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This book focuses on the
nexus of language,
disciplinary content and

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knowledge communication
against the background
of the economic,
cultural and ideological
forces of Higher
Education's current push
for

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internationalisation. It suggests the need for a greater synergy between language and content experts and argues that change needs to be implemented through

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policy rather than on an ad-hoc basis by individual teachers. It is a call to action for English for Academic Purposes practitioners to find a way out of the

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silos of their own centres and work to assert influence over the wider context in which they work. The book begins and ends in the practice of

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teaching, with a focus throughout on understanding the barriers and enablers to that practice within a particular context.

***Over a half-million

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sold! The sequel, The Unicorn Project, is coming Nov 26*** “Every person involved in a failed IT project should be forced to read this book.”—TIM O'REILLY,

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Founder & CEO of
O'Reilly Media "The
Phoenix Project is a
must read for business
and IT executives who
are struggling with the
growing complexity of

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IT.”—JIM WHITEHURST,
President and CEO, Red
Hat, Inc. Five years
after this sleeper hit
took on the world of IT
and flipped it on it's
head, the 5th

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Anniversary Edition of The Phoenix Project continues to guide IT in the DevOps revolution. In this newly updated and expanded edition of the bestselling The

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Phoenix Project, co-author Gene Kim includes a new afterword and a deeper delve into the Three Ways as described in The DevOps Handbook. Bill, an IT manager at

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Parts Unlimited, has been tasked with taking on a project critical to the future of the business, code named Phoenix Project. But the project is massively

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over budget and behind schedule. The CEO demands Bill must fix the mess in ninety days or else Bill's entire department will be outsourced. With the

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help of a prospective board member and his mysterious philosophy of *The Three Ways*, Bill starts to see that IT work has more in common with a manufacturing

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plant work than he ever imagined. With the clock ticking, Bill must organize work flow streamline interdepartmental communications, and

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effectively serve the other business functions at Parts Unlimited. In a fast-paced and entertaining style, three luminaries of the DevOps movement deliver

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a story that anyone who works in IT will recognize. Readers will not only learn how to improve their own IT organizations, they'll never view IT the same

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way again. "This book is a gripping read that captures brilliantly the dilemmas that face companies which depend on IT, and offers real-world solutions."—JEZ

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HUMBLE, Co-author of
Continuous Delivery,
Lean Enterprise,
Accelerate, and The
DevOps Handbook ----
“I’m delighted at how
The Phoenix Project has

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reshaped so many conversations in technology. My goal in writing The Unicorn Project was to explore and reveal the necessary but invisible structures

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required to make developers (and all engineers) productive, and reveal the devastating effects of technical debt and complexity. I hope this

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book can create common ground for technology and business leaders to leave the past behind, and co-create a better future together.”—Gene Kim, November 2019

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A progressive, research-based approach for making learning visible
Based on the Reggio Emilia approach to learning,
VisibleLearners

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highlights learning through interpreting objects and artifacts, group learning, and documentation to make students' learning evident to teachers.

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Visible classrooms are committed to five key principles: that learning is purposeful, social, emotional, empowering, and representational. The

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book includes visual essays, key practices, classroom and examples. Show how to make learning happen in relation to others, spark emotional

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connections, give students power over their learning, and express ideas in multiple ways Illustrate Reggio-inspired principles and

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approaches via quotes,
photos, student and
teacher reflections, and
examples of student work
Offer a new way to
enhance learning using p
rogressive, research-

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based practices for increasing collaboration and critical thinking in and outside the classroom Visible Learners asks that teachers look

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beyondsurface-level to understand who students are, what they come to know, and how they come to know it.

The first of its kind—a Value Stream Mapping

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book written for those in service and office environments who need to streamline operations Value Stream Mapping is a practical, how-to guide that helps

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decision-makers improve value stream efficiency in virtually any setting, including construction, energy, financial service, government, healthcare,

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R&D, retail, and technology. It gives you the tools to address a wider range of important VSM issues than any other such book, including the psychology

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of change, leadership, creating teams, building consensus, and charter development. Karen Martin is principal consultant for Karen Martin & Associates,

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LLC, instructor for the University of California, San Diego's Lean Enterprise program, and industry advisor to the University of San Diego's Industrial and

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Systems Engineering program. Mike Osterling provides support and leadership to manufacturing and non-manufacturing organizations on their

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Lean Transformation Journey. In a continuous improvement leadership role for six years, Mike played a key role in Square D Company's lean transformation in the

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1990s.

