

Black Box Thinking Marginal Gains And The Secrets Of High Performance

Leadership in Veterinary Medicine provides both theoretical and practical information for veterinary professionals who are contemplating leadership or currently facing day-to-day leadership challenges. This much-needed book introduces and explores key leadership concepts in the veterinary context whilst encouraging self-reflection through real-world scenarios. Each chapter outlines a particular leadership concept or issue and includes a topic summary, discussion questions, full references and further reading suggestions. This thought-provoking text: Explores the principal areas of leadership for both veterinary professionals and for those leading veterinary professionals Discusses various leadership styles, competencies, behaviours and perspectives Addresses topics such as leadership assessment, organisational dynamics, interpersonal communication, remote and virtual leadership, and collaboration skills Assists readers in developing strategy, leading change, creating effective teams and improving staff engagement Includes practical cases and examples highlighting challenges in veterinary leadership Leadership in Veterinary Medicine is a must-read for all veterinary professionals in leadership posts, for those aspiring to be leaders and for instructors in veterinary schools and veterinary nursing training organisations.

Engaging with some of the most debated topics in contemporary organizations, *Health at Work: Critical Perspectives* presents a critical, contingent view of the healthy employee and the very notion of organizational health. Drawing on expressions such as 'blowing a fuse', 'cracking under pressure' or 'health MOT', this book suggests that meanings of workplace health vary depending on how we frame the underlying purpose and function of organization. *Health at Work* takes some of the most powerful and taken-for-granted discourses of organization and explores what each might mean for the construction of the healthy employee. Not only does it offer a fresh and challenging approach to the topic of health at work, it also examines several core topics at the heart of contemporary research and practice, including technology, innovation, ageing and emotions. This book makes a timely contribution to debates about well-being at work, relevant to practitioners, policy-makers and designers of workplace health interventions, as well as academics and students. This book will be illuminating reading for students and scholars across management studies, occupational health and organizational psychology.

This book explains the concepts of Ethical Business Practice (EBP) and Ethical Business Regulation (EBR), a new paradigm in compliance and enforcement based on behavioural science and ethics. EBR provides the basis for an effective relationship between a business and its regulators, resulting in better outcomes for both. EBR is attracting extensive attention from regulators and businesses around the world. The UK Government's 2017 Regulatory Futures Review draws on EBR as the foundation for its policy of 'regulatory self-assurance'. EBR draws on findings from behavioural science, responsive regulation, safety and business and integrity management to create a practical and holistic approach. Examples include the open culture that is essential for civil aviation safety, the Primary Authority agreements between regulators and national businesses, and feedback mechanisms provided by market vigilance systems and sectoral consumer ombudsmen. This book provides an essential blueprint for sustainable business and effective future regulation.

With an updated edition including new material in additional chapters, this one-of-a-kind handbook covers not only current standardization efforts, but also anthropometry and optimal working postures, ergonomic human computer interactions, legal protection, occupational health and safety, and military human factor principles. While delineating the crucial role that standards and guidelines play in facilitating the design of advantageous working conditions to enhance individual performance, the handbook suggests ways to expand opportunities for global economic and ergonomic development. This book features: Guidance on the design of work systems including tasks, equipment, and workspaces as well as the work environment in relation to human capacities and limitations Emphasis on important human factors and ergonomic standards that can be utilized to improve product and process to ensure efficiency and safety A focus on quality control to ensure that standards are met throughout the worldwide market

Practical tools and tips to lead a healthy and productive life The brain is the basis of everything we do: how we behave, communicate, feel, remember, pay attention, create, influence and decide. *Why We Do What We Do* combines scientific research with concrete examples and illustrative stories to clarify the complex mechanisms of the human brain. It offers valuable insights into how our brain works every day, at home and at work, and provides practical ideas and tips to help us lead happy, healthy and productive lives. • Learn about how your brain functions • Find out how emotions can be overcome or last a lifetime • Access your brain's natural ability to focus and concentrate • Think creatively The thoughts you have and the words that you speak all have an effect on your neural architecture — and this book explains what that means in a way you can understand.

