trap

Workplace Flexibility

How to Implement Flexibility in the Workplace to Improve Employee and Business Performance

Designing our Healthier Future Lives

Organisation and Work Beyond 2000

Everyday Action for Change

Job Demands in a Changing World of Work

Across Europe the importance of reconciling paid work and family life is increasingly recognised by a range of diverse government regulations and organisational initiatives. At the same time, employing organisations and the nature of work are undergoing massive and rapid changes, in the context of global competition, efficiency drives, as well as social and economic transformations in emerging economies. Work, families and organisations in transition illustrates how workplace practices and policies impact on employees' experiences of work-life balance in contemporary shifting contexts. Based upon cross-national case studies of public and private sector workplaces carried out in Bulgaria, Norway, Portugal, Slovenia, Sweden, the Netherlands and the UK, this innovative book demonstrates the challenges that parents face as they seek to negotiate work and family boundaries. The case studies demonstrate that employed parents' needs and experiences depend on many layers of context - global, European, national, workplace and family. This book will be of interest to undergraduate and postgraduate students of organisational psychology, sociology, management and business studies, human resource management, social policy, as well as employers, managers, trade unions and policy makers.

Mobile working and remote working from home or a small office, using phone, PC, fax and narrowband Internet is a rapidly increasing practice. The many well-documented benefits of working this way include higher productivity, more time spent with the family and local community and less time wasted commuting. At a community level they include benefits to the environment through substituting physical transport by telecommunications, and re-vitalisation of rural communities. Yet, people who work mainly this way face severe problems: a loss of contact with the office grapevine, the out of sight, out of mind syndrome, and exclusion from vital ad-hoc meetings and tutorials. Another major problem is slow speed of communication. This volume summarizes how technologies can revolutionise flexible working practices and go a long way towards solving the isolation problems of flexible workers.

Brooks offers readers a succinct, lively and robust introduction to the subject of organisational behaviour. While aiming to encourage and promote the critical examination of the theory of organisational behaviour, this book also seeks to enable students to interpret and deal with real organisational problems. This new edition has major changes to the text to embrace international contexts and the modern realities of OB. It has proved a popular student choice because it combines relative brevity with thorough coverage and plentiful real-world examples. Popular features for today's organisational behaviour course include: ++ More prominent organisational theory coverage _ this key topic has been moved forward to provide students with an overview of the different ways OB can be looked at early on in the book. ‡ More coverage of modern communications technologies, cross cultural management, generational change and the gig economy. † New and updated case studies and iManagerial Implicationsl boxes help to broaden studentsl knowledge and understanding of OB in real organisations. ‡ iIllustration in Film! boxes illustrate key ideas through famous films such as 12 Angry Men and The Devil Wears Prada.

There is growing interest in flexible working, not only as a means to manage labour more efficiently and for greater agility, but also as a response to increasing concerns over well-being, work-life balance, and participation in the labour force of those with significant non-work commitments (e.g. parents, carers, older workers). As a result, a comprehensive stream of literature on the benefits and challenges of flexible working has developed and led to a body of evidence on the implementation and outcomes of different forms of flexible working arrangements. This book assesses the current state of this literature as follows: Background: the authors review the different definitions that have been proposed, policy developments, availability and uptake. Outcomes from flexible working: the main chapters focus on the outcomes for employers (e.g. performance, employee retention, organisational commitment etc.), as well as for individual employees (e.g. well-being, job satisfaction etc.). Evaluation of extant knowledge: the authors comment on the existing literature and consider the methodological approaches adopted in the literature. Conclusion: suggestions for future research are proposed. Of interest to students, academics and policy-makers, this book provides an expert overview of the empirical evidence and offers critical commentary on the state of knowledge in the field of flexible working and new forms of work.

Organisational Behaviour

Flexible Working Time

Collective Bargaining and Government Intervention

Flexible Work

Facilities Change Management

Realigning 20th-Century Jobs for a 21st-Century Workforce

New International Perspectives From Telecommuting to the Virtual Organisation

Developments in IT and communication technology, coupled with the global 24 hour market, have led to boundaries between work and personal life becoming ever more blurred, while work/life policies and practice struggle to keep up. This book aims to challenge traditional thinking on work life balance, and to explore different ways of promoting change at many levels. It provides a historical overview of the topic, critiques contemporary approaches and offers creative ideas for integrating work and personal life in local, national and global contexts.