Personal Kanban transformed how we think about our own personal productivity. Why Limit Your WIP will transform how organizations and

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teams think about and manage their work. The tale in this book will hurt, because you'll have undoubtedly lived with the consequences of people being stretched

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too thin, work constantly blocked or in queue, projects chronically late, and people getting burned out... Gene Kim author of The Phoenix Project

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from the Foreword We are distracted. We are overburdened. We are unfocused. Our work suffers for this. Our companies suffer for this. We snatch failure

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from the jaws of success. Limiting WIP is the breakthrough strategy for starting less and completing more. Written by Jim Benson, author of the

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Shingo Research Award
winning Personal Kanban,
urban planner, software
developer, and business
owner who has planned
and built everything
from small software

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projects, to houses, to urban freeway systems, Why Limit WP is told by someone who has watched many projects be born, run into problems, and ultimately fail due to

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overburden. This short work is the third in the Modus Cooperandi Mememachine series—which looks specifically at underlying issues that directly impact the

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success of teams, companies, and individuals. The Mememachine series is meant to start conversations and advance discussion.

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A proven program for enhancing students' thinking and comprehension abilities
Visible Thinking is a research-based approach to teaching thinking,

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begun at Harvard's Project Zero, that develops students' thinking dispositions, while at the same time deepening their understanding of the

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topics they study.
Rather than a set of fixed lessons, Visible Thinking is a varied collection of practices, including thinking routines?small sets of

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questions or a short sequence of steps?as well as the documentation of student thinking. Using this process thinking becomes visible as the students'

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different viewpoints are expressed, documented, discussed and reflected upon. Helps direct student thinking and structure classroom discussion Can be

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applied with students at all grade levels and in all content areas
Includes easy-to-implement classroom strategies The book also comes with a DVD of

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video clips featuring Visible Thinking in practice in different classrooms.

This booklet tells the story of Justin - a project manager who

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achieved remarkable results with his team by doing very simple things! This guide covers the core concepts of Kanban for knowledge work, and shows how

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limiting your amount of work-in-progress can lead to getting things done better and faster. Most business readers have heard of the Lean principles developed for

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factories—a set of tools and ideas that have enabled companies to dramatically boost quality by reducing waste and errors—producing more

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while using less. Yet until now, few have recognized how relevant these powerful ideas are to individuals and their daily work. Every person at a desk, drafting

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table, workstation, or operating table must (like a factory) deal with the challenge of reducing the waste that creeps into their work. The same Lean principles

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that have improved efficiencies on the factory floor can be just as powerful—in fact, far more so—in helping individuals boost personal

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performance. Winner of a 2013 Shingo Research and Professional Publication Award! A Factory of One: Applying Lean Principles to Banish Waste and Improve Your Personal

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Performance describes how you can foster a new mindset and improve your performance by applying Lean methods to your work. It translates powerful Lean tools such

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as visual management, flow, pull, 5S, and kaizen to your daily work, revealing how they can help to improve efficiency, reduce waste, and link you ever

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more closely to customer value. This practice will help you develop better self-awareness, more disciplined problem-solving skills, and the ability to self-correct

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errors. This book not only provides the tools, but also teaches you how to find the root causes underlying your inefficiencies so you can eliminate them

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permanently. It will enable you to immediately improve personal productivity while developing the skills needed for continuous improvement.

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It includes real-world examples that illustrate how these principles have been successfully applied across a range of industries. Providing the perfect mix of what-

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to-do with why-to-do it, the text details a step-by-step approach to applying Lean principles to your work. Listen to what Daniel Markovitz has to say about his new

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book, *A Factory of One*.
Part One – Part Two View
the book's website at
www.afactoryofone.com.
View the author's
website at [www.timebackm
anagement.com](http://www.timebackmanagement.com).

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What really sets the best managers above the rest? It's their power to build a cadre of employees who have great inner work lives—consistently

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positive emotions;
strong motivation; and
favorable perceptions of
the organization, their
work, and their
colleagues. The worst
managers undermine inner

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work life, often unwittingly. As Teresa Amabile and Steven Kramer explain in *The Progress Principle*, seemingly mundane workday events can make

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or break employees' inner work lives. But it's forward momentum in meaningful work-progress—that creates the best inner work lives. Through

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rigorous analysis of nearly 12,000 diary entries provided by 238 employees in 7 companies, the authors explain how managers can foster progress and

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enhance inner work life every day. The book shows how to remove obstacles to progress, including meaningless tasks and toxic relationships. It also

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explains how to activate two forces that enable progress: (1) catalysts—events that directly facilitate project work, such as clear goals and

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autonomy—and (2) nourishers—interpersonal events that uplift workers, including encouragement and demonstrations of respect and

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collegiality. Brimming with honest examples from the companies studied, *The Progress Principle* equips aspiring and seasoned leaders alike with the

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insights they need to maximize their people's performance.