This book tells stories of widespread problems with digital healthcare. The stories inspire and challenge anyone who wants to make hospitals and healthcare better. The stories and their resolutions will empower patients, clinical staff and digital developers to help transform digital healthcare to make it safer and more effective.

How to Teach Using Simulation in Healthcare provides an ideal introduction and easy-to-use guide to simulation in medical education. Written by a team of experienced medical educators, this practical text – packed full of case examples and tips – is underpinned by the theory of simulation in education, and explores how to integrate simulation into teaching. Key topics include: Use of low, medium and high fidelity equipment Issues of simulation mapping and scenario design Role of human factors Formative and summative assessment New social media and technologies Detailed explorations of some examples of simulation. *How to Teach Using Simulation in Healthcare* is invaluable reading for all healthcare professionals interested and involved in the origins, theoretical underpinnings, and design implications of the use of simulation in medical education.

In your action group, is it ever beneficial to lie to other members? When is it wise to lie to authorities? If a member of your group has done something wrong, is it better to be open about it now or keep it hidden in the hope that outsiders will never know? What are the pros and cons of infiltrating opposition groups to collect information about harmful activities? Should we wear masks at rallies? There's lots of research showing that lying is an everyday occurrence in most people's lives, and furthermore that lies can be beneficial in some circumstances. But they can also be very damaging, especially lies by authorities. *The Deceptive Activist* introduces key ideas about lying and deception and then provides a series of case studies in which activists need to decide what to do. There are no final answers, but it is important to address the questions.

A Financial Times Top Business Book 2020 Improv performers look like creative geniuses, coming up with brilliant comedy on the spur of the moment. But they rely on some simple rules and techniques – ones which anyone can learn, and which can help us offstage to think creatively, collaborate with others and communicate with impact. Improvise! will show you how to handle whatever comes your way at work – from giving confident presentations and handling difficult conversations to coming up with great ideas and persuading others to make them happen. Comedian and improvisation for business coach Max Dickins combines examples from the world of work with exercises from the stage to teach you how to achieve extraordinary results with what you've already got.

A revised introduction to aeolian geomorphology written by noted experts in the field The new, revised and updated edition of Aeolian Geomorphology offers a concise and highly accessible introduction to the subject. The text covers the topics of deserts and coastlines, as well as periglacial and planetary landforms. The authors review the range of aeolian characteristics that include soil erosion and its consequences, continental scale dust storms, sand dunes and loess. Aeolian Geomorphology explores the importance of aeolian processes in the past, and the application of knowledge about aeolian geomorphology in environmental management. The new edition includes contributions from eighteen experts from four continents. All the chapters demonstrate huge advances in observation, measurement and mathematical modelling. For example, the chapter on sand seas shows the impact of greatly enhanced and accessible remote sensing and the chapter on active dunes clearly demonstrates the impact of improvements in field techniques. Other examples reveal the power of greatly improved laboratory techniques. This important text: Offers a comprehensive review of aeolian geomorphology Contains contributions from an international panel of eighteen experts in the field Includes the results of the most recent research on the topic Filled with illustrative examples that demonstrate the advances in laboratory approaches Written for students and professionals in the field, Aeolian Geomorphology provides a comprehensive introduction to the topic in twelve new chapters with contributions from noted experts in the field.

In an increasingly volatile, uncertain, complex and ambiguous world, achieving sustainable competitive advantage has never been more important, or more difficult. However, the key challenge for CEOs, senior executives and HR professionals is how to unlock the potential of their people, building a culture that allows employees to perform to the best of their abilities and effectively attract, engage, develop and retain the staff needed for sustainable business success. Building an Outstanding Workforce is a must-have guide for all professionals looking to leverage the potential of their people and maximise value for all stakeholders. Including evolutionary psychology, neuroscience and personality psychology, this book takes an evidence-based approach to people management. With practical guidance, expert advice and case studies from companies including Alibaba, Barclays Banking Group, Patagonia, Tata Group and Qantas, Building an Outstanding Workforce covers all the key issues including how to tailor people management to address the motivations of different generations, the impact of emergent technology on the workforce, the shift in the skills employees now need to learn and develop and how to handle the new challenges of remote and flexible working and the gig economy. There is also essential coverage of strategic workforce planning, people risk, people analytics, human capital reporting, the employer brand and employee value proposition and the benefits of embracing diversity and inclusion, well-being and other aspects of corporate and social responsibility. It presents a new people-focused framework for people management that redefines the structure, roles and responsibilities of human resource management and addresses the problems of role ambiguity and conflict associated with HR to deliver people management that everyone needs and deserves.

