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The First 90 Days
Strategies For New Leaders At
Updated And Watkins
Expanded Critical
Success Strategies

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For New Leaders At

All Levels Michael D

Watkins

The one primer you need to
develop your leadership

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skills. Put aside all the overhyped new frameworks, the listicles, the "10 best things you need to succeed as a leader today." The critical leadership practices--the ones that will allow a leader to make

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the biggest impact over
time--are well established.

They're about how you create
a vision and inspire others
to follow it. How you make
difficult strategic choices.
How you lead innovation. How
you get results. These

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fundamental skills are even
more important today as
organizations and teams
become increasingly
networked, virtual, agile,
fast-moving, and socially
conscious. In this
comprehensive handbook,

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Strategy and Change Experts
Strategies For New Leaders At
Ron Ashkenas and Brook
Manville distill proven
All Levels Michael D. Watkins
ideas and frameworks about
leadership from Harvard
Business Review, interviews
with senior executives, and
their own experience in the

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field--all to help rising
leaders stand out and have a
big impact. In the HBR
Leader's Handbook you'll
find: Concise explanations
of proven leadership
frameworks from Harvard
Business Review contributors

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such as Clayton M.

Christensen and Michael E.

Porter In-depth case studies

of senior leaders such as

Jim Wolfensohn at the World

Bank, Paula Kerger at PBS,

Darren Walker at the Ford

Foundation, and Jim Smith at

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Thomson Reuters Step-by-step
guidance to help you
understand and start
implementing six core
leadership practices:
building a unifying vision,
developing a strategy,
getting great people on

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board, focusing on results,
innovating for the future,
and leading yourself

Angel Olvera grew up in the
harsh streets of Los
Angeles, CA. Now a Network
Marketing veteran, he knows
what it takes to build a a

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successful organization. In
'Your First 90 Days in
Network Marketing, Mr Olvera
outlines the skills needed
and shares the tips and
tricks that will lead you to
a successful career in
Network Marketing. Whether

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you're just starting or
restarting your business,
this book will guide you to
success in Network
marketing.

Most married couples look
back on their first few
months of marriage as a

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roller-coaster time of
surprises, awakenings, and
lots of ups and downs. But
Eric and Leslie Ludy,
bestselling authors of *When
God Writes Your Love Story*,
show couples in this
practical, inspirational

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book how to transform the
whirlwind of the first days
of marriage into a sure
foundation that will support
them for a lifetime. The
Ludys teach men and women
readers how to use those
crucial first 90 days to

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develop all the necessary
habits for a happy,
satisfying marriage—habits
of kindness, forgiveness,
fun, warmth, reconciliation,
and patience. Filled with
down-to-earth advice and
questions for reflection,

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The First 90 Days of Marriage is destined to become a classic for newlyweds and engaged couples. And even if your marriage is well past those first 90 days, it's never too late to put these principles

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to work. You'll love the results.

Preparing For & Surviving The First 90-Days of the Principalship is a user friendly guide for aspiring or new principals as they transition into their new

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role. Using a conversational-
style writing approach,
readers will feel as if they
have a coach, mentor, or
experienced colleague
helping them prepare for
their first 90-days as a
campus leader. This book can

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benefit aspiring, new, and
experienced principals who
are interested in improving
their leadership capacity on
behalf of the students they
serve.

Think Like an Elite Warrior
to Lead and Succeed

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Summary of The First 90
Days, Updated and Expanded
The Consolidated Omnibus
Budget Reconciliation Act
90 Days to a New Life
Direction

The First 90 Days, Updated
and Expanded

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Strategies For New Leaders At
The Man Who Mistook His Job
for His Life

The 7 C's to Build a Winning
Team in Business, Sports,
and Life

*What is it about the top tech
product companies such as
Amazon, Apple, Google, Netflix*

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*and Tesla that enables their
record of consistent innovation?
Most people think it's because
these companies are somehow
able to find and attract a level of
talent that makes this innovation
possible. But the real advantage
these companies have is not so*

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*much who they hire, but rather
how they enable their people to
work together to solve hard
problems and create
extraordinary products. As
legendary Silicon Valley
coach--and coach to the founders
of several of today's leading tech*

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*companies--Bill Campbell said,
"Leadership is about recognizing
that there's a greatness in
everyone, and your job is to
create an environment where that
greatness can emerge." The goal
of EMPOWERED is to provide you,
as a leader of product*

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*management, product design, or
engineering, with everything
you'll need to create just such an
environment. As partners at The
Silicon Valley Product Group,
Marty Cagan and Chris Jones have
long worked to reveal the best
practices of the most consistently*

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All Levels INSPIRED, EMPOWERED*
*tackles head-on the reason why
most companies fail to truly
leverage the potential of their
people to innovate: product
leadership. The book covers: what*

