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Promote healthy dissent

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Judith Dwyer, Nicole Hopwood

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Mary Shapiro,2015-06-16 Great teams don t just happen How often have you sat in team meetings complaining to yourself Why does it take forever for this group to make a simple decision What are we even trying to achieve As a team leader you have the power to improve things It s up to you to get people to work well together and produce results Written by team expert Mary Shapiro the HBR Guide to Leading Teams will help you avoid the pitfalls you ve experienced in the past by focusing on the often neglected people side of teams With practical exercises guidelines for structured team conversations and step by step advice this guide will help you Pick the right team members Set clear smart goals Foster camaraderie and cooperation Hold people accountable Address and correct bad behavior Keep your team focused and motivated

Managing Teams in the Hybrid Age: The HBR Guides Collection (8 Books)

Harvard Business Review,2023-06-13 Lead your hybrid team to success The strictly nine to five office routine no longer exists and you may be managing a team that works in several different locations at different times of day How can you keep your team engaged and remain connected and visible both in person and virtually Managing Teams in the Hybrid Age The HBR Guides Collection offers ideas and strategies to lead your team to its highest most productive potential whether they re working across the table or across an ocean Included in this eight book set are HBR Guide to Managing Flexible Work HBR Guide to Remote Work HBR Guide to Being a Great Boss HBR Guide to Leading Teams HBR Guide to Making Every Meeting Matter HBR Guide to Motivating People HBR Guide to Collaborative Teams and HBR Guide to Beating Burnout You ll learn how to Adjust to the flexible work arrangements that promote productivity and inclusion for you and your team members Craft a work from home routine that makes it easier rather than harder to work remotely Embody what it means to be a supportive and successful leader Create an efficient collaborative and motivated team Hold purposeful engaging and efficient meetings Prioritize employees professional development and job satisfaction Use passion and influence to promote effective collaborative teams Make the necessary changes to prevent burnout Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

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Harvard Business Review,2021-08-03 Break down the barriers to effective collaboration For cross functional projects to work you need to bring together diverse ideas and resources from across your organization But office politics conflicting objectives and lack of clear authority can get in the way The HBR Guide to Collaborative Teams provides practical tips and advice to help you collaborate more effectively Whether you re leading your own direct reports or building a talented group from disparate parts of your organization you ll discover how to align others goals and skills so you can solve problems as a team and deliver great results You ll learn to Develop a shared purpose Bust departmental silos Lead employees who don t report to you Overcome conflict and turf wars

Prevent collaborative overload and fatigue Use the right tools for virtual information sharing Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges ***HBR Guides to Managing Your Career Collection (6 Books)*** Harvard Business Review,2019-11-26 Don t wait for someone else to manage your career Career paths are far from straightforward HBR Guides to Managing Your Career Collection offers the ideas and strategies to help you take charge of your career and reach your highest potential both in and outside of work Included in this six book set are HBR Guide to Your Professional Growth HBR Guide to Work Life Balance HBR Guide to Getting the Mentoring You Need HBR Guide to Managing Up and Across HBR Guide to Office Politics and HBR Guide to Changing Your Career You ll learn how to Clarify your professional passions Think strategically about career changes Recognize when it s time for a new challenge Find the right mentors to help you grow and move ahead Set boundaries and manage your time Deal with difficult managersNavigate your work culture and its politics The workplace is a complex arena to navigate yet with advice from HBR s experts you will be able to surpass any professional obstacle No matter where you are in your career the HBR Guides to Managing Your Career Collection will help you plan your next steps and push yourself forward to the next level ***HBR Guides to Emotional Intelligence at Work Collection (5 Books) (HBR Guide Series)*** Harvard Business Review,Karen Dillon,Amy Gallo,2017-11-14 Emotional intelligence has been shown to be more important than other competencies in determining outstanding leadership Emotions drive some of our most critical professional interactions whether you re inspiring your team to higher performance persuading your boss to see something from your point of view dealing with difficult colleagues or managing your own stress level Indeed knowing how to manage emotions has become one of the crucial criteria in hiring and promotion This specially priced five volume set includes books from the HBR Guide series on the topics of Emotional Intelligence Office Politics Dealing with Conflict Managing Stress at Work and Managing Up and Across You ll learn how to Monitor and channel your moods and reactions Determine your emotional intelligence strengths and weaknesses Deal with difficult people Understand when to resolve a conflict head on and when to let it go Influence others across the organization Build supportive alliances with coworkers and colleagues Handle workplace stress in productive ways Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges ***HBR Guide to High-Performing Teams*** Harvard Business Review,2025-07-01 Lead teams that make a greater impact Creating more value for your organization means building and leading teams in ways that maximize the skills perspectives and talents of individuals But achieving exceptional results consistently involves more than making good hires and investing in the best tools You must establish a solid and shared understanding of your team s goals and purpose You must communicate frequently and effectively proactively addressing issues before misunderstandings can spiral into destructive conflict You

must create an environment where trust and genuine relationships and creativity can flourish Cultivating an environment where everyone's contributions are seen and valued will enable your people to more nimbly adapt to changes and challenges to help your business succeed The HBR Guide to High Performing Teams provides the practical tips research stories and advice you need to make the most of diverse perspectives and skills anticipate and adapt obstacles and translate strategy into actionable goals You'll learn how to Establish clear goals and roles Balance skills and personalities Anticipate roadblocks and opportunities Communicate openly and effectively Make meeting time productive and efficient Build trust and psychological safety Surface and address issues Achieve more together Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