[Promoting Reggio-Inspired Approaches in All Schools](#)
[How to Promote](#)

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Engagement,
Understanding, and
Independence for All
Learners
Visible Mending
A Leader's Guide to
Digital Transformation

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[The Unicorn Project](#)

In Team Topologies DevOps consultants Matthew Skelton and Manuel Pais share secrets of successful team patterns and interactions to help readers

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choose and evolve the right team patterns for their organization, making sure to keep the software healthy and optimize value streams. Team Topologies will help readers discover:

- Team patterns used

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by successful organizations. •
Common team patterns to avoid
with modern software systems.
• When and why to use
different team patterns • How
to evolve teams effectively. •
How to split software and align

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to teams.

Today's IT workers are drowning in nonstop requests for time, days filled to the brim with meetings, and endless nights spent heroically fixing the latest problems. This churn

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and burn is creating a workforce constantly on the edge of burnout. In this timely book, IT time management expert Dominica DeGrandis reveals the real crime of the century—time theft, one of the

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most costly factors impacting enterprises in their day-to-day operations. Through simple solutions that make work visible, Degrandis helps people round up the five thieves of time and take back their lives

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with timesaving solutions. Chock-full of exercises, takeaways, real-world examples, colorful diagrams, and an easy-going writing style, readers will quickly learn effective practices to create

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high-performing workflows within an organization.

An Ingredient Brand is exactly what the name implies: an ingredient or component of a product that has its own brand identity. This is the first

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comprehensive book that explains how Ingredient Branding works and how brand managers can successfully improve the performance of component marketing. The authors have examined more

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than one hundred examples, analyzed four industries and developed nine detailed case studies to demonstrate the viability of this marketing innovation. The new concepts and principles can easily be

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applied by professionals. In the light of the success stories of Intel, GoreTex, Dolby, TetraPak, Shimano, and Teflon it can be expected that component suppliers will increasingly use Ingredient Branding strategies

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in the future.

Channel happiness and find your purpose with stories from the world's leading minds Work is Love Made Visible offers the insights of some of the world's greatest thought leaders as

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they tackle one of life's most difficult treasure hunts: finding purpose. The word "purpose" is big. Very big. And heavy. It carries the weight of a lifetime of work and struggle; the weight of legacy, and the mass

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of days spent not doing something else. It's something we all grapple with at some point—some of us find our purpose, others spend a lifetime searching. A lucky few grow to realize they've been working

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their purpose all along. Most of us aren't quite that lucky; often, fulfilling your purpose requires some kind of change—career, lifestyle, habits, family—and what then? Are we selfish for the upheaval, or are we

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fulfilling destiny? Once we know our purpose, how do we pursue it? This book asked those very questions of people who have followed their purpose and succeeded on a global scale. Their un-distilled

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answers are here, lending you the wisdom of their experiences, their examples, inspiration, and motivations as they: Tackle the universal struggle with individual purpose and meaning Illustrate

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how personal thought patterns contribute to real-world action
Move challenges into the opportunities of their lives
Reveal how they arrived at their life's purpose, and what they sacrificed to get there We all

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want a meaningful life. We want to work together for a brighter future, we want to celebrate our differences and commit to good. We want to inspire others, nurture their talents, and help them grow.

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We want to look back one day on a life well-lived, and leave something behind that matters to the world. *Work is Love Made Visible* shows you how some of us have succeeded, and offers you insight and guidance

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so that you can do the same. The long-awaited follow-up to Making Thinking Visible, provides new thinking routines, original research, and unique global case studies Visible Thinking—a research-based

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approach developed at Harvard's Project Zero – prompts and promotes students' thinking. This approach has been shown to positively impact student engagement, learning, and

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development as thinkers. Visible Thinking involves using thinking routines, documentation, and effective questioning and listening techniques to enhance learning and collaboration in any

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learning environment. The Power of Making Thinking Visible explains how educators can effectively use thinking routines and other tools to engage and empower students as learners and transform

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classrooms into places of deep learning. Building on the success of the bestselling *Making Thinking Visible*, this highly-anticipated new book expands the work of the original by providing 18 new

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thinking routines based on new research and work with teachers and students around the world. Original content explains how to use thinking routines to maximum effect in the classroom, engage students

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exploration of big ideas, link thinking routines to formative assessment, and more.

