

Field Guide To Consulting And Organizational Development

How many IT books have you read that are long on theory and short on practical application? They are interesting, but not very impactful. They provide a framework from which to think and understand, but lack a process from which to act. Addressing this urgent need for the IT community, The Lean IT Field Guide explains how to initiate, execute, and sustain a lean IT transformation. Illuminating a clear path to lean IT, the authors integrate more than two decades of combined

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experience to provide you with a proven method for creating and sustaining a true lean IT workplace. This field guide not only highlights the organizational techniques of more agile and lean processes, but also the leadership work required to help management adopt these new approaches. Based on proven methods from different industries, including banking, manufacturing, insurance, food and beverage, and logistics, the book details a clear model that covers all the components you need to achieve and sustain a favorable work environment and culture in support of lean IT. Filled with anecdotes and case studies from actual businesses, the book includes pictures, templates, and examples that

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illustrate the application of the lean methods discussed. **Leading Systems Change in Public Health: A Field Guide for Practitioners** is the first resource written by public health professionals for public health professionals on how to improve public health by utilizing a systems change lens. Edited by leaders from the de Beaumont Foundation and the University of Illinois Chicago School of Public Health with chapters written by a diverse array of public health leaders, the book provides an evidence-based framework with practical strategies, processes, and tools for enacting meaningful change. Complete with engaging stories and tips to illustrate concepts in action, this book is the essential guide for current and future

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public health leaders working within and across individual, interpersonal, organizational, cross-sector, and community levels. The book addresses subjects such as change leadership, health equity, racial justice, power sharing, and readiness for change. It addresses best practices for enacting change at different levels, including at the personal, interpersonal, organizational, and team or cross-sector level, while describing the factors, the processes, skills, and tools required for leading complex change. It not only covers the process of leading systems change but also the importance of community organizing and coalition building, identifying a shared understanding of the problem, how to leverage

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the lessons of implementation science, and how to understand the relationship between sustainability and public health. Practical examples and stories highlight challenges and opportunities, systems change in action, and the importance of crisis leadership – including lessons learned from the COVID-19 pandemic. Key Features: Enables practitioners to improve public health by utilizing a systems change approach Applies systems change strategies to help discover solutions for improved community health equity and racial justice Integrates practical public health examples and stories from innovative leaders in the field Includes tools for how to implement internal processes that generate creative and

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effective system change leadership

This practical field guide contains many of the checklists necessary to guide the first responder step-by-step through procedures, tactics, and forensic techniques used in sudden death and violent death investigations.

Using these protocols, techniques and checklists will ensure that a proper and complete investigation is undertaken at the death scene. Covers basic

investigation protocols as well as protocols for sexual assault Contains diagrams on how to search the scene, how to sketch the scene, and physical evidence guidelines as well as a forensic photography primer

Includes a detailed checklist of who, what, where, when,

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why and how

The companion to the bestselling book on leading change, *Still Moving* *Still Moving Field Guide* is a companion to the bestselling *Still Moving: How to Lead Mindful Change*. Designed as a practical resource, the *Field Guide* takes the reader on a journey to hone their leadership skills in order to lead change with confidence. Step by step, readers will progress through the *Still Moving* concepts. New to the guide is the innovative *Change Vitality* model (an energizing holistic way of leading change) that puts all the *Still Moving* concepts into one effective picture. The author breaks down each element of the *Change Vitality* model and explores what

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the element is, how to recognize it, and why it helps leaders lead change well. The model also shows how to rate your own leadership in a particular skill, and includes tales from the field on putting the skill into action. The guide also contains further reading and resources to help cultivate the skills presented. This important book: Offers a practical guide for developing the change leadership skills outlined in Still Moving Contains application stories with real life leaders in change Presents the Change Vitality model - a new, holistic and research-based framework for how to lead change with greater ease Provides an interactive immersion journey into the Still Moving content Includes

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spaces for journaling and self-reflection Written for all curious change leaders, change coaches, change consultants, and HR professionals, the Still Moving Field Guide is filled with practical ideas on how to use the Still Moving concepts with yourself, your team, and the wider systems you are seeking to transform.