In This Much I Know about Mind Over Matter John Tomsett addresses, with refreshing honesty, the growing problem of the mental health issues experienced by children and young people, offering up a plan for averting a mental health crisis in our schools. Tomsett interweaves his formative and professional experience with strategies for addressing students' mental health issues and insights from his interviews with high profile thinkers on the subject including Professor Tanya Byron, Natasha Devon, Norman Lamb, Tom Bennett, Claire Fox and Dr Ken McLaughlin. The book is replete with truths about the state of children's mental wellbeing, about creating a school culture where everyone can thrive and about living in the shadow of his mother's manic depression. With his typical mixture of experience, wisdom and research-based evidence, Tomsett explains how he manages the pressure of modern day state school headship in a climate where you are only as good as your last set of examination results, a pressure which acutely affects staff and students too. He outlines his strategies for mitigating this pressure and turning the tide of students' mental health problems. The autobiographical narrative modulates between self-effacing humour and heart-wrenching stories of his mother's life, blighted by mental illness. His professional reflections are a wisdom-filled blend of evidence-based policy and decades of experience in teaching and school leadership. Tomsett writes with genuine humility. His prose is beautiful in its seeming simplicity. When you pick up one of his books you will find you have read the first fifty pages before you have even noticed: surely the hallmark of truly great writing. Topics covered include: the real state of the nation's mental health, the perfect storm that is precipitating a mental health crisis in schools, the problems of loose terminology – what do we really mean when we talk about a mental health epidemic? – and poor understanding of mental health problems and mental illness, the disparity between mental and physical health in public discourse, treatment and funding, beginning the conversation about mental health, the philosophical and psychological principles underpinning the debate, strategies to support students in managing their own mental health better, resilience, growth mindset, mindfulness, grit, failure and mistakes, coping with pressure, York's school wellbeing workers project, evidence-based strategies that have worked in Huntington School, metacognitive strategies for improving exam performance, interviews with professionals in the field, the reality of living with a parent with a serious mental illness, self-concept and achievement, perfectionism, the relationship between academic rigour and therapeutic education and, significantly, what the research says, what the experts say and what Tomsett's experience says about averting a mental health crisis in schools. Suitable for teachers, leaders and anyone with an interest in mental health in schools.

THE #1 SUNDAY TIMES BESTSELLER 'Excellent.' The Times 'Offers a fresh take on how to create your own balance, be more productive and feel fulfilled in the high-pressure social media age.'

Cosmopolitan, 12 BEST NEW BOOKS TO READ 'Serves some serious inspiration for the business-minded.' Bustle, TOP DEBUT BOOKS OF 2021 'Pinpoints and unpacks the confusing and impossible messages we are all fed about modern work, how we are supposedly meant to be "nailing" all areas of our life all at once.' Emma Gannon 'Essential reading for anyone who takes their working life seriously.'

Anna Codrea-Rado _____ We all know the pressure of feeling like we should be grinding 24/7 while simultaneously being told that we should 'just relax' and take care of ourselves, like we somehow have to decide between success and sanity. But in today's complex working world, where every hobby can be a hustle and social media is the lens through which we view ourselves and others, this seemingly impossible choice couldn't be further from our reality. In Working Hard, Hardly Working, entrepreneur and self-proclaimed 'lazy workaholic' Grace Beverley challenges this unrealistic and unnecessary split, and offers a fresh take on how to create your own balance, be more productive and feel fulfilled. Insightful, curious and refreshingly honest, Working Hard, Hardly Working will make you reflect on what you want from your life and work - and then help you chart your path to get there. _____ A BOOK TO HELP YOU: Create your own Productivity Method: Work smart and do more of what you love Make your routine work for you: Optimise your habits and reap the benefits Understand your value: Get into your flow and enjoy your everyday Engage in effective self-care: How stepping back can help you move forwards _____