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All* and Michael D. Watkins

*it means to be an empowered
product team, and how this is
different from the “feature
teams” used by most companies
to build technology products
recruiting and coaching the
members of product teams, first
to competence, and then to reach*

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their potential creating an inspiring product vision along with an insights-driven product strategy translating that strategy into action by empowering teams with specific objectives—problems to solve—rather than features to

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*build redefining the relationship
of the product teams to the rest
of the company detailing the
changes necessary to effectively
and successfully transform your
organization to truly empowered
product teams EMPOWERED puts
decades of lessons learned from*

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*the best leaders of the top
technology companies in your
hand as a guide. It shows you
how to become the leader your
team and company needs to not
only survive but thrive.*

*New York Times bestselling
author and award-winning*

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All Levels* Michael D. Watkins
educator Ron Clark applies his
successful leadership principles to
the business world in this
effective and accessible
guidebook, perfect for any
manager looking to inspire and
motivate his or her team.

Includes a foreword by bestselling

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author and Franklin Covey
Strategies For New Leaders At
executive Sean Covey. Teamwork
is crucial to the success of any
business, and as acclaimed
author and speaker Ron Clark
illustrates, the members of any
team are the key to unlocking
success. Imagine a company as a*

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bus filled with people who either help or hinder a team's ability to move it forward: drivers (who steer the organization), runners (who consistently go above and beyond for the good of the organization), joggers (who do their jobs without pushing

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themselves), walkers (who are just getting pulled along), and riders (who hinder success and drag the team down). It's the team leader's job to recognize how members fall into these categories, encourage them to keep the "bus" moving by

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*working together, and know when
it's time to kick the riders off. In
the tradition of Who Moved My
Cheese? and Fish!, Move Your Bus
is an accessible and uplifting
business parable that illustrates
Clark's expert strategies to
maximize the performance of*

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each member of a team. These
easy to implement techniques will
inspire employees and team
leaders alike to work harder and
smarter and drive the
organization to succeed.

*Whether challenged with taking
on a startup, turning a business*

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around, or inheriting a high-performing unit, a new leader's success or failure is determined within the first 90 days on the job. In this hands-on guide, Michael Watkins, a noted expert on leadership transitions, offers proven strategies for moving

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successfully into a new role at any point in one's career. The First 90 Days provides a framework for transition acceleration that will help leaders diagnose their situations, craft winning transition strategies, and take charge quickly. Practical

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examples illustrate how to learn about new organizations, build teams, create coalitions, secure early wins, and lay the foundation for longer-term success. In addition, Watkins provides strategies for avoiding the most common pitfalls new leaders

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*encounter, and shows how
individuals can protect
themselves-emotionally as well as
professionally-during what is
often an intense and vulnerable
period. Concise and actionable,
this is the survival guide no new
leader should be without. "Few*

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companies develop a systematic 'on-boarding' process for their new leaders, even though this is a critical function with major organizational implications. Michael Watkins's The First 90 Days provides a powerful framework and strategies that will

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enable new leaders to take
charge quickly. It is an invaluable
tool for that most vulnerable time-
the transition." -Goli Darabi,
Senior Vice President, Corporate
Leadership & Succession
Management, Fidelity
Investments "Every job-private-

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*or public-sector, civilian or
military-has its breakeven point,
and everyone can accelerate their
learning. Read this book at least
twice: once before your next
transition-before getting caught
up in the whirl and blur of new
faces, names, acronyms, and*

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*issues; then read it again after
you've settled in, and consider
how to accelerate transitions for
your next new boss and for those
who come to work for you."*

-Colonel Eli Alford, U.S. Army

*"Watkins provides an excellent
road map, telling us what all new*

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leaders need to know and do to accelerate their learning and success in a new role. The First 90 Days should be incorporated into every company's leadership development strategy, so that anyone making a transition in an organization can get up to speed

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*"Michael Watkins has nailed a
huge corporate problem and
provided the solution in one fell
swoop. The pressure on new
leaders to hit the ground running*

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has never been greater, and the likelihood and cost of failure is escalating. Watkins's timing with The First 90 Days is impeccable."
-Gordon Curtis, Principal, Curtis Consulting "The First 90 Days is a must-read for entrepreneurs.
Anyone who's been the CEO of a

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Expanded Critical Success Strategies For New Leaders At Start-up or Early-stage Company knows that you go through many 90-day leadership transitions in the course of a company's formative years. In this groundbreaking book, Michael Watkins provides crucial insights, as well as a toolkit of techniques,

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Strategies For New Leaders At
All Levels." -Mike Kinkead,

President and CEO, timeBLASTER
Corporation, serial entrepreneur,
and Cofounder and Trustee,
Massachusetts Software Council
The Leadership Transitions and

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Expanded Critical Success Team Building Collection includes two important books: The First 90 Days, Updated and Expanded, by Michael D. Watkins, and The Alliance, by Reid Hoffman, Ben Casnocha, and Chris Yeh.