Providing new research, new global case studies, and new practices, this book: Focuses on the power that thinking

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routines can bring to learning
Provides practical insights on
using thinking routines to
facilitate student engagement
Highlights the most effective
techniques for using thinking
routines in the classroom

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Identifies the skillsets and mindsets needed to truly make thinking visible Features actionable classroom strategies that can be applied across grade levels and content areas Written by researchers from

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Harvard's Project Zero, The Power of Making Thinking Visible: Using Routines to Engage and Empower Learners is an indispensable resource for K-12 educators and curriculum designers, higher education

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instructional designers and educators, and professional learning course developers. Making Work Visible Exposing Time Theft to Optimize Work & Flow IT Revolution Your team is stressed; priorities

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are unclear. You're not sure what your teammates are working on, and management isn't helping. If your team is struggling with any of these symptoms, these four case studies will guide you to project

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success. See how Kanban was used to significantly improve time to market and to create a shared focus across marketing, IT, and operations. Each case study comes with illustrations of the Kanban board and

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diagrams and graphs to help you see behind the scenes. Learn a Lean approach by seeing how Kanban made a difference in four real-world situations. You'll explore how four different teams used

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Kanban to make paradigm-changing improvements in software development. These teams were struggling with overwork, unclear priorities, and lack of direction. As you discover what worked for them,

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you'll understand how to make significant changes in real situations. The four case studies in this book explain how to: Improve the full value chain by using Enterprise Kanban Boost engagement, teamwork, and

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flow in change management and operations Save a derailing project with Kanban Help an office team outside IT keep up with growth using Kanban What seems easy in theory can become tangled in practice.

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Discover why "improving IT" can make you miss your biggest improvement opportunities, and why you should focus on fixing quality and front-end operations before IT. Discover how to keep long-term focus and improve

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across department borders while dealing with everyday challenges. Find out what happened when using Kanban to find better ways to do work in a well-established company, including running multi-team

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development without a project office. You'll inspire your team and engage management to make it easier to develop better products. What You Need: This is a case study book, so there are no software requirements.

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The book covers the relevant bits of theory before presenting the case studies.

Information Technology time management expert Dominica DeGrandis, the reveals the real crime of the century--time theft,

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one of the most costly factors impacting enterprises in their day-to-day operations. The solution to preventing these value stream delays? Make the work visible. In this timely book (title not final), solutions and

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preventative measures are illustrated and methodologies outlined for immediate application into daily work. Providing a unique insight into the global art market, this book discusses the flows of

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contemporary art, the migration of contemporary artists, and the worldwide diffusion of organisational models which the art market has recently witnessed.

[Organizing Business and](#)

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[Kanban from the Inside](#)

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[Making Culture Visible](#)

A new way of thinking about data science and data ethics that is informed by the ideas of intersectional feminism. Today, data science is a form of power. It has been used to expose injustice, improve health outcomes, and topple governments. But it has also been used to discriminate, police,

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and surveil. This potential for good, on the one hand, and harm, on the other, makes it essential to ask: Data science by whom? Data science for whom? Data science with whose interests in mind? The narratives around big data and data science are overwhelmingly white, male, and techno-heroic. In *Data Feminism*, Catherine D'Ignazio and Lauren

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Klein present a new way of thinking about data science and data ethics—one that is informed by intersectional feminist thought. Illustrating data feminism in action, D'Ignazio and Klein show how challenges to the male/female binary can help challenge other hierarchical (and empirically wrong) classification systems. They explain how, for

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example, an understanding of emotion can expand our ideas about effective data visualization, and how the concept of invisible labor can expose the significant human efforts required by our automated systems. And they show why the data never, ever “speak for themselves.” Data Feminism offers strategies for data scientists

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seeking to learn how feminism can help them work toward justice, and for feminists who want to focus their efforts on the growing field of data science. But Data Feminism is about much more than gender. It is about power, about who has it and who doesn't, and about how those differentials of power can be challenged and changed.

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As tech giants and startups disrupt every market, those who master large-scale software delivery will define the economic landscape of the 21st century, just as the masters of mass production defined the landscape in the 20th. Unfortunately, business and technology leaders are woefully ill-equipped to solve the problems posed by

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digital transformation. At the current rate of disruption, half of S&P 500 companies will be replaced in the next ten years. A new approach is needed. In Project to Product, Value Stream Network pioneer and technology business leader Dr. Mik Kersten introduces the Flow Framework—a new way of seeing, measuring, and managing

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software delivery. The Flow Framework will enable your company ' s evolution from project-oriented dinosaur to product-centric innovator that thrives in the Age of Software. If you ' re driving your organization ' s transformation at any level, this is the book for you.