An Insider's Guide to Building a Successful Consulting Practice

Field Guide to Nonprofit Program Design, Marketing and Evaluation

6 Steps to Unlimited Clients & Financial Freedom

Biz Books to Go - A Field Guide to Modern Marketing

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Homicide Investigation Field Guide

A Practical Field Guide

Whether you're a beginner just starting up a consulting practice, or a veteran looking for ways to invigorate your existing business, An Insider's Guide to Building a Successful Consulting Practice is an invaluable resource. Featuring real stories from consultants in diverse industries, the book offers simple yet powerful ways to:

- Identify a market and narrow your focus*
- Make a smooth transition from employee to independent consultant*
- Sell effectively even if you've never sold before*
- Establish visibility through speaking, writing, and networking*
- Build credibility by leveraging the credibility of others*
- Set prices based on value*
- Develop a marketing strategy and*

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divide your time between marketing and delivering your services • Keep plenty of work in your pipeline • Adapt and thrive in any market condition • And much more Complete with the results of an original survey of 200 successful independent consultants, this handy guide provides the kind of real-life advice you need to build a thriving business.

A Road Map for living and implementing the 10 Principles of The Energy Bus The Energy Bus Field Guide is your roadmap to fueling your life, work and team with positive energy. The international bestseller The Energy Bus has helped millions of people from around the world shift to a more positive outlook; the story of George and Joy bus driver has resonated with people from all walks of life,

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each with their own individual vision of "success." This guide is designed as a practical companion to help you live and share the ten principles every day, with real, actionable steps you can immediately put into practice in your life, work, team and organization. Navigate the twists and turns that sabotage success. Cultivate positive energy and bring out the best in your team. Create a compelling vision for your life and team. Cultivate positivity and remove negativity from your life and organization. Learn how every day people and organizations utilized the Energy Bus to create amazing success and results. Filled with insightful questions, practical action steps, best practices and inspiring case studies you'll be equipped to energize yourself and your team in new and powerful ways. Whether

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it's a family team, work team, sports team, or school team, everyone benefits from getting on the bus.

Winner of a Shingo Research and Professional Publication Award Information Technology is supposed to enable business performance and innovation, improve service levels, manage change, and maintain quality and stability, all while steadily reducing operating costs. Yet when an enterprise begins a Lean transformation, too often the IT department is either left out or viewed as an obstacle.

What is to be done? Winner of a 2011 Shingo Research and Professional Publication Award, this book shares practical tips, examples, and case studies to help you establish a culture of continuous improvement to deliver IT operational excellence and business value to your

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organization. Praise for: ...will have a permanent place in my bookshelf. —Gene Kim, Chief Technology Officer, Tripwire, Inc. ... provides an unprecedented look at the role that Lean IT will play in making this revolutionary shift and the critical steps for sustained success. —Steve Castellanos, Lean Enterprise Director, Nike, Inc. Twenty years from now the firms which dominate their industries will have fully embraced Lean strategies throughout their IT organizations. —Scott W. Ambler, Chief Methodologist for Agile and Lean, IBM Rational ... a great survival manual for those needing nimble and adaptive systems. —Dr. David Labby, MD, PhD, Medical Director and Director of Clinical Support and Innovation, CareOregon ... makes a major contribution in an often-ignored but much-needed area.

