

Read Book  
Inclusion Nudges  
Guidebook  
**Inclusion  
Nudges  
Guidebook**

***With this  
volume's model  
programs to  
guide them,  
academic  
libraries and  
their staff can  
successfully***

Read Book  
Inclusion Nudges  
Guidebook

**strengthen  
their own DEI  
initiatives.  
In DIVERSITY,  
INCLUSION &  
BELONGING,  
Leila McKenzie-  
Delis explores  
how D&I today  
is about more  
than race,  
gender, age or  
sexuality, but**

Read Book  
Inclusion Nudges  
Guidebook

***extends to how people think via cognitive and neurodiversity, and, crucially, how we make people feel. Statistical research has long proven diverse teams equate to better***

Read Book  
Inclusion Nudges  
Guidebook

***business. Now we also know that, combined with diversity, inclusion, purpose and belonging are also paramount to bolster employee engagement, profit, performance***

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Inclusion Nudges  
Guidebook

***and growth,  
whilst  
enhancing  
innovation,  
brand equity,  
productivity  
and enabling  
talent  
attraction and  
retention. This  
book explores  
the innate  
human***

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Inclusion Nudges  
Guidebook

***requirement of belonging and what people and organisations alike really need in order to thrive. The book is about getting the most out of every single individual who***

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Inclusion Nudges  
Guidebook

***works with you  
whilst  
cultivating  
trust, empathy  
and inspiration.  
It provides a  
toolkit for  
existing leaders  
and those who  
aspire to lead  
and provides a  
framework for  
leading well in***

Read Book  
Inclusion Nudges  
Guidebook

***an ever-  
changing world.  
To promote  
behavioural  
change and  
improve  
decision  
making, we  
must work with  
the  
subconscious.  
Inclusion  
Nudges target***



Read Book  
Inclusion Nudges  
Guidebook

***the advantages  
and  
shortcomings of  
our  
unconscious  
mind and  
decision-  
making  
processes in  
order to obtain  
the desired and  
needed  
changes. In this***

Read Book  
Inclusion Nudges  
Guidebook

***Guidebook, the concept and the three types of Inclusion Nudges are fully explained and illustrated with over 70 practical interventions to promote behaviour, culture, and***

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Inclusion Nudges  
Guidebook

***systems change  
to mitigate  
unconscious  
bias and create  
more inclusive  
organisations.  
The Inclusion  
Nudges  
Guidebook is  
for those  
who...\*  
Struggle with  
getting a***

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Inclusion Nudges  
Guidebook

***change to  
'stick'.\* Want to  
improve  
decision  
making and  
performance.\*  
Are challenged  
with translating  
an ideal goal  
into behaviors  
to achieve that  
goal.\* Find it  
hard to***

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***understand  
what motivates  
people to make  
decisions.\*  
Want to get  
more people  
engaged in  
their work.  
Everyone can  
learn to design  
Inclusion  
Nudges. We  
believe that if***

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***all internal  
agents of  
organisational  
change master  
these  
techniques, our  
actions and  
behaviours will  
better leverage  
the full  
potential of all  
people, thereby  
producing more***

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***successful organisations. For this innovative concept and work, the authors, Lisa Kepinski & Tinna C. Nielsen, have been named to The Economist's Global Diversity List as "Top 10***

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Inclusion Nudges  
Guidebook

***Diversity  
Consultants" in  
November  
2015.***

***Embrace  
Diversity and  
Thrive As An  
Organization In  
the rapidly  
changing  
business  
landscape,  
harnessing the***



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***power of  
diversity and  
inclusion is  
essential for  
the very  
viability and  
sustainability of  
every  
organization.  
Talent who feel  
fully welcomed,  
valued,  
respected, and***

Read Book  
Inclusion Nudges  
Guidebook

***heard by their  
colleagues and  
their  
organizations  
will fuel this  
growth. We will  
only succeed in  
this  
transformation  
if those in  
leadership  
pivot from  
command and***

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Inclusion Nudges  
Guidebook

***control  
management  
styles to  
reinvent how  
we look at  
people, every  
organization's  
greatest asset.  
It's also critical  
that we build  
systems that  
embrace  
diversity in all***

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Guidebook

***its forms, from identity and background to diversity of thought, style, approach, and experience, tying it directly to the bottom line. Inclusion: Diversity, the New Workplace & the Will to***

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Inclusion Nudges  
Guidebook

***Change stands up and embraces what true diversity and inclusion represent to any organization in any industry-an opportunity. Open your heart and prepare to be***

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***inspired as  
award-winning  
entrepreneur,  
dynamic  
speaker, and  
respected  
diversity and  
inclusion expert  
Jennifer Brown  
shares proven  
strategies to  
empower  
members of***

