

1. Record Nr.	UNINA9910462204303321
Titolo	Handbook for strategic HR [[electronic resource]] : best practices in organizational development from the OD network / / edited by John Vogelsang ... [et al.]
Pubbl/distr/stampa	New York, : American Management Association, c2013
ISBN	1-283-68881-6 0-8144-3250-6
Edizione	[1st edition]
Descrizione fisica	1 online resource (673 p.)
Altri autori (Persone)	VogelsangJohn
Disciplina	658.3/01
Soggetti	Personnel management Organizational change Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Cover; Title; Copyright; CONTENTS; The Editors; Section 1 The Changing World of Human Resources; Introduction; 1. The Role of Organization Development in the Human Resource Function; 2. Organization Development and Human Resources Management; Section 2 Consulting and Partnership Skills; Introduction; Facilitation and the Consulting Process; The Core Skills Needed in Consulting on Process Issues; The Client-Consultant Relationship; The Consultant as Person; Partnerships Among the HR Business Partner, Leadership, Staff, and an Internal or External OD Consultant; 3. Facilitation 101 4. Action Research: The Anchor of OD Practice5. The Organization Development Contract; 6. The Seven Deadly Sins of OD Consulting: Pitfalls to Avoid in the Consulting Practice; 7. Notes Towards a Better Understanding of Process: An Essay; 8. The Consultant as Process Leader; 9. Working with the Client-Consultant Relationship: Why Every Step Is an "Intervention"; 10. Who Owns the OD Effort?; 11. Unraveling the "Who's Responsible?" Riddle; 12. Rules of Thumb for Change Agents; 13. If I Knew Then . . . : An Essay; 14. Who Is the Client Here?: On Becoming An OD Consultant 15. An Inner Blueprint for Successful Partnership Development: Putting a Relationship to Work16. Reflections on a Cross-Cultural Partnership

in Multicultural Organizational Development Efforts; Section 3 Use of Self as an Instrument of Change; Introduction; Use of Self: Our Instrument of Change; The Mental Realities We Build; Ethical Leadership; Covert Processes; 17. Managing Use of Self for Masterful Professional Practice; 18. Personal and Organizational Authority: Bringing the Self into a System of Work Relationships; 19. Diversity, Inclusion, and the Ladder of Inference
20. Mindfulness and Experiential Learning
21. Generative Conversations: How to Use Deep Listening and Transforming Talk in Coaching and Consulting; 22. Diversity and Social Justice: Practices for OD Practitioners; 23. Racism in the Workplace: OD Practitioners' Role in Change; 24. Quadrant Behavior Theory: Edging the Center the Potential for Change and Inclusion; 25. Ethical Leadership and OD Practice; 26. Diagnosing Covert Processes in Groups and Organizations; Section 4 Thinking Systemically and Strategically; Introduction; Systems Thinking: The Connectedness of Everything
An Evolving Understanding of Systems Thinking
Designing Organizations; Culture; Organic/Open Systems Models; Complex Adaptive and Dialogic Approaches; 27. General Systems Theory: What is it? Is There an Application Example for OD?; 28. Gestalt OSD and Systems Theory: A Perspective on Levels of System and Intervention Choices; 29. Towards a Behavioral Description of High-Performing Systems; 30. Chaos and Complexity: What Can Science Teach?; 31. The Postmodern Turn in OD; 32. Corporate Culture; 33. Trauma and Healing in Organizations
34. Diversity and Inclusion as a Major Culture Change Intervention

Sommario/riassunto

Things are changing in the world of human resources.

2. Record Nr.	UNINA9910480984303321
Autore	Kachi Yasuyuki <1969->
Titolo	Segre's reflexivity and an inductive characterization of hyperquadrics / / Yasuyuki Kachi, Eiichi Sato
Pubbl/distr/stampa	Providence, Rhode Island : , : American Mathematical Society, , [2002] ©2002
ISBN	1-4704-0361-7
Descrizione fisica	1 online resource (133 p.)
Collana	Memoirs of the American Mathematical Society, , 0065-9266 ; ; number 763
Disciplina	510 s 516.3/53
Soggetti	Varieties (Universal algebra) Algebraic cycles Intersection theory Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"Volume 160, number 763 (end of volume)."
Nota di bibliografia	Includes bibliographical references (pages 105-116).
Nota di contenuto	""Contents""; ""0. Introduction""; ""1. The universal pseudoa€quotient for a family of subvarieties""; ""2. Normal bundles of quadrics in X a€? The splitting type on lines""; ""3. Morphisms from quadrics to Grassmannians.""; ""4. Pointwise uniform vector bundles on non- singular quadrics""; ""5. Theory of extensions of families over Hilbert schemes.""; ""6. Existence of algebraic quotient a€? proof of Theorem 0.3""; ""A. Appendix. Deformations of vector bundles on infinitesimallyrigid projective varieties with null global ia€?forms""; ""References""