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—John Bicheno, Program Director MS in Lean Operations, Cardiff University ... a comprehensive view into the world of Lean IT, a must read! —Dave Wilson, Quality Management, Oregon Health & Science University

Consultants are playing an increasingly important role in the challenging world of nonprofits. Yet despite the demand for consulting services, nonprofit professionals often lack the necessary insight into how best to choose and work with a consultant. Nonprofit Consulting Essentials is a vital resource both for nonprofit leaders selecting and working with a consultant to guarantee the best use of their agency's resources, as well as consultants seeking a clear understanding of the more subtle dynamics that define a successful consulting practice working with

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social sector organizations. Drawing on Penelope Cagney's years of experience as a top-level nonprofit consultant, Nonprofit Consulting Essentials is filled with keen insights and in-depth interviews with the founders and leaders of influential consulting firms. Throughout the book, Cagney outlines a number of concrete consulting strategies that can serve as additional tools for managers seeking to resolve complex organizational development issues. Nonprofit Consulting Essentials also offers recommendations to nonprofit leaders and consultants to make their relationship the best it can be. Once a solid alliance is formed, they can tackle complex organizational challenges together, such as fundraising and marketing, governance and management, and organizational

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development. Cagney explores what it takes to make the consulting experience a success and covers vital topics such as: the key differences between consulting with nonprofits versus for-profit organizations, the primary areas of nonprofit consultation, making the consulting relationship work, the special ethical considerations of consulting in the sector, and understanding emerging trends in consulting. Nonprofit Consulting Essentials reviews the best practices and thinking in the nonprofit consulting practice, providing leaders and consultants a way to ensure a robust organization in the future. The Complete Field Guide to Modern Derailment Investigation Enabling and Sustaining Your Lean Transformation

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Get More Done In 12 Weeks Than Others Do In 12 Months
Physical Security and Safety

What Nonprofits and Consultants Need to Know

A Guide to Understanding Your Expertise

Measurement Demystified Field Guide

Though it's a potentially lucrative enterprise, the reality of independent consulting seldom matches the dream. Most solo consultants and boutique consulting firms are perpetually within six months of bankruptcy due to the sputtering unreliability of their new business engines. The problem, according to international consulting

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expert David A. Fields, is twofold: 1) lack of a consistent, proven plan, and 2) fundamental misunderstanding about what clients want in a consultant. Fields, who has helped hundreds of consultants and boutique firms worldwide build lucrative, sustainable practices, replaces the typical consultant's mindset of emphasizing expertise and differentiated processes with a focus on building relationships, engendering trust, and solving clients' existing problems. In *The Irresistible Consultant's Guide to Winning Clients: Six Steps to Unlimited Clients and*

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Financial Freedom, Fields synthesizes his decades of experience into a step-by-step approach to winning more projects from more clients at higher fees. From nuts-and-bolts business advice and tactics to a deeply insightful breakdown of the human side of a very human profession, Fields delivers a comprehensive guidebook that is at once highly approachable and satisfyingly detailed. Shows how the networking-averse can succeed by working with the very traits that make them hate traditional networking

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introvert who is also an enthusiastic networker. Includes field-tested tips and techniques for virtually any situation. Are you the kind of person who would rather get a root canal than face a group of strangers? Does the phrase "working a room" make you want to retreat to yours? Does traditional networking advice seem like it's in a foreign language? Devora Zack, an avowed introvert and a successful consultant who speaks to thousands of people every year, feels your pain. She found that most networking advice books assume that to succeed you have

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to become an outgoing, extraverted person. Or at least learn how to fake it. Not at all. There is another way. This book shatters stereotypes about people who dislike networking. They're not shy or misanthropic. Rather, they tend to be reflective - they think before they talk. They focus intensely on a few things rather than broadly on a lot of things. And they need time alone to recharge. Because they've been told networking is all about small talk, big numbers and constant contact, they assume it's not for them. But it is! Zack politely examines and then

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smashes to tiny fragments the "dusty old rules of standard networking advice. She shows how the very traits that ordinarily make people networking-averse can be harnessed to forge an approach that is just as effective as more traditional approaches, if not better.