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***your entire  
organization to  
utilize all of  
their talents  
and potential to  
drive positive  
organizational  
change and the  
future of work.  
Diversity at  
Work: The  
Practice of  
Inclusion How***

Read Book  
Inclusion Nudges  
Guidebook  
**can**

***organizations,  
their leaders,  
and their  
people benefit  
from diversity?  
The answer,  
according to  
this cutting-  
edge book, is  
the practice of  
inclusion.  
Diversity at***



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Guidebook

***Work: The Practice of Inclusion (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion—how to fully connect***

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Guidebook

***with, engage,  
and empower  
people across  
all types of  
differences. Its  
editors and  
chapter  
authors—all  
topic experts  
ranging from  
internal and  
external change  
agents to acade***

Read Book  
Inclusion Nudges  
Guidebook

***mics—effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing,***

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Guidebook

***designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors' diverse voices combine to***

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Guidebook

***provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed***

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***to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the***

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***practices  
needed to  
benefit from  
diversity. This  
comprehensive  
handbook:  
Explains how to  
conceptualize,  
operationalize,  
and implement  
inclusion in  
organizations.  
Connects***

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***inclusion to  
multiple  
dimensions of  
diversity  
(including  
gender, race,  
ethnicity,  
nationality,  
social class,  
religion,  
profession, and  
many others) in  
integrative***



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***ways,  
incorporating  
specific and  
relevant  
examples.  
Includes  
models,  
illustrations,  
and cases  
showing how to  
apply the  
principles and  
practices of***

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***inclusion.***

***Addresses***

***international***

***and***

***multicultural***

***perspectives***

***throughout,***

***including many***

***examples.***

***Provides***

***practitioners***

***with key***

***perspectives***

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***and tools for  
thinking about  
and fostering  
inclusion in a  
variety of  
organizational  
contexts.***

***Provides HR  
professionals, i  
ndustrial-  
organizational  
psychologists,  
D&I***

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***practitioners,  
and those in  
related  
fields—as well  
as anyone  
interested in  
enhancing the  
workplace—with  
a one-stop  
resource on the  
latest  
knowledge  
regarding***

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Guidebook

***diversity and  
the practice of  
inclusion in  
organizations.  
This vital  
resource offers  
a clear  
understanding  
of and a way to  
navigate the  
challenges of  
creating and  
sustaining***

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***inclusion  
initiatives that  
truly work. A  
division of the  
American  
Psychological  
Association and  
established in  
1945, the  
Society for  
Industrial and  
Organizational  
Psychology***

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***(SIOP) is the premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than***

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**7,000 members.  
Handbook of  
Blockchain,  
Digital Finance,  
and Inclusion,  
Volume 1:  
Cryptocurrency,  
FinTech,  
InsurTech, and  
Regulation  
explores recent  
advances in  
digital banking**



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**and**

***cryptocurrency,  
emphasizing  
mobile  
technology and  
evolving uses  
of cryptocurren  
cies as financial  
assets.***

***Contributors go  
beyond  
summaries of  
standard***

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***models to describe new banking business models that will be sustainable and will likely dictate the future of finance. The volume not only emphasizes the financial***

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Guidebook

***opportunities  
made possible  
by digital  
banking, such  
as financial  
inclusion and  
impact  
investing, but it  
also looks at  
engineering  
theories and  
developments  
that encourage***

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***innovation. Its  
ability to  
illuminate  
present  
potential and  
future  
possibilities  
make it a  
unique  
contribution to  
the literature.  
Explores recent  
advances in***

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***digital banking  
and  
cryptocurrency,  
emphasizing  
mobile  
technology and  
evolving uses  
of cryptocurren  
cies as financial  
assets Explains  
the practical  
consequences  
of both***

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***technologies  
and economics  
to readers who  
want to learn  
about subjects  
related to their  
specialties  
Encompasses  
alternative  
finance,  
financial  
inclusion,  
impact***

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***investing,  
decentralized  
consensus  
ledger and  
applied  
cryptography  
Provides the  
only advanced  
methodical  
summary of  
these subjects  
available today  
From***

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***incomparable  
storyteller and  
beloved  
diversity and  
inclusion  
expert, Steve L.  
Robbins, comes  
the 10th  
Anniversary  
Edition of his  
classic book  
used by scores  
of companies***



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***globally for  
diversity  
training. This  
10th  
anniversary  
edition of the  
beloved classic  
features 10 new  
stories written  
by Dr. Robbins  
that help  
readers gain  
deeper insight***

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***into the role  
our brains play  
in shaping our  
thoughts and  
actions, and  
what we can do  
to be more  
curious and  
open-minded in  
our diverse  
world. Based on  
his study of the  
fields of***