Transitions are a critical time for leaders. In fact, most agree that

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moving into a new role is the biggest challenge a manager will face. While transitions offer a chance to start fresh and make needed changes in an organization, they also place leaders in a position of acute vulnerability. Missteps made

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during the crucial first three months in a new role can jeopardize or even derail your success. In The First 90 Days, Watkins offers proven strategies for conquering the challenges of transitions—no matter where you are in your career. The Alliance,

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coauthored by the founder of LinkedIn, introduces a new, realistic loyalty pact between employer and employee. The employer-employee relationship is broken, and managers face a seemingly impossible dilemma: the old model of guaranteed long-

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term employment no longer works in a business environment defined by continuous change, but neither does a system in which every employee acts like a free agent. The solution? Stop thinking of employees as either family or as free agents. Think of

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*them instead as allies. This bold
but practical guide for managers
and executives will give you the
tools you need to recruit,
manage, and retain the kind of
employees who will make your
company thrive in today's world
of constant innovation and fast-*

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paced change.

Modern Management and
Leadership

Your Next Move

The Unstuck Church

Move Your Bus

Now What?

Best Practice Essentials with

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Applications

Equipping Churches to Experience
Sustained Health

*"Whether you're going for that
promotion, looking to jump
ship, or change careers
entirely, Michael Watkins'*

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Your Next Move is a book you'll want to read." So starts the positive review of Your Next Move on the influential 800 CEO Read website. It's true that all leaders--no matter how seasoned--need guidance

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*through the professional
changes that define a career.
In fact, transitions into new
roles are the crucibles in
which leaders get their
toughest tests, and they're the
defining factor in professional*

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careers today. Yet far too often, leaders fail to transition effectively into new roles. The resulting costs are high, for individual careers and for organizations. In Your Next Move, leadership-transition

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*guru Watkins shows how you
can survive and thrive in all
the major transitions you will
face during your career-
including promotions, leading
former peers, on-boarding into
a new organization, making an*

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*international move, or turning
around or realigning an
organization. With real-life
examples and case studies,
Watkins illustrates the
defining hurdles associated
with each type of transition.*

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*He then provides the insights,
strategies, and tools you'll
need to accelerate through
these crucial turning points
and continue moving up in
your career. The necessary
complement to the author's*

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*bestselling guide The First 90
Days, which has been
translated in more than 20
languages worldwide, Your
Next Move offers the keen
observations, tried-and-true
management wisdom, and*

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*practical good sense Watkins
is renowned for. It's a vital
resource for any manager or
executive seeking to maintain
career momentum. To quote
the reviewer from above: "It's
not just about "moving" but*

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*about what happens when
those actions are taken.*

*Success or failure are the two
options, and which option you
emerge with will determine
what happens going forward.
Watkins' book definitely has*

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*the research and insight to
equip you for the better of the
two paths."*

*BUSINESS STRATEGY. "The 4
Disciplines of Execution "offers
the what but also how effective
execution is achieved. They*

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*share numerous examples of
companies that have done just
that, not once, but over and
over again. This is a book that
every leader should read!*
*(Clayton Christensen,
Professor, Harvard Business*

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*School, and author of "The
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*remember the last major
initiative you watched die in
your organization? Did it go
down with a loud crash? Or
was it slowly and quietly*

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*suffocated by other competing
priorities? By the time it finally
disappeared, it's likely no one
even noticed. What happened?
The whirlwind of urgent
activity required to keep
things running day-to-day*

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*devoured all the time and
energy you needed to invest in
executing your strategy for
tomorrow. "The 4 Disciplines
of Execution" can change all
that forever.*

Targeted at the time-poor,

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ambition-rich business leader, this fast, focused and practical book gives you the critical insights and practical tips you need to create and execute an effective plan for your first 100 days in a new role. It will help

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*you accelerate your leadership
success during this crucial
early phase. * *100 day
timeline approach - everything
you need to know, do and plan
in order to hit the key
milestones in your journey to*

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*leadership success. *100%
practical - structured
guidance, expert insights and
critical advice in immediately
implementable bite-sized
sections. *100 minute speed-
read - when you want results*

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*fast, this book is the answer to
the real-time challenge of your
first 100 days. Readers will
learn how to: * *Live up to the
time pressure and perform
better and faster as a new
leader. *Respond to*

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stakeholders when they are
looking for answers.