Practical guidelines for implementing the six disciplines of breakthrough learning The Six Disciplines of Breakthrough Learning has become a standard for companies serious about increasing the return on their investment in learning and development. Now the authors help

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workplace learning professionals apply the concepts of their bestselling book. With real-world applications, case studies, how-to guidelines, and practical advice and examples for implementing the 6Ds, *The 6Ds Fieldbook: Beyond ADDIE* will help organizations substantially increase the return on investment and decrease "learning scrap," the potential value that goes unrealized in many learning and development initiatives. Helps OD professionals apply the concepts of the bestselling *Six Disciplines of Breakthrough Learning* Includes

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all new case studies, examples, tools, and best practices in use by organizations that have successfully used the 6Ds Taps into the experience and expertise of 6Ds practitioners Linking to social media to enhance the lessons of the book, The 6Ds Fieldbook is an easy-to-use and widely-applicable guide to getting the most from learning and development.

The Seven Principles of Professional Services details the prerequisite knowledge that every consultant must master when delivering complex professional services. Coupled with the author's

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and his industry colleagues' real life examples of success and failure, these principles provide every consultant with actionable guidance to improve their service quality. Professional services consultants are walking a dangerous high wire between the success of their customers and the ongoing success of their firm. To maintain balance and walk this tightrope successfully, a consultant needs a strong set of principles that can be relied upon in the heat of a customer engagement. Through detailed analysis of his own experience as a consultant, a

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customer, and a professional services executive, Shane describes in detail the seven principles of professional services that have led him and others to repeated success. If you have been a consultant for ten minutes or ten years, this book will help you assess how well you deliver your service today and enable you to identify ways to elevate it in the future. Doing so will benefit your customer, your firm and your career. The Flawless Consulting Fieldbook and Companion
Leading Systems Change in Public Health

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Networking for People Who Hate Networking

The EduProtocol Field Guide Math Edition

Critical Thinking with Statistics and the Scientific
Method

The Consultant's Handbook

The Irresistible Consultant's Guide to Winning
Clients

***This book serves as a comprehensive,
practical, and workshop-based program that
facilitates change agents to help
organizations and people develop cross
cultural skills and global competence. It is***

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grounded in the most rigorous and relevant theories, research, and learning methods and makes them easily accessible and fun to apply.

***Field Guide to Consulting and Organizational Development
A Collaborative and Systems Approach to Performance, Change and Learning
Field Guide to Consulting and Organizational Development with Nonprofits
A Collaborative and Systems Approach to Performance, Change and Learning
The Flawless Consulting Fieldbook and***

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**CompanionA Guide to Understanding Your
ExpertiseJohn Wiley & Sons**

SELLING THE INVISIBLE is a succinct and often entertaining look at the unique characteristics of services and their prospects, and how any service, from a home-based consultancy to a multinational brokerage, can turn more prospects into clients and keep them. SELLING THE INVISIBLE covers service marketing from start to finish. Filled with wonderful insights and written in a roll-up-your-sleeves, jargon-

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free, accessible style, such as: Greatness May Get You Nowhere Focus Groups Don'ts The More You Say, the Less People Hear & Seeing the Forest Around the Falling Trees.

Winner of the National Business Book Award From the New York Times bestselling author of The Organized Mind and This Is Your Brain on Music, a primer to the critical thinking that is more necessary now than ever We are bombarded with more information each day than our brains can process—especially in election season. It's raining bad data, half-

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truths, and even outright lies. New York Times bestselling author Daniel J. Levitin shows how to recognize misleading announcements, statistics, graphs, and written reports, revealing the ways lying weasels can use them. It's becoming harder to separate the wheat from the digital chaff. How do we distinguish misinformation, pseudo-facts, and distortions from reliable information? Levitin groups his field guide into two categories—statistical information and faulty arguments—ultimately showing

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how science is the bedrock of critical thinking. Infoliteracy means understanding that there are hierarchies of source quality and bias that variously distort our information feeds via every media channel, including social media. We may expect newspapers, bloggers, the government, and Wikipedia to be factually and logically correct, but they so often aren't. We need to think critically about the words and numbers we encounter if we want to be successful at work, at play, and in making the most of our

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lives. This means checking the plausibility and reasoning—not passively accepting information, repeating it, and making decisions based on it. Readers learn to avoid the extremes of passive gullibility and cynical rejection. Levitin's charming, entertaining, accessible guide can help anyone wake up to a whole lot of things that aren't so. And catch some weasels in their tracks!