Real comments from Grace's readers: 'A truly important read' 'A refreshing and honest perspective I could really relate to' 'You should read this book!' 'So well-informed, funny and REAL' 'I got so much out of this lovely book' 'Incredibly wise, practically helpful and inspirational' 'A really helpful and insightful book' 'Every single person can benefit from this book' 'You will not regret buying this book' A #1 Sunday Times bestseller, April 2021

This book examines how identities associated with cycling are evoked, narrated and negotiated in a media context dominated by digital environments. Arguing that the nature of identity is being impacted by the changing nature of the material and semiotic resources available for making meaning, the author introduces an approach to exploring such identity positioning through the interrelated frameworks of Systemic Functional Linguistics and Multimodal Analysis, and illustrates how this happens in practice. The book is divided into three parts, each of which focuses on a different aspect of identity and media environment. Part I considers celebrity identities in the conventional media of print and television. Part II investigates community and leisure / sporting identity through an online cycling forum, while Part III examines corporate identity realised through corporate websites, consumer reviews and Youtube channels. This unique volume will appeal to students and scholars of discourse analysis, applied linguistics and the world of cycling.

This book explores the performance of compensation law in addressing the needs of the injured. Compensation procedure can be dangerous to your health and may fail to compensate without aggravation/creating other problems. This book takes a refreshing and insightful approach to the law of compensation considering, from an interdisciplinary perspective, the actual effect of compensation law on people seeking compensation. Tort law, workers' compensation, medical law, industrial injury law and other schemes are examined and unintended consequences for injured people are considered. These include ongoing physical and mental illness, failure to rehabilitate, the impact on social security entitlements, medical care as well as the impact on those who serve – the lawyers, administrators, medical practitioners etc. All are explored in this timely and fascinating book. The contributors include lawyers, psychologists, and medical practitioners from multiple jurisdictions including Australia, the Netherlands, Canada, Italy and the UK.

'Excellent . . . reveals that high accomplishment has a signature pattern that reoccurs from sport to politics to business to government' Matthew Syed Michael Barber has spent many years advising governments, businesses and major sporting teams around the world on how to achieve ambitious goals on time. In this inspiring and practical guide he applies the wisdom he has gained from dealing with large, complex organizations and elite athletes to help anyone tackle their most challenging goals. Drawing on the stories of historic visionaries and modern heroes - from Galileo to Rosa Parks, Harold Macmillan to Paula Radcliffe - Barber uses personal anecdote and proven strategy to map the route to success and navigate the difficulties that arise along the way. Whatever it is that you aspire to do - run a marathon, transform a school or provide a business of public service to millions - this book will inspire you to get going and to bridge the gap between hope and reality.

How can I create in-person learning that engages people? How can I build digital learning that is effective? How can I develop learning content that can be used remotely and ensure that the learning sticks? Learning Experience Design has the answers to all these questions and more. This book is a practical guide for all learning and development (L&D) professionals. It covers everything from what learning experience design (LXD) is, the role of the L&D professional in LXD, and what the main areas to consider when designing learning are including emotion, attention, memory, engagement, enjoyment, transfer, practice and learning retention. It includes practical advice for all areas of learning design including text, graphics, audio, visual, simulations, AR/VR, question and social design. There is also essential guidance on instructional design, UX (user experience) design and how to design effective learning analytics. The final part of the book covers design thinking, blended learning and discussion of LMSs (learning management systems), LXPs (learning experience platforms) and LRSs (learning record stores). With examples, tips, case studies and advice throughout, this is an invaluable book for anyone wanting to make an impact with their learning design and ensure knowledge, skills and performance improvement.

HR departments are in transition. From 1980 to today, HR management has shifted into a strategic function of the company, and digitalisation is at the centre of the modern workplace. For people to keep up with technology, HR management must evolve to embrace these changes.