**Accelerate their leadership
performance in order to
accelerate their career. *Deal
with stress, feelings and
confidence issues As founder*

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*of First100, the author has a
platform to sell the books to
her client companies, which
include: BT, Vodafone,
Accenture and John West.
In one modest-sized volume,
this book offers three valuable*

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*sets of knowledge. First, it
provides best practice
guidance on virtually every
large-scale task a modern
manager may be involved
in—from recruiting and hiring
to onboarding and leading*

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*teams, and from employee
engagement and retention to
performance management and
working with difficult
employees. Second, it explains
the essential concepts and
practice of a range of effective*

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*leadership styles—including
(but not limited to) servant
leadership, crisis leadership,
change agent leadership, and
diversity and inclusion
leadership. Third, it offers
brief case studies from select*

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*CISOs and CSOs on how these
management and leadership
principles and practices play
out in real-life workplace
situations. The best practice
essentials provided throughout
this volume will empower*

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*aspiring leaders and also
enable experienced managers
to take their leadership to the
next level. Many if not most
CISOs and other leaders have
had very little, if any, formal
training in management and*

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*leadership. The select few that
have such training usually
obtained it through academic
courses that take a theoretical,
broad brush approach. In
contrast, this book provides
much actionable guidance in*

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*the nitty-gritty tasks that
managers must do every day.*

*Lack of management practical
knowledge puts CISOs and
CSOs at a disadvantage vis-a-
vis other executives in the C-
suite. They risk being*

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*pigeonholed as “security cops”
rather than respected business
leaders. Many articles on
these subjects published in the
press are too incomplete and
filled with bad information.
And combing through the few*

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high-quality sources that are out there, such as Harvard Business Publishing, can take hundreds of dollars in magazine subscription and book purchase fees and weeks or months of reading time.

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This book puts all the essential information into your hands through a series of concise chapters authored by an award-winning writer.

*The First 90 Days in
Government*

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*Medicare Hospice Benefits
How to Thrive at Work by
Leaving Your Emotional
Baggage Behind*

*The Way of the SEAL
An Employee's Guide to Health
Benefits Under COBRA*

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*The New Leader's 100-Day
Action Plan*

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*Master Your Next Move, with
a New Introduction*

***Describes the U.S.
deployment of forces in the
Persian Gulf, shows American***

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**weapons, tanks, and aircraft
sent to the region, and**

**includes a look at the allied
Arab forces**

**NFL head coach Mike Smith
lead one of the most
remarkable turnarounds in
NFL history. In the season**

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*prior to his arrival in 2008,
the Atlanta Falcons had a
4-12 record and the franchise
had never before achieved
back-to-back winning
seasons. Under Smith's
leadership, the Falcons
earned an 11-5 record in his*

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***first season and would go on
to become perennial playoff
and Super Bowl contenders
earning Smith AP Coach of
year in 2008 and voted Coach
of Year by his peers in 2008,
2010 and 2012. You Win in
the Locker Room First draws***

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Strategies For New Leaders At
Smith and Jon
Gordon—consultant to
numerous college and
professional teams—to
explore the seven powerful
principles that any business,***

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**school, organization, or
sports team can adopt to
revitalize their organization.
Step by step, the authors
outline a strategy for building
a thriving organization and
provide a practical framework
that give leaders the tools**

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***they need to create a great
culture, lead with the right
mindset, create strong
relationships, improve
teamwork, execute at a
higher level, and avoid the
pitfalls that sabotage far too
many leaders and***

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All Levels** **Michael D. Watkins**
**organizations. In addition to
sharing what went right with
the Falcons, Smith also
transparently shares what
went wrong his last two
seasons and provides
invaluable lessons leaders
can take away from his**

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***victories, success, failures
and mistakes. Whether it's an
executive leadership team of
a Fortune 500 company, a
sports team, an emergency
room team, military team, or
a school team successful
leaders coach their team and***

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***develop, mentor, encourage,
and guide them. This not only
improves the team, it
improves the leaders and
their relationships,
connections, and
organization. You Win in the
Locker Room First offers a***

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***rare behind-the-scenes look
at one of the most pressure
packed leadership jobs on the
planet and what leaders can
learn from these experiences
in order to build their own
winning team.***

The First 90 Days, Updated

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Review Press**

**"Starting from the Bottom" is
an interactive book that takes
you through your first 90 days**

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***in the workforce. Whether
you're a first-time intern or
full-time employee, this book
guides you from the
beginning of your journey to
day 90 and beyond!
Every Product Manager's First
90 Days***

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In the Way of the SEAL, ex-

Navy Commander Mark Divine

reveals exercises,

meditations and focusing

techniques to train your

mind for mental toughness,

emotional resilience and

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**uncanny intuition. Along the
way you'll reaffirm your
ultimate purpose, define
your most important goals,
and take concrete steps to
make them happen. A
practical guide for
businesspeople or anyone who**