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***behavioural  
science and  
cognitive  
neuroscience,  
Robbins  
explores  
unconscious  
bias in many of  
its forms,  
including;  
availability  
bias,  
confirmation***

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Inclusion Nudges  
Guidebook

***bias, anchoring  
bias and others.  
What If? is a  
fun,  
unpretentious  
guide for  
individuals and  
organizations  
that will help  
break down  
defenses and  
shine a helpful  
light on human***

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Guidebook

***behaviour in a  
world filled  
with  
differences.  
Inclusion  
Nudges are  
practical  
designs to  
influence the  
unconscious  
mind to  
automatically  
be inclusive in***

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Guidebook

***daily actions,  
leadership, and  
decision-  
making.  
Inclusion  
Nudges are  
redesign of  
processes,  
reframing of  
perceptions, as  
well as eye-  
openers that  
motivate and***

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Inclusion Nudges  
Guidebook

***engage people  
in making  
inclusion the  
norm  
everywhere, for  
everyone.***

**Leveraging the  
Power of a  
Diverse  
Workforce  
Languages of  
Evaluation  
Six Factors to**

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Guidebook

**Fit**

**Practical**

**Techniques for**

**Changing**

**Behaviour,**

**Culture and**

**Systems to**

**Mitigate**

**Unconscious**

**Bias and Create**

**Inclusive**

**Organisations**

**100 Practical**



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**Techniques :**  
**Designs Based**  
**on Behavioural**  
**Insights : how**  
**You Can De-**  
**bias and**  
**Change Your**  
**Organisations**  
**and Society to**  
**be Inclusive as**  
**the Default and**  
**the Norm**  
**11 Key**

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**Concepts You  
Didn't Know  
You Didn't  
Know  
Finding Our  
Way  
A Primer for  
Investment  
Trustees  
100 How-To  
Behavioral  
Designs to De-  
bias and Make**

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**Inclusive**  
**Behavior,**  
**Culture, and**  
**Systems the**  
**Default and**  
**Norm**  
**How Change**  
**Happens**  
**Koreatown**  
**The REGTECH**  
**Book**  
**The Dabbler's**  
**Guide to**

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Guidebook

**Witchcraft  
Cryptocurrency,  
FinTech,  
InsurTech, and  
Regulation**

**Winner of the Fall  
2016 Parents'  
Choice FunStuff  
Award! Magic is  
real -- and it runs  
in the family -- in  
this charming  
fantasy**

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**adventure about a boy who must balance his magical education with the demands of big-brotherhood, perfect for fans of Jenny Nimmo and Angie Sage. Henry Leach the Eighth doesn't know it yet, but**

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**he's descended from a long line of wandmakers. That means he has inherited mysterious powers, a trunk full of strange artifacts... and a whole host of problems. His biggest problem at the moment,**

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**however, is his little sister, Brianna. She's always had a special talent for getting in his way. And she takes troublemaking to new heights when she's caught in the crossfire of**

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Guidebook

**Henry's first major spell! Heartfelt, funny, and imaginative, Wandmaker is sure to leave young readers spellbound. This book challenges received wisdom and the tendency to reduce**



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**philosophical  
issues of value to  
purely technical  
issues of  
measurement  
and  
management.  
"Dr. Robert  
Kushner, brings  
his novel way of  
tackling weight  
that starts with  
YOU - your**

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Guidebook

**lifestyle, your habits, your mindset. Through his latest research and development of the scientifically-validated Six Factor Quiz, he discovered the 6 factors that end up being major barriers to**

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**successful weight management.**

**Once you know your factors, you are given a personalized weight loss plan to help you eat better, be more active, gain energy, improve your mood, boost confidence and**

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Inclusion Nudges  
Guidebook

**find the fun in  
healthy living"--  
For years,  
Margaret  
Wheatley has  
written  
eloquently about  
humanizing our  
organizations and  
helping people to  
work together  
more effectively  
and**

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Guidebook

**compassionately.  
She has shown  
how  
breakthroughs in  
chaos theory and  
quantum physics  
can enable  
organizations to  
function more  
like responsive,  
self-organizing  
living systems,  
rather than cold**

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Guidebook

**mechanisms of control. And she has gradually expanded these ideas into the wider arena of human society. In short, Margaret Wheatley is one of the most innovative and influential organizational**

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Inclusion Nudges  
Guidebook

**thinkers of our time, and Finding Our Way brings together her shorter writings for the first time, touching on all the topics she has addressed throughout her career, showing how she has applied the ideas**

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Guidebook

**in her books s in many different situations. “The pieces presented here”, she writes, “represent ten years of work, of how I took the ideas in my books and applied them in practice in many different situations.**



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**However, this is not a collection of articles. I updated, revised, or substantially added to the original content of each one. In this way, everything written here represents my current views on**

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**the subjects I  
write about.”**