Cross Cultural Competence

A Field Guide for Organisation Development

The Lean IT Field Guide

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16 Student-Centered Lesson Frames for Infinite Learning Possibilities How to Use the Six Disciplines to Transform Learning into Business Results A Literary Field Guide to Southern Appalachia Change Vitality At Your Fingertips

In the years following the publication of Patrick Lencioni's best-seller *The Five Dysfunctions of a Team*, fans have been clamoring for more information on how to implement the ideas outlined in the book. In *Overcoming the Five Dysfunctions of a Team*, Lencioni offers more specific, practical

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guidance for overcoming the Five Dysfunctions—using tools, exercises, assessments, and real-world examples. He examines questions that all teams must ask themselves: Are we really a team? How are we currently performing? Are we prepared to invest the time and energy required to be a great team? Written concisely and to the point, this guide gives leaders, line managers, and consultants alike the tools they need to get their teams up and running quickly and effectively. Top-level executives, middle managers and entry-level supervisors in nonprofit organizations need the

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¿nuts and bolts¿ for carrying out effective leadership and supervision, particularly in organizations with limited resources. This guide includes topics often forgotten in nonprofit publications, including: time and stress management, staffing, organizing, team building, setting goals, giving feedback, avoiding Founder¿s Syndrome, and much more. It also includes guidelines to ensure a strong working relationship between the Chief Executive Officer and the Board.

Getting acquainted with local flora and fauna is the perfect way to begin to understand the wonder of

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nature. The natural environment of Southern Appalachia, with habitats that span the Blue Ridge to the Cumberland Plateau, is one of the most biodiverse on earth. A Literary Field Guide to Southern Appalachia—a hybrid literary and natural history anthology—showcases sixty of the many species indigenous to the region. Ecologically, culturally, and artistically, Southern Appalachia is rich in paradox and stereotype-defying complexity. Its species range from the iconic and inveterate—such as the speckled trout, pileated woodpecker, copperhead, and black bear—to the

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elusive and endangered—such as the American chestnut, Carolina gorge moss, chucky madtom, and lampshade spider. The anthology brings together art and science to help the reader experience this immense ecological wealth. Stunning images by seven Southern Appalachian artists and conversationally written natural history information complement contemporary poems from writers such as Ellen Bryant Voigt, Wendell Berry, Janisse Ray, Sean Hill, Rebecca Gayle Howell, Deborah A. Miranda, Ron Rash, and Mary Oliver. Their insights illuminate the wonders of the mountain South,

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fostering intimate connections. The guide is an invitation to get to know Appalachia in the broadest, most poetic sense.

Are you ready to break out of the lesson-and-worksheet rut? Use The EduProtocol Field Guide to create engaging and effective instruction, build culture, and deliver content to K-12 students in a supportive, creative environment.

Field Guide to Consulting and Organizational
Development

A Field Guide for Developing Global Leaders and
Managers

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Field Guide to Leadership and Supervision for
Nonprofit Staff

Field Guide to Consulting and Organizational
Development with Nonprofits

A Field Guide for Successfully Walking the
Consulting Tightrope

Sharepoint 2010 Consultant's Handbook

The Seven Principles of Professional Services

The Bridge to Your L&D Measurement and Reporting
Strategy Building measurement skills is critical for talent
development professionals who seek to align their L&D
programs to business outcomes for organizational success.