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wants to be an elite
operator in life, this book
will teach you how to:

- Lead from the front, so that others will want to work for you
- Practice front-sight focus, the radical ability to focus on one thing until

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victory is achieved · Think
offense, all the time, to
eradicate fear and
indecisiveness · Smash the
box and be an unconventional
thinker so you're never
thrown off-guard by chaotic
conditions · Access your

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**Achieve twenty times more
than you think you can · and
much more Blending the
tactics he learned from
America's elite forces with
lessons from the Spartans,**

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samurai, Apache scouts, and
other great warrior
traditions, Divine has
distilled the fundamentals
of success into eight
powerful principles that
will transform you into the
leader you always knew you

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could be. Learn to think
like a SEAL, and take charge
of your destiny at work,
home and in life.

Named one of 100 Leadership
& Success Books to Read in a
Lifetime by Amazon Editors,
here is the world's most

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**trusted guide for anyone
taking on a new professional
role. Transitions are
critical times in your
career. In fact, moving into
a new role can be the
biggest challenge a leader
or manager will face. And**

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While a transition offers a chance to start fresh and create positive impact in an organization, it also places you in a position of acute vulnerability. Missteps made during the crucial first three months in a new role

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can jeopardize or even
derail your success. In this
newly revised and updated
edition of the international
bestseller The First 90
Days, Michael Watkins offers
proven strategies for
conquering the challenges of

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**transitions—no matter where
you are in your career.**

**Watkins, the world's
preeminent expert on
leadership transitions and
adviser to business leaders
around the world, also
addresses today's**

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**increasingly demanding
professional landscape,
where managers face not only
more-frequent transitions
but also steeper
expectations once they step
into their new jobs. Watkins
identifies the most-common**

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pitfalls new leaders encounter and provides the tools and strategies needed to avoid them. You'll learn how to secure critical early wins, an important first step in establishing yourself in a new role. Each

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chapter also includes
checklists, practical tools,
and self-assessments to help
you assimilate key lessons
and apply them to your own
situation. Whether you're
starting a new job, being
promoted from within,

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embarking on an overseas
assignment, or being tapped
as CEO, how you manage your
transition will determine
whether you succeed or fail.
Use this book as your
trusted guide.

The authors address the

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**crucial differences between
the private and public
sectors. This concise,
practical book provides a
roadmap to help new
government leaders at all
levels accelerate their
transitions.**

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**Your next professional move
can make or break your
career. Are you ready? In
business, especially today,
you are only as successful
as your next career
transition. Do well, and
you'll be on the fast track**

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All Levels Michael D. Watkins
to even more challenging
roles. Fail, and you could
irreparably harm your
career--and your
organization. In his
international bestseller *The
First 90 Days*, transition
guru Michael D. Watkins

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outlined a set of basic
principles for getting up to
speed quickly in new
professional roles. Since
that book was published
Watkins has worked with
thousands of leaders,
helping them to accelerate

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their transitions. These leaders posed challenging questions on how to apply the basic principles in real-life situations. The truth that emerged: the First 90 Days framework can be applied in every transition,

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**but the way you apply it is
entirely different when you
have been promoted to a
higher level than it is when
you are joining a new
organization or taking a
role in a different country.
Master Your Next Move**

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answers a distinct need,
focusing on the most common
types of transitions leaders
face and the unique
challenges posed by each.
Based on years of research,
and now with a new
introduction, this

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indispensable book explores
eight crucial transitions
virtually everyone
encounters during their
career, including promotion,
leading former peers,
onboarding into a new
company, making an

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international move, and
turning around a business in
crisis. With real-world
examples and many practical
models and tools, Master
Your Next Move is your guide
to surviving and thriving as
you make your next move . .

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Getting Up to Speed Faster
and Smarter
How to Take Charge, Build
Your Team, and Get Immediate
Results
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Ordinary People,
Extraordinary Products
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looking for the original
book, search this link:*

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<http://amzn.to/2hZfZkT>)

Transitions often pose bigger challenges than you will ever face, The First 90 Days, Updated and Expanded walks you through what you should do to conquer the adversities and seize the

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opportunities to grow as a professional. The First 90 Days, Updated and Expanded acts as a guide to help you avoid from feeling overwhelmed during a transition. Missteps at the start of your role

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*transition can be
detrimental to your career
and learning how to act in
each scenario will help you
secure early and much-needed
wins to accelerate your
professional growth.*

Transitions are tough but

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*not impossible to conquer
and with this book, you will
know exactly how to tame the
beast and excel in your
organization. (Note: This
summary is wholly written
and published by
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*affiliated with the original
author in any way) "Once
people perceive that change
is going to happen, the game
often shifts from outright
opposition to a competition
to influence what sort of
change will occur." -*