**Provocative,  
challenging, at  
times poetic, and  
often deeply  
moving, Finding  
Our Way sums up  
Wheatley's  
thinking on a  
diverse scope of  
topics from  
leadership and**

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**management to  
education and  
raising children  
in turbulent  
times; from  
societal  
commentary to  
specific  
organizational  
techniques and  
more.**

**The Regulatory  
Technology**

*Page 75/256*

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**Handbook The transformational potential of RegTech has been confirmed in recent years with US\$1.2 billion invested in start-ups (2017) and an expected additional spending of US\$100 billion by**

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Guidebook

**2020. Regulatory technology will not only provide efficiency gains for compliance and reporting functions, it will radically change market structure and supervision. This book, the first of its kind, is providing a**

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**comprehensive  
and invaluable  
source of  
information  
aimed at  
corporates,  
regulators,  
compliance  
professionals,  
start-ups and  
policy makers.  
The REGTECH  
Book brings into**

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**a single volume  
the curated  
industry  
expertise  
delivered by  
subject matter  
experts. It serves  
as a single  
reference point  
to understand  
the RegTech eco-  
system and its  
impact on the**

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**industry. Readers will learn foundational notions such as:**

- **The economic impact of digitization and datafication of regulation**
- **How new technologies (Artificial Intelligence, Blockchain) are**



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**applied to  
compliance •  
Business use  
cases of RegTech  
for cost-reduction  
and new product  
origination • The  
future regulatory  
landscape  
affecting  
financial  
institutions,  
technology**

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**companies and  
other industries  
Edited by world-  
class academics  
and written by  
compliance  
professionals,  
regulators,  
entrepreneurs  
and business  
leaders, the  
RegTech Book  
represents an**

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**invaluable  
resource that  
paves the way for  
21st century  
regulatory  
innovation.  
We all set  
healthcare  
intentions for  
ourselves. We  
want to do  
better. We want  
to feel better.**

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**What holds us  
back from  
succeeding?  
Behavioral  
science has  
uncovered a  
number of  
fundamental  
underlying  
human truths  
that reveal why  
people reject  
healthcare**

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**change. In this book, we teamed up a behavioral scientist and a healthcare communicator to work together to create one clear picture of what we know and how we can apply it in the everyday work of helping**

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Inclusion Nudges  
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**more people live  
healthier lives.  
Inside, you'll find  
nine principles of  
behavioral  
science that point  
to new ways to  
design  
communications,  
interventions and  
programs to help  
people make  
better, more**

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**confident  
decisions about  
their health. All  
while building the  
motivation to try  
and the resilience  
to try again when  
they have a  
setback along the  
way. Each  
principle comes  
with tools,  
examples, and**

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**new ideas to help  
quickly upskill  
you and your  
team on how to  
use what  
motivates people  
to unlock real  
change.**

**Challenge your  
assumptions  
about witchcraft,  
Paganism, and  
spiritual seeking**



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**and learn how to craft your own magical path with this timely and entertaining exploration of what it means to practice witchcraft from the host of the Inciting A Riot podcast. If you've ever wanted to**

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**burn your ex's  
old stuff in a  
trash can while  
drinking wine  
with your friends  
and reading tarot  
cards under the  
light of the full  
moon, you  
already know  
that magic is an  
essential part of  
our human**

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**existence. But  
what is magic,  
anyway? And are  
witches real?  
Where do I start  
if I want to build  
a deeper, more  
personal magical  
practice? (I  
mean...can I just  
make sh\*t up?)  
Perfect for  
anyone who has**

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**wanted to get a little witchy but not known where to start, The Dabbler's Guide to Witchcraft provides everything you need to discover more about modern witchcraft while forging your own**

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**magical path in a responsible and informed way. Fire Lyte takes us on a thoughtful, compulsively readable, and provocative journey, addressing topics such as: -Pop culture and witchcraft -The**

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**intersection of  
science and  
spirituality  
-Gatekeeping and  
inclusivity in the  
magical  
community  
-"Good" vs "bad"  
magic (spoiler  
alert: there's no  
such thing!) -Why  
a coffee pot or  
Dutch oven is just**

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**as effective as a cauldron He also provides eleven spell canvasses, perfect for beginners and practicing witches alike to expand their spell-casting repertoire. Whether you're just starting on**

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Guidebook

**your spiritual  
journey or recent  
events have  
inspired you to  
reexamine your  
current magical  
path, this  
humorous,  
practical, and  
insightful book  
provides a  
roadmap for  
anyone curious**



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Inclusion Nudges  
Guidebook

**about enriching  
their practice.  
INdivisible shows  
how  
organizations can  
bridge the gap  
between the  
promise and  
practice of  
inclusion.  
Challenging  
today's  
piecemeal**