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This book is concerned with the rapid and varied changes in the nature of work and work relationships which have taken place in recent years. While technological innovation has been a key contributor to the nature and pace of change, other social and market trends have also played a part such as increasing workforce diversity, enhanced competition and greater global integration. Responding to these trends alongside cost pressures and the need for continued responsiveness to the environment, organizations have changed the way in which work is organized. There have also been shifts in product markets with growing demand for authenticity and refinement of the customer experience which has further implications for how work is organized and enacted. At the same time, employees have sought changes in their work arrangements in order to help them achieve a more satisfactory relationship between their work and non-work lives. Many have also taken increased responsibility for managing their own work opportunities, moving away from dependency on a single employer. The implications of these significant and widespread changes are the central focus of this book and in particular the implications for workers, managers, and organizations. It brings together contributions from an international team of renowned management scholars who explore the opportunities and challenges presented by technological and digital innovation, consumer, social and organizational change. Drawing on empirical evidence from Europe, North America and Australia, Work, Working and Work Relationships in a Changing World considers new forms of service work, technologically enabled work and independent professionals to provide in-depth insight into work experiences in the 21st Century.

The fifth International Telework Workshop was held in Stockholm in the fall of 2000. The conference was attended by almost 100 participants from all continents of the world. It therefore covered a broad range of subjects relating to Telework. Its success was in some part due to the work of the program committee composed of Birger Rapp (General Chairman), Maarten Botterman, Geoff Dick, Gil Gordon, Ursula Huws, Paul Jackson, Peter Johnston, Patricia L. Mokhtarian, Victor de Pous, Lars Qvotrup, Wendy Spinks and Reirna Suomi. After the conference we decided to write a book on the theme "Organization and the future after 2000". Many of the participants as well as others were invited to contribute a chapter of about ten pages. The resulting book of almost 400 pages therefore provides a comprehensive overview of ongoing research in the field of Telework. Birger Rapp and Paul Jackson edited the book. The intended audience for this book spans disciplinary and professional boundaries. It primarily relates to the disciplines of Business and Management Studies, Information Management, E-commerce and E-business. In a broader sense, it relates to Sociology, Media Studies and Economics.

Individuals, Groups and Organisation

Flexible Working and Organisational Change

Best Policy Practices 1998 Edition

Access, Property and American Urban Space

New Network Technologies

A Case Study Approach

Work, families and organisations in transition

This book focuses on the challenges of capacity building for flexible work organizations in Asia, and demonstrates how business enterprises practice reactive flexible capacity (in the form of adaptiveness and responsiveness) to cope with changing and uncertain business environments. The book provides examples of how this can be achieved by means of various organizational change initiatives, leadership strategies, re-engineering, innovation in products and processes, the use of information and communication technology, reshaping learning orientations, and more. As these topics are supported by research and case studies situated in different sectors and countries across Asia, the book will provide a useful resource for a broad readership including: management students and researchers, practicing business managers, consultants, and professional institutions.

Use this practical guide to develop flexible working policies and practices that drive employee engagement, improve talent acquisition and retention, reduce workplace stress and boost business performance.

A hands-on introduction to the fields of business and management, this comprehensive text unveils the theories behind management and organization via a practice-led, international approach. In this fourth edition, the book expands with six new chapters on digital business transformation, internationalization, corporate social responsibility, the future of work, human resource management, and culture. In addition, the book contains new, topical practical examples, and features a fully modernized layout. This comprehensive, practice-led text will be valuable for students of business, management and organisation globally. A companion website offers students multiple choice questions, practical cases, and assignments, whilst instructors can assess exams, cases, and college sheets.

This book examines the new ways of working and their impact on employees' well-being and performance. It concentrates on job demands and flexible work emanating from current economic and organizational change, and assesses impact on workers' health and performance. The development of issues such as globalization, rapid technological advances, new management practices, organizational changes and new job skills are addressed. This book gives an overview and discusses the potential negative and positive effects of such new job demands and new forms of work.