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*Michael D. Watkins The First
90 Days, Updated and*

*Expanded offers you
checklists, practical tools
and self-assessments to
ensure that you are taking
in all the necessary
information to excel in your*

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*organization during a
transition. You will also be
guided through every aspect
of the transition scenario,
tackling both common
occurrences and some odd
ones to help you handle
every situation that may*

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Expanded Critical Success Strategies For New Leaders At All Levels Michael D. Watkins stresses the importance of not focusing where you are but where you want to be. It doesn't matter if you're just starting a new job or getting promoted to a big

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position, knowing how to handle your transition will be a key aspect to your success so it's important to be prepared. P.S. The First 90 days is an extremely useful book that will help you have a better grasp of

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*any situation that may be
presented during your
transition. It's designed to
make you better so you can
reach the top faster. The
Time for Thinking is Over!
Time for Action! Scroll Up
Now and Click on the "Buy*

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Quality Summaries Delivers
Amazing Knowledge Awesome
Refresher Clear And Concise

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<http://amzn.to/2hZfZkT>

*Acclaimed church leader,
blogger, founder and chief
strategic officer of The
Unstuck Group, Tony Morgan
unpacks the lifecycle of a
typical church, identifies
characteristics of each*

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*phase, and provides
practical next steps a
church can take to move
towards sustained health.
Think about your church for
a moment. Is it growing? Is
it diminishing? Is it
somewhere in between?*

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*Acclaimed church leader,
blogger, and founder and
chief strategic officer of
The Unstuck Group, Tony
Morgan has identified the
seven stages of a church's
lifecycle that range from
the hopeful and optimistic*

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*days of launch, to the
stagnating last stages of
life support. Regardless of
the stage in which you find
your church, it carries with
it the world's greatest
mission—to "go and make
disciples of all the nations*

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*... "With eternity at
stake the Church should be
doing most everything within
its power to see lives
changed forever. The Church
should strive for the
pinnacle of the lifecycle,
where they are continually*

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making new disciples and experiencing what Morgan refers to as "sustained health." In The Unstuck Church, Morgan unpacks each phase of the church lifecycle, and offers specific and strategic next

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*steps the church leader can
take to find it's way to
sustained health . . . and
finally become unstuck. The
Unstuck Church is a call for
honest an assessment of
where your church sits on
the lifecycle, and a*

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challenge to move beyond it.

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Transitions often pose bigger challenges than you will ever face, The First 90 Days, Updated and Expanded walks you through what you should do to conquer the

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adversities and seize the opportunities to grow as a professional. The First 90 Days, Updated and Expanded acts as a guide to help you avoid from feeling overwhelmed during a transition. Missteps at the

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detrimental to your career
and learning how to act in
each scenario will help you
secure early and much-needed
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professional growth.

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*Transitions are tough but
not impossible to conquer
and with this book, you will
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beast and excel in your
organization. (Note: This
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change will occur." –

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*Expanded offers you
checklists, practical tools
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ensure that you are taking
in all the necessary*

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*information to excel in your
organization during a
transition. You will also be
guided through every aspect
of the transition scenario,
tackling both common
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ones to help you handle*

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*every situation that may
fall on your lap. Michael D.
Watkins stresses the
importance of not focusing
where you are but where you
want to be. It doesn't
matter if you're just
starting a new job or*

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*getting promoted to a big
position, knowing how to
handle your transition will
be a key aspect to your
success so it's important to
be prepared. P.S. The First
90 days is an extremely
useful book that will help*

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*you have a better grasp of
any situation that may be
presented during your
transition. It's designed to
make you better so you can
reach the top faster. The
Time for Thinking is Over!
Time for Action! Scroll Up*

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for a great companionship of
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original book.*

*This Harvard Business Review
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work of celebrated author
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Watkins on leadership
transitions, includes the
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*article, "How Managers
Become Leaders."*

*An Extraordinary New
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A revolutionary approach to understanding the emotional dynamics within our working lives. 'Nobody understands the everyday madness of working life better than Naomi Shragai.

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This book should be read by everyone who ventures anywhere near an office' - Lucy Kellaway You probably don't realise this, but every working day you replay and re-enact conflicts, dynamics and relationships from your past. Whether it's confusing an authority figure with a parent; avoiding

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conflict because of past squabbles
with siblings; or suffering from
imposter syndrome because of the
way your family responded to success,
when it comes to work we are all
trapped in our own upbringings and
the patterns of behaviour we learned
while growing up. Many of us spend

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eighteen formative years or more living with family and building our personality; but most of us also spend fifty years - or 90,000 hours - in the workplace. With the pull of the familial so strong, we unconsciously re-enact our personal past in our professional present - even when it holds us back.