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Guidebook

**approaches, it provides a comprehensive framework to achieve visible impact for business, society, and sustainability. It shows how everyone - senior leaders, middle managers and**

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**individuals -  
plays a  
part. Disruptive  
global challenges  
and shifting  
workforce  
expectations  
make it more  
important than  
ever to get  
inclusion right.  
Organizations  
need to draw on**

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**the skills,  
strengths and  
perspectives of  
the widest  
possible mix of  
people to find  
creative solutions  
and adapt to  
these changes.  
When inclusion  
flourishes, it  
galvanizes the  
whole working**

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**environment:  
attracting talent,  
fueling  
innovation,  
cultivating  
positive internal  
and external  
relationships,  
raising  
performance, and  
preparing  
organizations for  
the challenges**

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**ahead. Yet many companies struggle to achieve these desired business outcomes. Uncertain what inclusion really looks like, what action to take, or how to measure progress and impact, they too**

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**often focus on isolated initiatives. New thinking is needed to close the gap. In this powerful book, Alison Maitland and Rebekah Steele provide an effective way forward. They show why**

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**inclusion is indivisible from the way organizations operate and the results they achieve. They give solid facts supporting the business case and step-by-step guidance to make inclusion happen.**



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**Inclusion has to be more than an afterthought, more than a few questions in an employee engagement survey, more than offering people a sense of belonging, more than focusing only on single-**

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**identity  
marginalized  
groups, and more  
than an end in  
itself. Addressing  
the limitations of  
current  
initiatives, the  
book shows that  
an integrated  
strategy is  
needed to fully  
understand,**

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**measure and take  
action on  
inclusion. Drawing  
on their unique  
Inclusion  
IMPACT(R)  
approach,  
Maitland and  
Steele present a  
clear picture of  
what  
inclusiveness  
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**Mutualism**

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Now more than ever, it is essential to be an inclusive leader. When it comes to being a modern leader, your ability to manage a

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diverse team and make sure everyone feels respected and valued is one of the most essential skills to have. You might be a teacher trying to make your classroom a

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more inclusive environment for your students. Or maybe you are an entrepreneur who runs your own business with a diverse group of employees, and you want to get

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the best out of each of them. Or perhaps you head up a smaller organization or group that wants to facilitate collaboration across the entire team. If

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any of these sounds like you, then inclusion and diversity are important skills that you need to take the time to learn. With the social movements that point out workplace

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inequality and  
champion  
diversity, it is  
essential as a  
leader that you  
begin to realize  
that diversity in  
the workplace is  
no longer a "tick  
box" exercise  
for you to  
complete.



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Inclusive daily, monthly, and yearly practices, as well as diversity policies, will help take things one step further and are necessary to make sure every employee is

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treated fairly  
and no one  
suffers from  
prejudice or  
discrimination.  
The more you  
can grasp how  
to create,  
integrate, and  
implement  
inclusivity into  
your business,

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the more effective you will become as a leader of a diverse team that will be able to tackle even the most difficult projects. Not to mention all of the benefits that

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come from  
higher morale  
and productivity  
within your  
team. Inside  
Leadership in  
Diversity and  
Inclusion, you'll  
discover: How a  
team brimming  
with different  
cultural

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backgrounds  
can create  
better  
innovation and  
ingenuity The  
largest hurdles  
you will come  
up against as  
you attempt to  
be an inclusive  
leader and how  
to overcome

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them The true meaning behind the terms "microaggressions," "unconscious bias," "privilege," and "antiracism" and how these terms apply to your business Proven techniques that

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you can

implement to  
bring about  
major change  
and inclusive  
leadership ...  
and much more!  
If you sit in any  
type of  
leadership role,  
then you need  
to adopt

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important  
inclusion and  
diversity  
policies into  
your leadership  
style to make  
sure that your  
team is working  
at its highest  
potential. When  
everyone in a  
workplace feels



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like they are  
safe and valued,  
regardless of  
their ethnic,  
sexual, or  
religious  
backgrounds,  
you will have  
created a  
culture that  
leads to higher  
productivity and

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of the Special  
Issue "Disability  
Human Rights  
Law" that was  
published in  
Laws  
"The  
progressive  
twentieth  
century  
changed every

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facet of life for  
American  
workers--from  
how much life  
you could  
expect to have,  
to what you had  
the right to  
demand of it.  
But by 2027, a  
majority of  
American

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workers will go to work every day as a part of the gig economy, and without the traditional employer-sponsored safety net that baby boomers took for granted. And

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within a decade, a majority of Americans won't even be traditional employees. A new generation of workers--from low-wage service workers to white-collar freelancers--face

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s a landscape in which basic benefits like paid sick leave, pensions or 401Ks, disability benefits, or employer-sponsored healthcare are things of the past. Given these facts,

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America is  
either headed  
for an  
unprecedented  
social crisis, or  
a golden age of  
cooperative  
innovation. In  
the absence of  
government  
action,  
MacArthur



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Genius and  
longtime  
organizer Sara  
Horowitz has  
redefined the  
stakes of today's  
labor crisis,  
showing that  
the remedy to  
this shift in the  
way we work  
lies in a

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cooperative  
model rooted in  
the American  
experience.