Teleworking

Building More Effective Organizations

A Practical Approach

Techniques and Innovations

Living, Learning and Earning Longer

Promoting an Age-Inclusive Workforce Living, Learning and Earning Longer

Men at Work

Teleworking is an up-to-date, groundbreaking and comprehensive assessment of teleworking. It includes * multidisciplinary contributions drawing on sociology, management science, economics, philosophy and information technology * analysis of post-modern and post-industrial theoretical contexts * a selection of empirical studies from across the world * accounts of different modes of teleworking, from homeworking to centre-based working * examination of the links between teleworking and the virtual organisation Wide-ranging, detailed and original, this book is a valuable introduction to teleworking and an important contribution to the debate on the future of the labour market.

"The central aim of this book is to consider to what extent changes in organisations and in the nature of jobs are compatible with the need, increasingly expressed by employees, for greater integration between work and family life. The book questions what sort of dilemmas modern and future employees face, in terms of shaping their careers and organising their lives at home. The authors formulate answers to these problematic questions by shedding light on relevant developments in the European labour markets, the European workplaces, in (flexible) working patterns, changing preferences for working hours and in gender relations at work."

Robbins/Judge provide the research you want in the language your students understand; accompanied with the best selling self-assessment software, SAL. Some topics include management functions; the social sciences; helping employees balance work and other responsibilities; improving people skills; improving customer service; motivational concepts; communication; power and politics; conflict and negotiation; culture; and stress management. Globally accepted and written by one of the most foremost authors in the field, this is a necessary read for all managers, human resource workers, and anyone needing to understand and improve their people skills.

Human Resource Management: A Case Study Approach is ideal for all HR students with limited real-life experience of HR in the workplace. Covering all the essential HR topics including recruitment, reward, performance management, employment relations, health and safety and equality and diversity, this book expertly uses case studies of these activities and issues in the real world to truly show HR in practice. Closely structured around the changing role of the HR function, Human Resource Management: A Case Study Approach provides expert guidance on HR processes and practices in the modern workplace while also looking forward to the role of HR professionals in the future. Packed with case studies, international examples and global research, this is an essential resource for all students of HR from the beginning of their studies right through to graduation and into the workplace. Online resources include powerpoint slides and lecture notes for tutors and additional case studies and multiple choice questions for students.

The OECD Jobs Strategy Technology, Productivity and Job Creation Best Policy Practices 1998 Edition

European perspectives

Flexible Working Practices

Gender and Organisational Change, Training Manual

HR Management and Performance in Practice

The Triple Challenge

This volume delineates the ways in which key areas of healthcare, well-being, patient safety and organisational change overlap with and contribute to unhealthy workplaces for healthcare professionals. There is a growing realisation within healthcare that healthcare worker well-being, patient outcomes and organisational change are symbiotically linked. Burnout and stress in healthcare workers and toxic organisational cultures can lead to a cycle of patient neglect, medical errors, sub-optimal care and further stress. This topical volume therefore outlines the ways in which worker well-being, patient outcomes and organisational change can be aligned to contribute to a healthy workplace and therefore better medical care. The volume includes an array of authors from different disciplines including primary care, clinical medicine, psychology, sociology, management, clinical governance, health policy and health services research. It succeeds in integrating different voices and reaches meaningful conclusions to address the challenges facing the healthcare workforce.

Modern organisations are subject to continual change - technologies evolve, organisational structures are modified, people and underlying cultures are transformed. Yet the facilities that organisations occupy are static and can impede the changes that are essential to organisational survival. The response to change in terms of property and support services is often too little too late - leading to facilities that do not support organisational reality. The facilities management team is thus constantly challenged to bridge the gap between what an organisation has and what it needs. Facilities Change Management is a practical evaluation of the management of change for facilities managers and related professions. It considers: the forces of change affecting facilities decisions the obstacles to change at a resource level and human level the effective implementation of change the human aspect of change Each of these is considered in relation to modern facilities management issues. The discussion will enable practising facilities managers, project managers, surveyors, service providers and architects to understand, engage with and manage facilities change effectively at a strategic level. Through real-life case studies it demonstrates the complexities of change and hidden elements of change that may undermine carefully planned projects.