A positive and practical guide that shows you how to succeed in academia, helping you hone your skills in teaching and research as well as building softer skills like interpersonal development.

"Thought-provoking, inspiring and a triumph for complementing the much-needed coping mechanisms in nursing/healthcare today." Ibadete Fetahu, Nursing Times A unique guide to coping and thriving in the NHS today. The book is wholly practice-focused, speaking to current standards of care for patients, and current working conditions for staff in the NHS. Written by academics specialising in mental health, nursing and well-being, each chapter provides guidance and support to pre and post-registration nurses to manage and persevere as a nurse today. This essential first edition includes: Case studies Reflective practice Mindfulness exercises

The engineering profession is at a critical juncture that requires reforming engineering education. The supply of engineers is declining whereas the nature of the demand is changing. Formulating a response to these challenges demands the adoption of new and innovative tools and methods for promoting the expansion of the community while supporting these evolving requirements. Initiatives to entice and retain students are being employed to support growth objectives. Modern technologies are reshaping reform efforts. This book discusses the state of affairs in the field of engineering education and presents practical steps for addressing the challenges in order to march toward a brighter future. Features Covers the latest state of engineering education in the North America, Europe, Middle East, North Africa, and Far East Asia Discusses advances in science, technology, engineering, and mathematics and community engagement Outlines applications of digital technologies to enhance learning Provides advances in remote and online instructions for engineering education Presents discussions on innovation, leadership, and ethics

This book examines failed new city proposals in Australia to understand the hurdles – environmental, societal, and economic – that have curtailed such visions. The lessons from these relative failures are important because, if projections for Australia's 21st century population growth are borne out, we will need to build new cities this century. This is particularly the case in northern Australia, where the federal government projects a four-fold increase in population in the next four decades. The book aims that, when we commence 21st century new city dreaming, we have learnt from the mistakes of the past and, are not doomed to repeat them.

This essential textbook introduces the work of sport management and sport development from the perspective of the day-to-day operational challenges faced by managers and

sport development officers. It addresses the practicalities of designing and delivering sport services safely, efficiently and effectively, for profit or in non-profit contexts. The book covers core topics such as time management, project management, customer care, developing partnerships, fundraising, crisis management and research. It adopts a problem-based learning approach, with a strong, practical focus on putting theory into practice, to illustrate good practice and to help the reader develop sound operational skills, knowledge and decision-making, underpinned by the principles of safety, effectiveness and efficiency. It features a range of diverse international case studies, covering different sports and operational management challenges, including global pandemics and terrorism. Connecting theories, ideas and scientific disciplines, the book helps managers approach operations management more creatively, combining both management and development work to show areas of difference and overlap. It also introduces systems theory and the principals of marginal gains or small wins, to help managers develop working cultures which can be utilised in all areas of management, encouraging a culture of learning, reflection and ethical action. Sport Operations Management and Development is designed for both practitioners and students working in sport management, development, coaching or aspects of sport science.

Brimming with punchy, practical ideas to improve your day-to-day effectiveness, Upskill: 21 keys to professional growth is the definitive guide to developing the adaptive skills essential for success at work. In Upskill, adaptive skills specialist Chris Watson delivers a dynamic snapshot of easy-to-access development possibilities providing you with: 840 user-friendly tools and techniques reflecting the latest thinking on how to extend capability, boost professional growth and take charge of your career; a rich resource of reliable solutions, grouped around the twenty-one adaptive skills most valued by today's employers including creativity, collaboration and communication; an abundance of proven approaches, topical insights, time-saving apps and inspirational videos, as well as helpful signposts to relevant quotes, books and other resources. Each chapter focuses on one of the twenty-one skills, and begins with examples of how the individual skills which can be practised and refined throughout a career, and have all been shown to be associated with greater operational agility may be observed in the work environment. This brief introduction is then followed by forty practical ideas to develop the performance of people. Although there is no formal hierarchy to the list of suggestions, all of the ideas have been categorised into three inter-related clusters for ease of use encompassing ideas for personal development, for delivering results and for long-term gain. Within each of the three clusters, all of the ideas for professional growth have been laid out in terms of how they can help you respond and adjust to the requirements of your role and the ever-changing world of work. Some of the suggestions are tools apps, templates, downloads and inventories which can be picked up and used/introduced straightaway. Some of the suggestions are techniques methods, approaches and procedures for you to try out, investigate and explore. The final set of suggestions indicate where to look for further inspiration including films, podcasts, related research and a wide range of suggested reading materials. The majority of the hints, tips and techniques can be actioned without having to access any external support or invest in any additional outlay, and are as useful for new starters in an organisation as they are for experienced managers. Suitable for anyone who is committed to developing themselves and their colleagues, but may not have the time, the resources, the budget or the inspiration to know where to start.