First published in 2001. Making Culture

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Visible provides a fresh focus on the history of nineteenth-century photography. The narrative moves from a close focus on several selected events between 1847 and 1900, beginning with six industrial fairs of the 1840s-1860s to the looming presence of the Philadelphia Centennial Exhibition in the mid-1870s. The last two chapters deal

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with the exhibition work of the Smithsonian Institution ' s US National Museum in the 1880s and finally the collecting and displays of public libraries in the 1890s. The evolution of the increasingly complex social function of photography is clearly demonstrated.

The Phoenix Project wowed over a half-

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million readers. Now comes the Wall Street Journal Bestselling The Unicorn Project!

“ The Unicorn Project is amazing, and I loved it 100 times more than The Phoenix Project... ” —FERNANDO CORNAGO, Senior Director Platform Engineering, Adidas “ Gene Kim does a masterful job of showing how ... the efforts of many create

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lasting business advantages for all. ” —DR. STEVEN SPEAR, author of The High-Velocity Edge, Sr. Lecturer at MIT, and principal of HVE LLC. “ The Unicorn Project is so clever, so good, so crazy enlightening! ” — — CORNELIA DAVIS, Vice President Of Technology at Pivotal Software, Inc., Author of Cloud Native

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Patterns This highly anticipated follow-up to the bestselling title *The Phoenix Project* takes another look at *Parts Unlimited*, this time from the perspective of software development. In *The Unicorn Project*, we follow Maxine, a senior lead developer and architect, as she is exiled to the Phoenix Project, to the horror of her friends and

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colleagues, as punishment for contributing to a payroll outage. She tries to survive in what feels like a heartless and uncaring bureaucracy and to work within a system where no one can get anything done without endless committees, paperwork, and approvals. One day, she is approached by a ragtag bunch of misfits who say they want to

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overthrow the existing order, to liberate developers, to bring joy back to technology work, and to enable the business to win in a time of digital disruption. To her surprise, she finds herself drawn ever further into this movement, eventually becoming one of the leaders of the Rebellion, which puts her in the crosshairs of some familiar and very

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dangerous enemies. The Age of Software is here, and another mass extinction event looms—this is a story about rebel developers and business leaders working together, racing against time to innovate, survive, and thrive in a time of unprecedented uncertainty...and opportunity. “ The Unicorn Project

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provides insanely useful insights on how to improve your technology business. ” —DOMINICA DEGRANDIS, author of Making Work Visible and Director of Digital Transformation at Tasktop ——— “ My goal in writing The Unicorn Project was to explore and reveal the necessary but invisible structures

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required to make developers (and all engineers) productive, and reveal the devastating effects of technical debt and complexity. I hope this book can create common ground for technology and business leaders to leave the past behind, and co-create a better future together. ” —Gene Kim, November 2019

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In November 2008, John Hattie ' s ground-breaking book Visible Learning synthesised the results of more than fifteen years research involving millions of students and represented the biggest ever collection of evidence-based research into what actually works in schools to improve learning. Visible Learning for Teachers takes the next

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step and brings those ground breaking concepts to a completely new audience. Written for students, pre-service and in-service teachers, it explains how to apply the principles of Visible Learning to any classroom anywhere in the world. The author offers concise and user-friendly summaries of the most successful

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interventions and offers practical step-by-step guidance to the successful implementation of visible learning and visible teaching in the classroom. This book: links the biggest ever research project on teaching strategies to practical classroom implementation champions both teacher and student perspectives and contains step

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by step guidance including lesson preparation, interpreting learning and feedback during the lesson and post lesson follow up offers checklists, exercises, case studies and best practice scenarios to assist in raising achievement includes whole school checklists and advice for school leaders on facilitating visible learning in their institution

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now includes additional meta-analyses bringing the total cited within the research to over 900 comprehensively covers numerous areas of learning activity including pupil motivation, curriculum, meta-cognitive strategies, behaviour, teaching strategies, and classroom management. Visible Learning for Teachers is a must read for any student

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or teacher who wants an evidence based answer to the question; ‘ how do we maximise achievement in our schools? ’

Many organizations are facing the uphill battle of modernizing their legacy IT infrastructure. Most have evolved over the years by taking lessons from traditional or legacy manufacturing: creating a production

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process that puts the emphasis on the process instead of the people performing the tasks, allowing the organization to treat people like resources to try to achieve high-quality outcomes. But those practices and ideas are failing modern IT, where collaboration and creativeness are required to achieve high-performing, high-quality

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success. Mirco Hering, a thought leader in managing IT within legacy organizations, lays out a roadmap to success for IT managers, showing them how to create the right ecosystem, how to empower people to bring their best to work every day, and how to put the right technology in the driver's seat to propel their organization to success.