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suffrage to the  
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movement to  
your local food  
co-op, these

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cooperative end  
eavors--which  
Horowitz calls  
"mutualist" mov  
ements--didn't  
exist to make a  
profit, but were  
rather economic  
engines for the  
social good, and  
were founded  
on a simple

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premise: People can join together to solve their own problems, even the most intractable ones. They don't necessarily need government, or private business, to do

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it for them. In Mutualism, Horowitz shows how this approach will be the framework on which the future safety net for American workers will rest. Horowitz demonstrates

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how mutualist  
structures are  
already helping  
us solve  
common  
problems--and  
where else they  
could be--by  
revisiting the  
little known  
origins of many  
household

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names, like  
Land O' Lakes,  
Ace Hardware,  
and REI to show  
how  
cooperatives are  
quietly driving  
rural and urban  
economies alike  
all over the  
world. Call it  
good business,

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call it good  
citizenship--Sar  
a Horowitz calls  
it Mutualism: an  
elegant solution  
to the current  
crisis of work,  
and a manifesto  
for a culture of  
collaborative  
cooperation"--  
Have you ever



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been in a  
training and  
marveled at how  
quickly the time  
flew by?

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enjoyed a  
meeting you  
were expecting  
to dread?

Learned  
something

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powerful about  
a topic you  
thought  
wouldn't engage  
you?

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intimate,  
vulnerable,  
transformative  
moment with a  
group of total  
strangers? Then

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you've

witnessed the  
magic of  
facilitation. Like  
all magic tricks -  
though they  
seem to defy  
reason when  
you're  
spectating for  
the first time -  
once the secrets

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of facilitation are unveiled to you, you'll look back with a bland obviousness. Of course that's how it's done. In this book, co-authors and social justice facilitators Sam

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Killermann and Meg Bolger teach you how to perform the favorite tricks they keep up their sleeve. It's the learning they've accumulated from thousands of hours of

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facilitating,  
debriefing,  
challenging, and  
failing; it's the  
lessons from  
their mentors,  
channeled  
through their  
experience; it's  
the magician's  
secrets,  
revealed to the

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public, because  
it's about time  
folks have the  
privilege of  
looking behind  
the curtain of  
facilitation and  
thinking of  
course that's  
how it's done.  
This book is  
highlights 11

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key concepts  
every facilitator  
should know,  
that most  
facilitators don't  
even know they  
should know.  
They are  
sometimes-tiny  
things that show  
up huge in  
facilitation. It's



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facilitators of all  
stripes, goals,  
backgrounds,  
and settings -  
and the  
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enjoyable,  
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lessons would  
benefit anyone  
who is

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insights to de-  
bias and  
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applying these  
Inclusion  
Nudges, you  
make inclusion  
the default and  
norm in all  
talent selection  
processes which  
is the  
foundation for  
successful  
organisations

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and communities. This action guide is for you who are involved in selecting people for jobs and composing diverse teams or in any other way involved in talent selection

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processes in  
your project,  
change  
initiative,  
organisation, or  
community.  
These work in  
online and in-  
person  
situations. This  
book is part of  
the Inclusion

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Nudges Action  
Guide Series. It  
contains 30  
specifically  
curated  
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enhanced with

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information, for  
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Diversity and  
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products from  
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inclusive  
organizations is  
an economic  
imperative for  
every industry.  
Any business  
that isn't  
reaching a  
diverse market  
is missing out  
on enormous

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potential and the opportunity to build products that suit their users' core needs. The economic “why” has been firmly established, but what about the “how?” How can

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business leaders  
adapt to our eve  
r-more-diverse  
world by  
capturing  
market share  
AND building  
more inclusive  
products for  
people of color,  
women and  
other underrepr

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Presented groups?

The Product  
Inclusion Team  
at Google has  
developed  
strategies to do  
just that and  
Building For  
Everyone is the  
practical guide  
to following in  
their footsteps.