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Designed to improve your measurement capability and advance the measurement maturity of your organization, the Measurement Demystified Field Guide presents a refresher on the talent development reporting principles framework and measurement strategy. While the Field Guide serves as a standalone volume, it is also a companion to the authors' first book, Measurement Demystified. In an easy-to-use workbook style, the Field Guide provides nearly 100 skill-building exercises of varying types to help you uncover what measurement work your organization is doing; assess organizational maturity and gaps; understand how to apply specific concepts; and determine what's right for your organization moving forward. It also offers interview

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questions to better understand users' wants and needs; case study exercises to test your knowledge gaps; and reflection questions that focus on your deepening knowledge and skill. You can write your answers in the book or use the resource on ATD's website. Achieving measurement maturity is a change effort requiring commitment and discipline. Understanding your current capabilities and gaps is an essential first step followed by determining where your organization wants to go in this area. Once both are achieved, you will be able to develop your desired measurement and reporting strategy—the bridge between where you are today and where you aspire to be. The Measurement Demystified Field Guide is that bridge. Maximize Your Return on Expertise Research shows a high

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proportion of consultants fail to deliver results on time, on budget, and on target. Rare is the project that exceeds your expectations. But help is here. The Executive's Guide to Consultants explains how to ensure that every project delivers measurable benefits every time. This book will help you find experts, invest wisely, accelerate change, and achieve your most important goals by tapping into the genius of others. The Executive's Guide to Consultants contains breakthrough ideas covered by no other book, including: Sophisticated new contract structures that maximize your ROI Essential methods for reducing project risk Cutting-edge techniques for making change stick after the consultant leaves You will also learn to: Spot "chameleons" and other low-quality consultants who

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peddle tired ideas and deliver disappointing outcomes Get better results faster, while lowering fees Find the ideal consultant, coach, agency, or advisor for your precise situation Enforce accountability with outside experts and your own internal team Imagine if you could collect the wisdom of dozens of the country's top CEOs, combine it with the experience of a hall-of-fame consultant, and add a bucketful of unconventional thinking. You'd have *The Executive's Guide to Consultants*. Easy to read and packed with examples, checklists, templates, and guidelines, this book is the ultimate toolkit for maximizing your ROI from outside experts. Get extraordinary results from every consultant you hire "An extraordinary book. Clear, comprehensive, and eminently

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readable, it is THE book on how you can extract true business value from outside experts." -- Scott Cotherman, Chairman, TBWA\WorldHealth, subsidiary of Omnicom Group, Inc.

"This is the Master Class for those who are smart, innovative, ahead of the pack, and who intend to stay that way. If you're not yet in that league, you should read this book twice." --

Alan Weiss, author, Million Dollar Consulting and The Consulting Bible "A terrific guidebook, with much of the advice equally applicable in managing your organization's internal talent. It's an easy, engaging read with a wealth of insights and detailed action steps--I highly recommend it." --

Brian Walker, President and CEO, Herman Miller, Inc. "A powerful antidote to the strained relationship between

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consultants and clients." -- Garry Ridge, CEO, WD-40

Company "This book shows you how to make your consultants' work stick. No more major investments in experts or programs that evaporate after only a few months or years."

-- De Lyle Bloomquist, President, Tata Global Chemicals

"Fields's messages are delivered in the way that all executives would like our outside resources to do it: capably, with straight talk and incredible insight." -- Ralph Scozzafava, Chairman and CEO, Furniture Brands

Update your thinking and avoid complacency with the 12 week year Are you ready to change your life? This hands-on template for implementing advice from the game-changing book *The 12 Week Year* is a study guide that makes it easy for

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anyone to apply the 12 week year to their own lives. Instead of getting bogged down in annualized thinking that produces pitfalls and saps productivity, follow along with this guide to redefine your "year" to be just 12 weeks long. By doing so, you'll avoid complacency, begin to focus on what matters most, create better clarity, and develop a sense of urgency so that "now" is always the right time to act. Applicable to business growth, career goals, and life in general, the 12 week plan will help you improve in any—or every—area. By closing the "knowing-doing gap," you'll discover how to execute on what you already know and greatly expand the boundaries of your capabilities. Learn to: Create your personal and business visions with step-by-step tips Develop your own 12 week plan

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by applying what you know to what you do Put over 10 years of field-tested content, exercises, and templates to work for you Build a 12 week commitment and apply the system to your own life and business Take back your life, improve your thinking, and advance your business or career by implementing real-world, hands-on methods in The 12 Week Year Study Guide.