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But just having the right methods and tools will not magically transform an organization; the cultural change that is the hardest is also the most impactful. Using principles from Agile, Lean, and DevOps as well as first-hand examples from the enterprise world, Hering addresses the different challenges that legacy organizations face as they

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transform into modern IT departments. "Kanban is becoming a popular way to visualize and limit work-in-progress in software development and information technology work. Teams around the world are adding Kanban around their existing processes to catalyze cultural change and deliver better business agility. David J.

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Anderson pioneered the Kanban Method. Hear how this happened and what you can do to succeed using Kanban."--Publisher's website.

Transforming our organizations to compete and thrive in today ' s digital age requires a combination of “ old world thinking ” of quality and differentiation and “ new world

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thinking ” of meeting your market where it wants to be. But making your organization “ digital ” is a lot more than creating a compelling mobile app and moving to the cloud. To thrive in the new marketplace, you must think and act differently. In this leader ’ s guide to digital transformation, you ’ ll get practical, actionable information

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on building an employee and customer-obsessed culture that drives speed and efficiency while leveraging technology to sell better products and services. The guide will teach you how to: understand, articulate, and analyze the value you offer customers; get development and operations to work better together; persuade employees to do

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things differently; and solve problems in new and creative ways. Whether you work for a small, medium-sized, or large organization, you ' ll get meaningful guidance on overcoming obstacles that thwart success by learning from others.

Cultural policy intersects with political, economic, and socio-cultural dynamics at

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all levels of society, placing high and often contradictory expectations on the capabilities and capacities of the media, the fine, performing, and folk arts, and cultural heritage. These expectations are articulated, mobilised and contested at — and across — a global scale. As a result, the study of cultural policy has firmly established itself as

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a field that cuts across a range of academic disciplines, including sociology, cultural and media studies, economics, anthropology, area studies, languages, geography, and law. This Routledge Handbook of Global Cultural Policy sets out to broaden the field ' s consideration to recognise the necessity for international and global

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perspectives. The book explores how cultural policy has become a global phenomenon. It brings together a diverse range of researchers whose work reveals how cultural policy expresses and realises common global concerns, dominant narratives, and geopolitical economic and social inequalities. The sections of the book

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address cultural policy ' s relation to core academic disciplines and core questions, of regulations, rights, development, practice, and global issues. With a cross-section of country-by-country case studies, this comprehensive volume is a map for academics and students seeking to become more globally orientated cultural policy

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"I set myself the task of describing the 'humane, start with what you do now approach to change' not as a productivity tool, but as a management method built around a strong

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framework of values-a way to help organizations work better for their people, their customers, and other stakeholders." - Mike Burrows, author Kanban from the Inside takes a distinctive approach to the Kanban Method-using a system of nine values to explain what it is, to give insight into

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how its practitioners think, and to offer practical advice on how to apply it. Readers new to Kanban will understand why and how it works, while those with experience will appreciate its fresh perspective and the connections it makes with a range of related models. Part I draws on real-

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world experience to explain the Kanban Method through nine values: transparency, balance, collaboration, customer focus, flow, leadership, understanding, agreement, and respect. It also introduces Kanban's three Agendas and the Kanban Lens. Part II describes other models useful

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to understanding and applying the Kanban Method more effectively. It is a tour through related bodies of knowledge, including Systems Thinking, Lean, Agile, and Theory of Constraints. Part III is a step-by-step implementation guide that brings up to date the Systems Thinking Approach

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to Introducing Kanban (STATIK). It offers practical ways to capture and address in your Kanban implementation the needs of your organization, your colleagues, and your customers. -----

"This book is the new standard that I will recommend to anyone getting

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started with Kanban." -Wolfgang Wiedenroth, Kanban Trainer/Coach, it-agile "It is not focused just on the mechanics of the kanban board; rather it explains everything you need around it to keep a Kanban initiative moving."