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outlines what  
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self, and  
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delicious

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*Social problems in many domains, including health, education, social relationships, and the workplace, have their origins in human behavior. The documented links between behavior and social problems have compelled*



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*governments and organizations to prioritize and mobilize efforts to develop effective, evidence-based means to promote adaptive behavior change. In recognition of this impetus, The Handbook of*

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*Behavior Change*

*provides*

*comprehensive*

*coverage of*

*contemporary theory,*

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*summarizes current*

*evidence-based*

*approaches to*

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for current  
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behavior change and  
guidance on how to  
develop effective  
interventions to  
change behavior.  
Success has been  
hard to attain in*

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*recent years in*

*multilateral*

*disarmament and*

*arms control work.*

*Political problems*

*exist, but they are not*

*the sole problem.*

*Obstacles to progress*

*can be the unintended*

*consequences of past*

*practice, or they can*

*stem from the*

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*complex challenges those involved must deal with. Aspects of multilateral disarmament practice compound cognitive challenges that individuals face in managing their perceptions and interactions with others. While there is*

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*no way to ensure*

*success in*

*disarmament*

*endeavours,*

*multilateral*

*practitioners can*

*improve the chances*

*by recognising and*

*harnessing cognitive*

*diversity, as*

*humanitarian*

*perspectives in*

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*processes have shown. This book discusses practical suggestions to help achieve this.*

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Guidebook gives you  
more than 100  
examples of how you*



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*can reduce the  
influence of cognitive  
bias and increase  
inclusive decision  
making,  
collaboration,  
development,  
technology,  
leadership,  
innovation, and  
leverage the full  
potential of all*

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*target the shortcomings and strengths of the unconscious mind and promote inclusive behavior, culture, and systems as the default and the norm. This 3rd edition of the Inclusion Nudges Guidebook has 57*

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*all Inclusion Nudges  
from the 2nd edition  
(2016) have been  
significantly  
expanded with even  
more design guidance  
and science  
explaining why it  
works. This  
guidebook is also  
updated with  
examples for virtual*

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*settings, meetings,  
and collaboration.*

*Learn more on the  
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global initiative  
website <https://inclusion-nudges.org/>*

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bestseller and one of  
the most praised  
Korean cookbooks of  
all time, you'll*

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flavors of  
Koreatowns across  
America through this  
collection of 100  
recipes. This is not  
your average  
"journey to Asia"  
cookbook. Koreatown  
is a spicy, funky,  
flavor-packed love  
affair with the grit*

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*and charm of  
Korean cooking in  
America. Koreatowns  
around the country  
are synonymous with  
mealtime feasts and  
late-night chef  
hangouts, and Deuki  
Hong and Matt  
Rodbard show us  
why through stories,  
interviews, and over*

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*100 delicious, super-approachable recipes.*

*It's spicy, it's*

*fermented, it's sweet  
and savory and*

*loaded with umami:*

*Korean cuisine is*

*poised to break out in*

*the U.S., but until*

*now, the cookbooks*

*have been focused on*

*taking readers on an*



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*idealized Korean  
journey. Koreatown,  
though, is all about  
what's real and  
happening right here:  
the foods of Korean  
American  
communities all over  
our country, from  
L.A. to New York  
City, from Atlanta to  
Chicago. We follow*

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*Rodbard and Hong*  
*through those*  
*communities with*  
*stories and recipes*  
*for everything from*  
*beloved Korean*  
*barbecue favorites*  
*like bulgogi and kalbi*  
*to the lesser-known*  
*but deeply satisfying*  
*stews, soups, noodles,*  
*salads, drinks, and*

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*the many kimchis of  
the Korean American  
table.*

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gender pay gaps to*

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*the #MeToo*

*movement, it seems that every organization has finally recognised that change needs to happen. Despite this, true progress towards more inclusive workspaces has been excruciatingly slow and, in some cases,*

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*has grinded to a halt. Following extensive research and interviews at over 200 international businesses, Kathryn Jacob, Sue Unerman and Mark Edwards have discovered the major problem that is holding back the move towards greater*

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*diversity: where are all the men? Most men are not engaged with D&I initiatives in the workplace – at one extreme they may be feeling actively hostile and threatened by the changing cultural landscape. But others may be unmotivated to*

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*change – recognising  
the abstract benefits  
of diversity but not  
realising what's in it  
for them. Built upon  
this seemingly  
counterintuitive  
approach of bringing  
men into the  
conservation,  
Belonging is an  
accessible and*

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*comprehensive guide  
to achieving diversity  
that lasts.*

*The Multiplier Effect  
of Inclusion is a  
process that  
systemically creates  
greater problem-  
solving, creativity,  
and innovative ideas  
resulting in increased  
market share, process*



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*efficiencies, and  
business growth.*

*When leaders learn  
to apply inclusion  
effectively,  
organizations will  
realize the value of  
having a diverse and  
inclusive team that  
produces innovative  
products, solutions,  
and services. By*

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*following the  
roadmap within this  
book, you can design  
a strategic action plan  
to build and retain  
diversity, and  
cultivate a culture  
that leverages the  
Multiplier Effect of  
Inclusion.*