How-To Guide Written By Practicing Professionals Physical Security and Safety: A Field Guide for the Practitioner introduces the basic principles of safety in the workplace, and effectively addresses the needs of the responsible security practitioner. This book provides essential knowledge on the procedures and processes needed for loss reduction, protection

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of organizational assets, and security and safety management. Presents Vital Information on Recognizing and Understanding Security Needs The book is divided into two parts. The first half of the text, Security and Safety Planning, explores the theory and concepts of security and covers: threat decomposition, identifying security threats and vulnerabilities, protection, and risk assessment. The second half, Infrastructure Protection, examines the overall physical protection program and covers: access and perimeter control, alarm systems, response force models, and practical considerations for protecting information technology (IT). Addresses general safety concerns and specific issues covered by Occupational Safety and Health Administration (OSHA) and fire protection

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regulations Discusses security policies and procedures required for implementing a system and developing an attitude of effective physical security Acts as a handbook for security applications and as a reference of security considerations

Physical Security and Safety: A Field Guide for the Practitioner offers relevant discourse on physical security in the workplace, and provides a guide for security, risk management, and safety professionals.

A Field Guide for the Practitioner

A Field Guide for Leaders, Managers, and Facilitators

How to Become a Sales Superstar by Using What You Already Know About the Game of Baseball

Lean IT

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15 Student-Centered Lesson Frames for Math Mastery

The EduProtocol Field Guide

The Scrum Field Guide

Organisation Development, as a field, is messy, imperfect and hard to get hold of - it is like nailing jelly to the wall. A Field Guide for Organisation Development offers a variety of perspectives and unparalleled experiences from practitioners and researchers who all share an interest and involvement in Organisation Development (OD). In it are multiple voices, mindsets and practices - not all of which necessarily agree with each other. Leading OD practitioners present a contemporary, practical

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guide that tackles the dilemmas and polarities that face anyone studying or practising within the OD arena, and encourages them to develop their own particular practice of OD in a way that is appropriate for their context, skills and preferences, while challenging them to look beyond what comes naturally. Here are new ways to support the growth and development of an organisation from modest endeavours that are small in scale to organisation-wide change programmes. A Field Guide for Organisation Development is as comprehensive a resource to support the practice of OD as can be found anywhere. It covers issues of organisational

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health as well as offering tools aimed at supporting practitioners to survive in the harsh realities of organisational life. It contains chapters on the OD practitioner, on groups, on culture, on data and evaluation. It offers perspectives on change, on the relationship between OD and HR, and on the use of external consultants.

Nonprofits have long needed a clear, concise, and completely practical guidebook about all aspects of designing, marketing and evaluating nonprofit programs. Now they have such a resource. This guide can be used to evolve strategic goals into well-designed programs that are guaranteed to meet the

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needs of clients, develop credible nonprofit business plans and fundraising proposals, ensure focused and effective marketing, evaluate the effectiveness and efficiencies of current programs in delivery of services to clients, evaluate program performance against goals and outcomes, and understand how a program really works in order to improve or duplicate the program.

Children are suffering from a hidden epidemic of child abuse and neglect. Every year more than 3 million reports of child abuse are made in the United States involving more than 6 million children. The United States has one of the worst records among

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industrialized nations – losing on average between four and seven children every day to child abuse and neglect. The WHO reports that over 40 million children, below the age of 15, are subjected to child abuse each year. Domestic violence in the home increases that risk threefold. Child Abuse Investigation Field Guide is intended to be a resource for anyone working with cases involving abuse, neglect or sexual assault of children. It is designed to be a quick reference and focuses on the best practices to use during a child abuse investigation. The guide explains the Minimal Facts Interview, the Forensic Interview, and the entire

