

1. Record Nr.	UNINA9910779218103321
Autore	Collins Margaret <1934->
Titolo	Young buddies [[electronic resource]] : teaching peer support skills to children aged 6 to 11 // Margaret Collins ; illustrated by Philippa Drakeford
Pubbl/distr/stampa	London, : Paul Chapman, c2005
ISBN	9781446266274 9781446212622 9781412911567 1-4462-4070-3 1-283-88036-9 1-4462-6627-3 1-4129-1989-4
Descrizione fisica	1 online resource (108 p.) : ill
Collana	Lucky Duck Books
Altri autori (Persone)	DrakefordPhilippa
Disciplina	372.0114
Soggetti	Helping behavior - Study and teaching (Elementary)
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"A lucky duck book."
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Cover; Contents; Introduction; How to Use This Training Scheme; Section 1 - The Role of the Buddy; Section 2 - Aims, Skills and Techniques; Section 3 - Responsibilities; Section 4 - Buddying, not Friendship; Section 5 - Positive Action; Section 6 - A Successful Buddy; Section 7 - From the Pal's Perspective; Appendix
Sommario/riassunto	Peer buddy systems have been demonstrated as very successful with older students. This text develops a programme for use with younger children for use at the stage when they are learning the skills of friendship & co-operation.

2. Record Nr.	UNINA9910164980603321
Autore	Baker Tim (Management consultant)
Titolo	Performance Management for Agile Organizations : Overthrowing The Eight Management Myths That Hold Businesses Back // by Tim Baker
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Palgrave Macmillan, , 2017
ISBN	9783319401539 331940153X
Edizione	[1st ed. 2017.]
Descrizione fisica	1 online resource (XIX, 228 p. 9 illus.)
Disciplina	658.3
Soggetti	Personnel management Strategic planning Leadership Industrial organization Technological innovations Human Resource Management Business Strategy and Leadership Organization Innovation and Technology Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Part I: The Agile Enterprise -- 1. Profit measures the past - Agility predicts the future -- 2. The characteristics of agility -- 3. Seven dimensions of agile performance -- Part II: Myths Blocking Agile Performance -- 4. Management Myth # 1-Job specification improves performance -- 5. Management Myth # 2-Quality systems and processes guarantee good outcomes -- 6. Management Myth # 3-The job description helps the employee understand their organizational role -- 7. Management Myth # 4-A business is best organized around functions -- 8. Management Myth # 5-A satisfied employee is a productive employee -- 9. Management Myth # 6-A loyal employee is an asset to the business -- 10. Management Myth # 7- A technically superior workforce is a pathway to a high performing business -- 11. Management Myth # 8-Employees can't be trusted with sensitive

information -- Part III: The Right Culture for Agile Performance -- 12. A new psychological contract for managing agile performance.

Sommario/riassunto

Agile is the new black. Every business now has to be adaptive, nimble and ready to pivot - managers have to be comfortable with ambiguity and constantly ready for change. And yet... While agility is regarded as essential for competitive advantage, most organizations are still unthinkingly applying people management practices, rooted in Frederick Taylor's scientific management philosophy of the early 20th century, designed to ensure consistency and efficiency on production lines but which actively prevent the sort of creativity and flexibility needed in the modern workplace. 100 years of scientific management has led to the creation of eight performance myths. Myths that impede the agility necessary to compete in the age of the knowledge worker but which are so instinctively embedded in management psyche that they go unchallenged despite the fact that the changing world of work has rendered them dysfunctional and counterproductive. Baker takes on eight dysfunctional people management practices originating from the scientific management and offers practical solutions for changing these practices. Through case studies and examples he demonstrates how the right workplace culture for promoting and applying agile decision-making consists of eight values shared by employer and employee - values that are polar opposite of the values and assumptions of traditional management styles. A new psychological contract that enables the collaborative working relationship necessary for agility to flourish.