*Remove unconscious  
bias from business*

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*processes and create an environment of real inclusion where employees feel valued, able to be themselves and perform to their full potential while boosting company profits.*

*Human society is full of would-be "change*

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*agents," a restless mix  
of campaigners,  
lobbyists, and  
officials, both  
individuals and  
organizations, set on  
transforming the  
world. They want to  
improve public  
services, reform laws  
and regulations,  
guarantee human*

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*rights, get a fairer deal for those on the sharp end, achieve greater recognition for any number of issues, or simply be treated with respect. Striking then, why so many universities lack programs for social activists, to which students can*

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*turn for advice and inspiration. Instead, scholarly discussions of change are fragmented with few conversations crossing disciplinary boundaries, rarely making it onto the radar of those actively seeking change. This book*

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*bridges the gap  
between academia  
and practice, bringing  
together the best  
research from a  
range of academic  
disciplines and the  
evolving practical  
understanding of  
activists to explore the  
topic of social and  
political change.*

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*Drawing on many first-hand examples from the global experience of Oxfam, one of the world's largest social justice NGOs, as well as the author's insights from studying and working on international development, it tests ideas on how change*



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*happens and offers  
the latest thinking on  
what works to  
achieve progressive  
change.*

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*Transforming and*

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*Product Inclusion*

*Team*

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*potential, they are more engaged, more productive and often more creative.*

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*employee lifecycle,  
your supply chain,  
and through product  
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impact on your  
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*responsibility,  
negotiate effectively  
and confidently  
manage a project. It  
will teach you how to  
recruit and induct  
staff, make decisions  
fairly and consistently,  
build a productive  
team and  
environment and get  
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who want to*

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*forgiveness, not*

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*Joy Lo Dico, Evening Standard 'Be More Pirate feels so important as it looks to history to help us grip the future' Martha Lane Fox CBE, Founder of Lastminute.com 'This isn't a book, it's the beginning of a movement. Be More Pirate should come with a health warning'*

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of Digital Darwinism*

*'A refreshing,  
entertaining and  
inspiring perspective  
on work, leadership  
and why we do what  
we do' Bruce Daisley,  
VP, Twitter 'A  
controversial call to  
arms, this  
contrarianism is  
exactly what we need  
to course correct 'the*

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*corporation" Arlo  
Brady, CEO of Freud  
Communications -----  
Pirates didn't just  
break the rules, they  
rewrote them. They  
didn't just reject  
society, they  
reinvented it. Pirates  
didn't just challenge  
the status-quo, they  
changed  
everyfuckingthing.  
Pirates faced a self-*

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*interested*

*establishment, a  
broken system,  
industrial scale  
disruption and an  
uncertain future.*

*Sound familiar?*

*Pirates stood for*

*MISCHIEF,*

*PURPOSE and*

*POWER. And you can*

*too. In Be More*

*Pirate, Sam Conniff*

*Allende unveils the*



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*the rebellion. -----*

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*thought-provoking  
and often hilarious,  
this is an  
indispensable  
resource' Gretchen  
Rubin, author of The  
Happiness Project 'At  
last someone has  
provided clear steps  
for rejecting,  
deflecting, and  
deflating the jerks  
who blight our lives.  
Better still, that*

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*someone is the great Bob Sutton, which ensures that the information is useful, evidence-based, and fun to read' Robert Cialdini, author of Influence and Persuasion 'If only Bob Sutton's book had been available to help me deal with the full complement of 1st-class assholes I've*

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*encountered in my 50-year professional life. No names shall be mentioned' Tom Peters, co-author of In Search of Excellence Being around assholes, whether at work or elsewhere, can damage performance and affect wellbeing: having one asshole in a team has been*



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*shown to reduce performance by 30 to 40%. And social media has only given rise to further incivility -- 40% of people have experienced harassment online. In The Asshole Survival Guide, Stanford professor Robert Sutton offers practical advice on identifying and tackling any kind*

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*of asshole -- based on research into groups from uncivil civil servants to French bus drivers, and 8,000 emails that he has received on asshole behaviour. With expertise and humour, he provides a cogent and methodical game-plan. First, he sets out the asshole audit, to*

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*asshole blindness --  
when the problem  
might be yours truly.  
Readers will learn  
how to handle  
assholes - in the  
workplace and  
beyond - once and for  
all!*

*Boards provides a  
practical, realistic,  
thought-provoking  
and useful guide to  
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*member. It is split into three areas, Purpose, People and Process reflecting the three key areas of concern for any board. This is combined with the fourth section which sets out a series of real-life dilemmas for readers to practice on, making this book an ideal companion for anyone who is an*

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*together many of his workshops and development projects in communities, inclusion and human rights over the last twenty years. Full contents of this title:*

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