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process from report to court. It is understood that every state has different statutes regarding these topics; however the objectives of recognizing, reporting, and investigating cases of this nature are the same. Just as every crime scene is different, every case involving a child is different. Best practices and standard procedures exist to help ensure cases are discovered, reported and investigated properly, to ensure good documentation is obtained to achieve prosecution and conviction. This field guide will be a useful tool for law enforcement, child protective services, social service caseworkers, child advocates, and other

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personnel and agencies working for the welfare of children. Includes protocols and best practices for child abuse investigations Explains the Multidisciplinary Team approach and why it is useful Describes the Minimal Facts Interview and the Forensic Interview Walks the reader from the initial report, through the investigation process, to pre-trial preparation and provides tips on court testimony Portable and affordable, the guide is tabbed for easy access of specific information while in the field and can ensure that team members are “on the same page throughout the investigation CMM Solutions is the latest release from Barnett

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Delivers the essential practical skills needed to consult and make sharp, well prepared interactions in a wide range of business situations This comprehensive handbook covers the fundamental skills and attitudes required by successful consultants from novice to practitioner level, irrespective of their specialist area. It untangles the key variables present in any consulting service and introduces practical ways to improve their effectiveness based upon the author's experience of helping consulting organisations to develop and excel in the marketplace. The book explores

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consulting 'from the ground up' steering away from theory and focusing instead on practical application, providing a solid platform upon which to build further domain-specific competence. The Consultant's Handbook provides: An understanding of the key variables that can be addressed in order to improve one's own consulting performance A set of simple practices that can be implemented with immediate benefit to the reader Practical insight into day-to-day real life consulting interactions Confidence to implement the new ideas and approaches This book details the prerequisite knowledge

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every consultant must master when delivering complex professional services. Coupled with the author's and his industry colleagues' real life examples of success and failure, these principles provide every consultant with actionable guidance to improve their service quality. Professional services consultants are walking a dangerous high wire between the success of their customers and the ongoing success of their firm. To maintain balance and walk this tightrope successfully, a consultant needs a strong set of principles that can be relied upon in the heat of a customer engagement. Through

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detailed analysis of his own experience as a consultant, a customer, and a professional services executive, Shane describes in detail the seven principles of professional services that have led him and others to repeated success. If you have been a consultant for ten minutes or ten years, this book will help you assess how well you deliver your service today and enable you to identify ways to elevate it in the future. Doing so will benefit your customer, your firm and your career.

The guide provides step-by-step instructions and worksheets to customize and implement a

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comprehensive nonprofit strategic plan ; that is relevant, realistic and flexible for the nonprofit organization. The guide describes the most useful traditional and holistic approaches to strategic planning. It also includes the most important tools and techniques to facilitate strategic planning in an approach that ensures strong participation and ownership among all of the planners. Emphasis is as much on implementation and follow-through of the plan as on developing the plan document. Hardcopy and online worksheets help you to collect and organize all of the results of their planning

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many unforeseen challenges. Some lose confidence in their ability to succeed; others muddle through, struggling to solve problems that others have already solved many times over. In this book Mitch Lacey brings together those solutions, helping new agile developers learn from others' experience quickly and painlessly. This engaging, realistic book systematically removes the pain of agile adoption, and breaks down the barriers to rapid success. The Scrum Field Guide is organized into 42 bite-size, practical tips - each supported with highly relevant real-world examples and case studies. Lacey presents a section of tips that apply to everyone on

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the agile team, from leaders to customers. Next, he offers sections specific to each role - including tips for management, program/project managers, team members, and product owners. Lacey answers the questions new agile adopters ask most often - including 'can I modify standard agile processes and still be agile?' and 'how on Earth can we release software within a short timeframe if we can't even do it in a long timeframe?' Along the way, he presents proven solutions for a wide variety of common problems - from prioritizing requirements to building release plans, creating workable software iterations to getting buy-in from skeptical executives.

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