Flexible Work: Designing Our Healthier Future Lives examines flexible working through the lens of social science, in particular using psychological perspective to address not only what forms of flexible working there are and how they are evolving but also their prospect in the future of work. Bringing together views from thought-leaders and underpinned by research evidence, this book addresses two of the most fundamental business challenges for large and medium organisations - mental health and productivity - calling for the bridging of science and policy to design flexible working for our future healthier lives. Growing from these foundations, this book explains the latest landscape in flexible working, looking at employee psychological health and productivity, including showing up for work sick. Perspectives are provided from around the world on leadership, line management, 'over attachment' with technology, commuting, skill-based inequality and control over working time. Readers are offered insights into the relevance of flexible working for a diverse workforce - invisible disabilities, disabilities, older workers and blended families. Throughout, the book offers suggestions for shaping future policy, practice and research. Each chapter concludes with recommendations, making this essential reading for students, academics, human resource practitioners, policy-influencers, policymakers and professionals interested in flexible work.

When New Zealand's prime minister, Jacinda Ardern, announced her pregnancy, the headlines raced around the world. But when Scott Morrison and Josh Frydenberg became the first prime minister and treasurer duo since the 1970s to take on their roles while bringing up young children, this detail passed largely without notice. Why do we still accept that fathers will be absent? Why do so few men take parental leave in this country? Why is flexible and part-time work still largely a female preserve? In the past half-century, women have revolutionised the way they work and live. But men's lives have changed remarkably little. Why? Is it because men don't want to change? Or is it because, every day in various ways, they are told they shouldn't? In Men at Work, Annabel Crabb deploys political observation, workplace research and her characteristic humour and intelligence to argue that gender equity cannot be achieved until men are as free to leave the workplace (when their lives demand it) as women are to enter it.

Organisational Change and Retail Finance

Organizational Behavior

Towards Flexible Organisations

Work, Working and Work Relationships in a Changing World

Quarterly Essay 75 Men at Work

Impact on Workers' Health and Performance and Implications for Research and Practice

Technology, Organizations and Innovation: Critical empirical studies

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Although today's family has changed, the workplace has not-and the resulting one-size-fits-all workplace has become profoundly mismatched to the needs of an increasingly diverse and varied workforce. As changes in the composition of the workforce exert new demands on employers, considerable attention is being paid to how workplaces can be structured more flexibly to achieve the goals of employers and employees. Workplace Flexibility brings together sixteen essays authored by leading experts in economics, demography, political science, law, sociology, anthropology, and management. Collectively, they make the case for workplace flexibility, as well as examine existing business practices and public policy regarding flexibility in the United States, Europe, Australia, and Japan. Workplace Flexibility underscores the need to realign the structure of work in time and place with the needs of the changing workforce. Considering the positive and negative consequences for employer and employee alike, the authors argue that, although there is not an easy solution to creating and implementing flexibility practices-in the United States or abroad-redesigning the workplace is essential if today's workers are effectively to meet the demands of life and work and if employers are successfully able to attract and retain top talent and improve performance.

This report points to a decline in public support for research and development (R&D), mainly affecting basic, long-term research, and examines the levelling-off in private sector R&D along with changes in its direction away from basic research towards more market-driven and short-term efforts. Change is one of the most common business phenomena today, and this book aims to help the manager cope with any changes that may arise. The book includes identification of change, choosing strategies, resisting change, and envisioning change.

Case Studies of Organisational Change

Organisations and Management in Social Work

Human Resource Management

Connecting Healthcare Worker Well-Being, Patient Safety and Organisational Change

Flexible Working in Organisations

A Research Overview

Flexible Work Organizations

This is the eighteenth in the most prestigious series of annual volumes in the field of industrial and organizational psychology. The series provides authoritative and integrative reviews of the key literature of industrial psychology and organizational behavior. The chapters are written by established experts and topics are carefully chosen to reflect the major concerns in the research literature and in current practice. Specific issues covered in this volume reflect the growth and complexity of the organizational psychology field, for example: Implicit Knowledge and Experience in Work and Organizations, Flexible Working Arrangements, Web-based Recruiting and Testing, Economic Psychology, Workaholism, and a review of Ethnic Group Differences and Measuring Cognitive Ability. Each chapter offers a comprehensive and critical survey of a chosen topic, and each is supported by valuable bibliography. For advanced students, academics, and researchers, as well as professional psychologists and managers, this remains the most authoritative and current guide to developments and established knowledge in the field of industrial and organizational psychology.