-Klaus Leopold, Kanban Trainer/Coach, LEANability "This gave

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me a deeper understanding of familiar concepts and introduced concepts new to me." -Kevin Murray, Delivery Director, Valtech UK

Feedback is arguably the most critical and powerful aspect of teaching and learning. Yet, there remains a paradox: why is feedback so powerful

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and why is it so variable? It is this paradox which Visible Learning: Feedback aims to unravel and resolve. Combining research excellence, theory and vast teaching expertise, this book covers the principles and practicalities of feedback, including: the variability of feedback, the

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importance of surface, deep and transfer contexts, student to teacher feedback, peer to peer feedback, the power of within lesson feedback and manageable post-lesson feedback. With numerous case-studies, examples and engaging anecdotes woven throughout, the authors also

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shed light on what creates an effective feedback culture and provide the teaching and learning structures which give the best possible framework for feedback. Visible Learning: Feedback brings together two internationally known educators and merges Hattie's world-famous research expertise with

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Clarke's vast experience of classroom practice and application, making this book an essential resource for teachers in any setting, phase or country.

An overview of Xerox's social science tradition, with detailed case studies that show how client engagement was

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conducted over time.

On publication in 2009 John Hattie's Visible Learning presented the biggest ever collection of research into what actually work in schools to improve children's learning. Not what was fashionable, not what political and educational vested interests wanted to

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champion, but what actually produced the best results in terms of improving learning and educational outcomes. It became an instant bestseller and was described by the TES as revealing education's 'holy grail'. Now in this latest book, John Hattie has joined forces with cognitive psychologist

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Greg Yates to build on the original data and legacy of the Visible Learning project, showing how it's underlying ideas and the cutting edge of cognitive science can form a powerful and complimentary framework for shaping learning in the classroom and beyond. Visible Learning and the Science of

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How We Learn explains the major principles and strategies of learning, outlining why it can be so hard sometimes, and yet easy on other occasions. Aimed at teachers and students, it is written in an accessible and engaging style and can be read cover to cover, or used on a chapter-

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by-chapter basis for essay writing or staff development. The book is structured in three parts – ‘learning within classrooms’, ‘learning foundations’, which explains the cognitive building blocks of knowledge acquisition and ‘know thyself’ which explores, confidence and self-

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knowledge. It also features extensive interactive appendices containing study guide questions to encourage critical thinking, annotated bibliographic entries with recommendations for further reading, links to relevant websites and YouTube clips. Throughout, the

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authors draw upon the latest international research into how the learning process works and how to maximise impact on students, covering such topics as: teacher personality; expertise and teacher-student relationships; how knowledge is stored and the impact of cognitive load;

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thinking fast and thinking slow; the psychology of self-control; the role of conversation at school and at home; invisible gorillas and the IKEA effect; digital native theory; myths and fallacies about how people learn. This fascinating book is aimed at any student, teacher or parent requiring an

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up-to-date commentary on how research into human learning processes can inform our teaching and what goes on in our schools. It takes a broad sweep through findings stemming mainly from social and cognitive psychology and presents them in a useable format for students

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and teachers at all levels, from preschool to tertiary training institutes. Winner of the Shingo Publication Award Accelerate your organization to win in the marketplace. How can we apply technology to drive business value? For years, we've been told that the performance of software delivery

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teams doesn't matter?that it can't provide a competitive advantage to our companies. Through four years of groundbreaking research to include data collected from the State of DevOps reports conducted with Puppet, Dr. Nicole Forsgren, Jez Humble, and Gene Kim set out to find

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a way to measure software delivery performance?and what drives it?using rigorous statistical methods. This book presents both the findings and the science behind that research, making the information accessible for readers to apply in their own organizations. Readers will discover how to measure

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the performance of their teams, and what capabilities they should invest in to drive higher performance. This book is ideal for management at every level. Behind the steady stream of new products, technologies, systems and services in our modern societies there is prolonged and complicated battle

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around the role of users. How should designers get to know the users' interests and needs? Who should speak for the users? How may designers collaborate with users and in what ways may users take innovation into their own hands? The New Production of Users offers a rare

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overview of these issues. It traces the history of designer-user relations from the era of mass production to the present days. Its focus lies in elaborating the currently emerging strategies and approaches to user involvement in business and citizen contexts. It analyses the challenges in

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the practical collaborations between designers and users, and it investigates a number of cases, where groups of users collectively took charge of innovation. In addition to a number of new case studies, the book provides a thorough account of theories of user involvement as well as

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and offers further developments to these theories. As a part of this, the book relates to the wide spectrum of fields currently associated with user involvement, such as user-centered design, participatory design, user innovation, open source software, cocreation and peer production.