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Think Like a Curator Donna R. Braden, 2025-04-01

Most history museums large and small indoor and outdoor have a staff member with the title of curator or at minimum have tasks that can be classified as curator's work But understanding what is involved in doing this work is more complicated than it seems This book will help you to think like a curator Written by an author who has spent 45 years doing this type of work at one of the largest history museums in the country this book guides the reader through curatorial methodology in today's world with topics that include reading objects shaping collections engaging in rigorous research the curatorial role in exhibitions and historic site interpretation the basics of curatorial writing and curators as leaders It gives special focus to applying DEAI lenses as well as aligning with institutional mission and goals incorporating audience perspectives and using conceptual and systems thinking Both succinct and substantial this book includes easy explanations step by step process guides practical tips real life examples activities and source lists

Summary of Mary Shapiro's HBR Guide to Leading Teams Everest Media, 2022-05-22T22:59:00Z Please note This is a companion version not the original book Sample Book Insights 1 To achieve the diversity sweet spot you're aiming for you

must first envision the results you want and then determine what strengths and capabilities you'll need to achieve them Don't add another team member who excels at the same thing 2 The best teams are made up of a variety of people with complementary skills who are committed to a common purpose set of performance goals and approach 3 The larger the team the more difficult it is to find meeting times the longer it takes to make decisions and the tougher it is to manage information and work flow So bring together the smallest number of people necessary to provide the skills and perspectives you need 4 To reevaluate your team list the skills and types of expertise you'll need to tackle the team's responsibilities Then identify the fewest number of people who can cover most of those requirements

Harvard Business Review ,2005 HBR Guides

to Performance Management Collection (4 Books) (HBR Guide Series) Harvard Business Review,Mary

Shapiro,2017-12-05 If you manage a team you need to be able to measure and manage their performance From establishing a performance review cycle and building toward your year end assessment to providing individual feedback and coaching and establishing group cohesion and accountability this collection teaches you the skills you need to inspire your team to greater success This specially priced four volume set includes books from the HBR Guide series on the topics of Performance Management Coaching Employees Delivering Effective Feedback and Leading Teams You'll learn how to Set and adapt employee and team goals Assess performance fairly Coach your employees through tough situations React calmly if someone gets defensive when you deliver feedback Create plans for individual development Rethink how you use performance ratings Avoid burnout on your team Foster group camaraderie and cooperation Hold your team accountable Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how-to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

Managing Yourself for the Career

You Want Jim Biolos,2004 Including helpful strategies for finding mentors and networking boosting personal emotional intelligence and evaluating future job prospects managers find actionable advice for getting and staying on a rewarding career track This book includes fast and actionable tools and strategies for improving critical management skills

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Guide to Coaching Employees (HBR Guide Series) Harvard Business Review,2014-11-18 Help your employees help themselves As a manager in today's business world you can't just tell your direct reports what to do You need to help them make their own decisions enable them to solve tough problems and actively develop their skills on the job Whether you have a star on your team who's eager to advance an underperformer who's dragging the group down or a steady contributor who feels bored and neglected you need to coach them Help shape their goals and support their efforts to achieve them In the HBR Guide to Coaching Employees you'll learn how to Create realistic but inspiring plans for growth Ask the right questions to engage your employees in the development process Give them room to grapple with problems and discover solutions Allow them to make the most of their expertise while compelling them to stretch and grow Give them feedback they'll actually apply Balance coaching with the rest of your workload Arm yourself with the advice you need to succeed on the job from a

source you trust Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges **Law Institute Journal**, 2004 **EBOOK Management** Judith Dwyer, Nicole Hopwood, 2015-03-06 EBOOK Management **Business** Perseus Publishing, 2002-08-15 A landmark in reference publishing this resource covers virtually every aspect of the world of business It contains clear concise text plus profiles of 150 countries and biographies of management pioneers Includes 150 maps and 700 illustrations **HBR Guide to Being a Great Boss** Harvard Business Review, 2022-01-18 Are you a good boss or a great one Good bosses can handle the day to day work of running a team Great bosses go beyond that finding ways to help employees become better versions of themselves as people and professionals But as a manager how do you reach that next level The HBR Guide to Being a Great Boss contains practical tips and advice to help you become a more well rounded leader one who sparks creativity engagement collaboration and growth in your team You'll learn how to Magnify your people's strengths Create a welcoming inclusive culture Communicate effectively and regularly with your team Challenge your people to grow beyond their current limits Recognize and reward good work Establish yourself as a trustworthy leader and colleague Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges **HBR Guide to Leading Through Change** Harvard Business Review, 2024-08-27 Drive transformation Change is now constant As a leader you must serve as interpreter project manager cheerleader and conduit Plans evolve Contexts shift Progress happens in fits and starts Through it all you must push your team forward even when you encounter pushback How can you ensure that your team has the information the mindset and the resources they need to be successful The HBR Guide to Leading Through Change provides the practical tips research stories and advice you need to understand communicate and implement change effectively no matter the size or scale of the challenge you're facing You'll learn to Improve your odds of success Communicate a shared vision Keep going even amid lags and setbacks Deal with naysayers and roadblocks Build trust and resilience on your team Make a lasting impact Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges **Leadership of Organizations: Integration** John M. Brion, 1996 V 1 the social V 2 the technical V 3 integration

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