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Through intimate stories, fascinating insights and provocative questions that tackle the issues that cause us most problems - from imposter syndrome and fear of conflict to perfectionism and anxiety - business psychotherapist Naomi Shragai will transform how you think about yourself and your working

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life. Based on thirty years of expertise and practice, Shragai will show you that what is holding you back is within your gift to change - and the first step is to realise how you, like the rest of the people you work with, habitually confuse your professional present with your personal past.

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If you are in business to sell consumer goods - or you want to be - you should be on Amazon.com. More than 90 million customers shop at Amazon. As its global business booms, Amazon is inviting all sorts of independent sellers - large and small businesses, individuals, and mom-and-pop shops -

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most successful and highly rated
sellers in Amazon history: - How to set
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worldwide sales volume with no up-
front cost, risk or advertising. - Run
your Amazon store from home, a
warehouse or a walk-in store-or
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fulfillment center. - Find bargain inventory; target niche markets for big profits. - Get tax deductions and write-

offs for business use of your home. -

Use Amazon as a stand-alone

business or a lead generator for an

existing business. - Pay lower sales

commissions on Amazon. - Sell your

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inventions, crafts or intellectual
property on Amazon. - Guard against
scammers and rip-off artists. -

Automate your business with easy-to-
use tools.

You just got hired! Congrats! Now
what? It takes most new product
managers six to eight months to reach

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full productivity. Most companies and managers don't have onboarding training designed specifically for product managers. This means you would spend half of your first year haphazardly gathering the bits of information you need to be an effective product manager. Every Product

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Manager's First 90 Days is the solution to this problem. With over 40 interactive exercises and 90 questions, you will systematically work your way through your company discovering the knowledge necessary to be successful. Know Your Role - Learn your responsibilities and what others

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expect of you. Know Your Team -

Learn who does what and what

strengths they bring to the

organization. Know Your Stakeholders

- Learn which people you need input

from on each aspect of the protect and

who to ignore. Know Your Customer -

Learn who uses your product and how

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they use it. Know Your Competition -
Learn who you are up against and
what makes your product unique in the
marketplace. Know Your History -
Learn how the product has evolved
and how that impacts the future. Know
Your Product - Learn your product
inside and out. Know Your Numbers -

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Learn what metrics are critical to focus on. Know Your Marketing - Learn what channels work and how your product is portrayed. Know Your Sales - Learn what closes a sale and what is being promised to customers. Know Your Future Product - Learn how you approach product management and

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what that means for where the product is headed.

The world's most trusted guide for leaders in transition
Transitions are a critical time for leaders. In fact, most agree that moving into a new role is the biggest challenge a manager will face. While transitions offer a chance

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to start fresh and make needed changes in an organization, they also place leaders in a position of acute vulnerability. Missteps made during the crucial first three months in a new role can jeopardize or even derail your success. In this updated and expanded version of the international

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bestseller *The First 90 Days*, Michael D. Watkins offers proven strategies for conquering the challenges of transitions—no matter where you are in your career. Watkins, a noted expert on leadership transitions and adviser to senior leaders in all types of organizations, also addresses today's

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increasingly demanding professional landscape, where managers face not only more frequent transitions but also steeper expectations once they step into their new jobs. By walking you through every aspect of the transition scenario, Watkins identifies the most common pitfalls new leaders

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encounter and provides the tools and strategies you need to avoid them.

You'll learn how to secure critical early wins, an important first step in establishing yourself in your new role. Each chapter also includes checklists, practical tools, and self-assessments to help you assimilate key lessons and

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apply them to your own situation.

Whether you're starting a new job,
being promoted from within,
embarking on an overseas
assignment, or being tapped as CEO,
how you manage your transition will
determine whether you succeed or fail.
Use this book as your trusted guide.

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You Win in the Locker Room First

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An Interactive Guide to Your First 90
Days at Work

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Stay on track with this guided sobriety journal for the first 90 days. The first few months of recovery from alcoholism can be the most challenging, full of conflicting thoughts and feelings that can make it difficult to stay on the right path. This guided journal encourages you to get out

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of your head and work through your cravings, insecurities, and emotions on paper. It's filled with 90 days of prompts and exercises to help you traverse the ups and downs of your sobriety journey--so you can begin living as your authentic self again. This alcoholism recovery journal includes: Daily prompts and

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practices--Reclaim your life from alcoholism one step at a time with a focused activity for each day, like breathing exercises, mindfulness meditations, simple visualizations, and journal entries. Weekly and monthly check-ins--Reflect on what you've learned and experienced, keep track of your self-care,

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and reaffirm why you're staying sober with frequent check-ins to help you stay motivated and accountable. Compatible with 12-step programs--These exercises can be completed on their own or in conjunction with a peer support group for alcoholism, like Alcoholics Anonymous or Secular Organizations for Sobriety.