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Exploring the nexus between users and designers, between efforts to democratize innovation and to mobilize users for commercial purposes, this multi-disciplinary book will be of great interest to academics, policy makers and practitioners in fields such as Innovation Studies,

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Innovation Policy, Science and Technology Studies, Cultural Studies, Consumption studies, Marketing, e-commerce, Media Studies as well as Design research.

Would you like more out of work and life? Working Out Loud offers you ways to take control and make your

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own luck. Instead of playing career roulette, you invest in deepening relationships and developing your skills. Instead of networking to get something, you lead with generosity. To further improve your odds, you make your work visible and frame it as a contribution. Combined, these

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elements form a powerful approach to work and life. In *Working Out Loud*, you'll learn about research supporting this approach and read stories of people who've changed their lives by adopting it. Then you'll go through a twelve-week mastery program to put the approach into practice yourself and

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turn that practice into a sustainable habit.

To describe women in film history as 'invisible' may seem strange as throughout film history, women on the silver screen have given audiences their version of what it is to be a woman. And as film stars they have

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always been associated with the glamour of the film industry—the living embodiment of female attraction and pleasure. In *Making the invisible visible*, however, a group of researchers dissect the underrepresentation of women in areas of film culture often overlooked.

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Despite some significant differences—between countries, between eras, between kinds of job—production teams and film crews have almost always been men. Still today, many film professions are dominated by men. The authors explore women's scope for action in a

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variety of professional roles, based for example on discussions of LGBTQ+ identities in the film industry. The texts also present fresh perspectives on women actors and the nature of celebrity.

Making the Invisible Visible is a study of Asian Americans in the workplace

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and provides a framework through which to transform the same qualities that are contributing to this invisibility phenomenon into a positive leadership approach that provides a counterweight to balance the showmanship approach to leadership.

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"Productivity books focus on doing more. Jim and Tonianne want you to focus on doing better....Personal Kanban takes the same Lean principles from manufacturing that led the Japanese auto industry to

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become a global leader in quality, and applies them to individual and team work. Personal Kanban asks only that we visualize our work, and limit our work-in-progress."--Back cover.

We all have that favorite pair of

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jeans - no matter how baggy or worn they might become. In the movement against throw-away culture and fast fashion, learn how to pick up a needle and rediscover the forgotten techniques and the joy of mending. In Visible Mending,

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Arounna explores why we should mend, and how to mend a variety of different fabrics. Work through the illustrated step-by-step instructions that will demystify mending techniques and discover how these can be easily applied to old items to

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give them a fresh, modern look. Packed with skill-based projects, this book reveals how to patch jeans, embroider over tears, dye stains and use the Japanese art of Sashiko. Visible Mending is a book for those who want to learn how to

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make the most of their wardrobes, be less wasteful, more sustainable and add a personal touch to their garments.

A successful digital transformation must start with a conversational transformation. Today, software

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organizations are transforming the way work gets done through practices like Agile, Lean, and DevOps. But as commonly implemented as these methods are, many transformations still fail, largely because the organization

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misses a critical step: transforming their culture and the way people communicate. Agile Conversations brings a practical, step-by-step guide to using the human power of conversation to build effective, high-performing teams to achieve truly

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Agile results. Consultants Douglas Squirrel and Jeffrey Fredrick show readers how to utilize the Five Conversations to help teams build trust, alleviate fear, answer the “whys,” define commitments, and hold everyone accountable. These

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five conversations give teams everything they need to reach peak performance, and they are exactly what's missing from too many teams today. Stop focusing on processes and practices that leave your organization stuck with culture-

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less rituals. Instead, unleash the unique human power of conversation.

Increase profitability, elevate work culture, and exceed productivity goals through DevOps practices. More than ever, the effective

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management of technology is critical for business competitiveness. For decades, technology leaders have struggled to balance agility, reliability, and security. The consequences of failure have never been

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greater—whether it's the healthcare.gov debacle, cardholder data breaches, or missing the boat with Big Data in the cloud. And yet, high performers using DevOps principles, such as Google, Amazon, Facebook, Etsy, and

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Netflix, are routinely and reliably deploying code into production hundreds, or even thousands, of times per day. Following in the footsteps of The Phoenix Project, The DevOps Handbook shows leaders how to replicate these

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incredible outcomes, by showing how to integrate Product Management, Development, QA, IT Operations, and Information Security to elevate your company and win in the marketplace. While the official history of planning

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as a defined profession celebrates the state and its traditions of city building and regional development, this collection of essays reveals a flip side. This scrutiny of the class, race, gender, ethnic, or other biased agendas previously hidden in

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planning histories points to the need for new planning paradigms for our multicultural cities of the future.

Photos.

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Performance*