Flexible Working and Organisational ChangeThe Integration of Work and Personal LifeEdward Elgar Publishing

All OECD economies are undergoing rapid population ageing, leading to more age diversity in workplaces than ever before as people are not only living longer but working longer. This report presents a business case for embracing greater age diversity at the workplace and debunks several myths about generational differences in work performance, attitudes and motivations towards work.

Flexible working recognizes individuals' differing needs, lifestyles and life stages. It's about creating an environment in which people can achieve a work-life balance that leads to fulfilment inside and outside their place of work. The Flexible Working Pocketbook looks at the reasons for creating a flexible working environment and at the benefits for the individual and for the employer and its customers. Flexible working options are many and varied. They involve an organisation changing where, when and how their employees work. The Flexible Working Pocketbook explores the different options for flexible working, looks at how to introduce flexibility across the organisation, how to encourage 'flexible behaviour' and how to measure its success.

The Oxford Handbook of Personnel Psychology

Smart Flexibility

Flexible Working Pocketbook

International Review of Industrial and Organizational Psychology 2003

An Ethnographic Perspective

Handbook Organisation and Management

The Challenges of Capacity Building in Asia

Financial organizations, like many others, are undergoing radical change. This is affecting both their organizational processes and the technology that supports those processes. This book reports on the use of sociological ethnography in helping guide these changes, both in terms of helping better understanding and redraw work processes and through providing more accurate and flexible understanding of the role technology plays. It places the reported research in context by contrasting it with those approaches more commonly associated with change, including business process engineering, participative design and soft systems methodologies. The book explains what are the benefits of ethnography, as well as the potential it has in helping achieve more desirable change in any and all organizations, financial services included. The book will be of interest to all international researchers concerned with organizational and technological change, as well as managers of organisational development. It will also interest advanced students in sociology, anthropology, management science and organizational studies The authors have published widely in the various disciplines associated with organizational life and technology design, and have built a considerable reputation for bringing new sociological insights into the organizational change literature

Your customersâ~" demands are not constant. Many of the most able and talented potential employees cannot or will not work regular hours. So why is your business still based around a 9:00-5:00 five day week? Flexible working enables your business to respond cost effectively to peaks and troughs in demand and helps you to attract and retain the best staff. This book shows you how to tailor a policy that is right for your organisation, make the business case, win over the doubters and implement and manage a system that will provide genuine competitive advantage for your organisation.

As a social worker, you could work in a variety of different organisations, each with their own purpose, culture and structure. Understanding and examining the complex issues involved in the management and organisational context of social work practice is crucial for practitioners and managers. This book helps you to develop strategies for ethical, reflective and relational practice, covers key themes including leadership, supervision, risk and decision making and emphasises the importance of active participation for positive change. Thoroughly updated, and with new Practice Examples demonstrating the relationship between theory and practice, this is essential reading for both undergraduate and postgraduate students of social work, as well as practising social workers.

This book explains why the earliest cities had grid-form street systems, what conditions led to their being overwhelmingly preferred for 5000 years throughout the world, why the Founding Fathers wanted gridform cities and how they affect economic transactions. Real property has been instrumental in forming urban settlements for 5000 years, but virtually all urban form commentary, theory and research has ignored this reality. The result is an incomplete and flawed understanding of cities. Real property became a means of arranging spatial patterns caused by millennia of human evolutionary and historical developments with respect to access and movement. As a result, access to resources of all types became a regulatory mechanism controlled, at least in part, by real property ownership. The effects of real property on urban spatial patterns are currently best seen by examining American urban space, which has changed significantly over the past 200 years. This change, which began in the 1840s and established path dependence through a combination of design thought, sentimental pastoralism and financial prowess resulted in an urban regime shift that diminished economic resilience. This book offers a rethinking of how real property relates to real space, examines the thought of form promoters, links space, property, neurological evolution and settlement form, shows access is measurable and describes the plusses and minuses of functionalism, rent seeking, general purpose technology, grid-form street systems and what the American Founding Fathers thought about urban form.

Moving Smart and Flexible Working from Theory to Practice

How to Manage Organisational Change

The Integration of Work and Personal Life

Flexible Working

Work-Life Integration