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Congratulations, you're a manager! After you pop the champagne, accept the shiny new title, and step into this thrilling next chapter of your career, the truth descends

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like a fog: you don't really know what
you're doing. That's exactly how Julie

Zhuo felt when she became a rookie

manager at the age of 25. She stared at a
long list of logistics--from hiring to firing,
from meeting to messaging, from planning
to pitching--and faced a thousand
questions and uncertainties. How was she

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supposed to spin teamwork into value?
How could she be a good steward of her
reports' careers? What was the secret to
leading with confidence in new and
unexpected situations? Now, having
managed dozens of teams spanning tens to
hundreds of people, Julie knows the most
important lesson of all: great managers

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are made, not born. If you care enough to be reading this, then you care enough to be a great manager. The Making of a Manager is a modern field guide packed everyday examples and transformative insights, including: * How to tell a great manager from an average manager (illustrations included) * When you should

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look past an awkward interview and hire someone anyway * How to build trust with your reports through not being a boss * Where to look when you lose faith and lack the answers Whether you're new to the job, a veteran leader, or looking to be promoted, this is the handbook you need to be the kind of manager you wish you had.

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Over 55% of your day is spent listening; yet only 2% of us have been trained in how to listen. What is poor listening costing you? Do you rush from meeting to meeting, your head buried in the last conversation you had, without time to think of the next? Or feel frustrated with unproductive discussions where the

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loudest in the room adds limited insight and drowns out everyone else? We usually think of these situations as communication problems; that we have not spoken our needs correctly or clearly. Yet, conflict, chaos and confusion are the costs of not listening. Many communication and listening books say the most important

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person in a conversation is the speaker - not true! This pocket-sized guide will help you to reconnect with your innate gift of deep listening, to create the right space to listen to yourself before you listen to others. You'll learn to listen beyond the words that are spoken, to add context and meaning and listen in to what's not being

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said. Deep Listening will help you move from confusion and conflict to thoughtful, insightful and powerful discussions that will transform not just your work, but your whole life.

The role of Chief Operating Officer is clearly important. In fact, it's arguable that the number two position is the

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toughest job in a company. COOs play a critical part in executing the strategies developed by top management. And, in many cases, they are being groomed—or test-driven—as the firm's CEO-elect. Riding Shotgun provides unique insight into this little-understood role. The authors develop a framework that

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illustrates who the COO is, why a company should create this position, and what the challenges associated with this job entail. Drawing heavily on first-person accounts from top executives, the authors offer a set of strategies to inform individuals who aspire to serve as COO. With a new preface and conclusion, and

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even more interviews from some of the most established and important companies in today's economy, this book is a one-of-a-kind resource for the C-suite and the boardroom.

The First 90 Days of Sobriety: Recovering from Alcoholism

The Essential Companion to "The First 90

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The 4 Disciplines of Execution
Deep Listening

Leadership Transitions: The Watkins
Collection (4 Items)

The Making of a Manager

Make an Impact, Inspire Your

Organization, and Get to the Next Level

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The one primer you need to develop your managerial and leadership skills. Whether you're a new manager or looking to have more influence in your current management role, the challenges you face come in all shapes and sizes—a direct report's anxious questions, your boss's last-minute assignment of an important

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presentation, or a blank business case staring you in the face. To reach your full potential in these situations, you need to master a new set of business and personal skills. Packed with step-by-step advice and wisdom from Harvard Business Review's management archive, the HBR Manager's Handbook provides best practices on

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topics from understanding key financial statements and the fundamentals of strategy to emotional intelligence and building your employees' trust. The book's brief sections allow you to home in quickly on the solutions you need right away—or take a deeper dive if you need more context. Keep this comprehensive

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guide with you throughout your career and
be a more impactful leader in your

organization. In the HBR Manager's
Handbook you'll find: - Step-by-step
guidance through common managerial
tasks - Short sections and chapters that
you can turn to quickly as a need arises -
Self-assessments throughout - Exercises

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and templates to help you practice and
apply the concepts in the book - Concise
explanations of the latest research and
thinking on important management skills
from Harvard Business Review experts
such as Dan Goleman, Clayton
Christensen, John Kotter, and Michael
Porter - Real-life stories from working

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managers - Recaps and action items at the end of each chapter that allow you to reinforce or review the ideas quickly

The skills covered in the book include: -
Transitioning into a leadership role -
Building trust and credibility - Developing emotional intelligence - Becoming a person of influence - Developing yourself

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- as a leader - Giving effective feedback -
- Leading teams - Fostering creativity -
- Mastering the basics of strategy - Learning
to use financial tools - Developing a
business case

The Harvard Business Review Manager's
Handbook

Preparing for and Surviving the First

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