The Sunday Times No.1 Bestseller From the Bestselling Author of Bounce What links the Mercedes Formula One team with Google? What links Team Sky and the aviation industry? What connects James Dyson and David Beckham? They are all Black Box Thinkers. Black Box Thinking is a new approach to high performance, a means of finding an edge in a complex and fast-changing world. It is not just about sport, but has powerful implications for business and politics, as well as for parents and students. In other words, all of us. Drawing on a dizzying array of case studies and real-world examples, together with cutting-edge research on marginal gains, creativity and grit, Matthew Syed tells the inside story of how success really happens - and how we cannot grow unless we are prepared to learn from our mistakes.

What can Roger Federer teach us about the secret of longevity? What do the All Blacks have in common with improvised jazz musicians? What can cognitive neuroscientists tell us about what happens to the brains of sportspeople when they perform? And why did Johan Cruyff believe that beauty was more important than winning? Matthew Syed, the 'Sports Journalist of the Year 2016', answers these questions and more in a fascinating, wide-ranging and provocative book about the mental game of sport. How do we become the best that we can be, as individuals, teams and as organisations? Sport, with its innate sense of drama, its competitive edge, its psychological pressures, its sense of morality and its illusive quest for perfection, provides the answers.

Policing in the United States is at a crossroads; decisions made at this juncture are crucial. With the emergence of evidence-based policing, police leaders can draw on research when making choices about how to police their communities. Who will design the path forward and what will be the new standards for policing? This book brings together two qualified groups to lead the discussion: academics and experienced police professionals. The School of Criminology and Criminal Justice at Arizona State University recruited faculty with expertise in policing and police research. This volume draws on that expertise to examine 13 specific areas in policing. Each chapter presents an issue and provides background before reviewing the available research on potential solutions and recommending specific reform measures. Response essays written by a current or former police leader follow each chapter and reflect on the recommendations in the chapter. The 13 chapters and response essays present new thinking about the police, their challenges, and the reforms police agencies should consider adopting. Policy makers, practitioners, educators, researchers, students and anyone interested in the future of policing will find valuable information about: the benefits of adopting evidence-based policing; leading strategic crime-control efforts; instituting procedural justice to enhance police legitimacy; reducing use of force; combatting racially biased policing; establishing civilian oversight; implementing a body-worn camera program; creating sentinel event reviews; developing

police-university collaborations; facilitating organizational justice in police departments; improving officer health and wellness; handling protests; and increasing the effectiveness of police responses to sexual assault.

Das einzige Buch zum Risk Management für die umfassende Bewältigung von Markt-, operativen und Rechtsrisiken von Industrieunternehmen, Banken und Mittelstand. Mit Praxisbeispielen, u.a. zu Barings und Metallgesellschaft, und mit Strategien zur Behandlung des Jahr-2000-Risikos. Financial-Times-Standardwerk.

'I like listening to people who know things that I don't,' Gareth Southgate told me. 'That's how you learn.' Former Olympian and best-selling author Matthew Syed is one of the advisors Gareth Southgate engaged from outside football in order to find new ways of working as a team. In Rebel Ideas, discover how Southgate 'the man with the plan' replaced 50 years of hurt with two major tournament semi-finals in three years.' Matthew Syed's phenomenal bestseller will change the way you think about success - for ever. 'Syed is a superb storyteller. I couldn't put the book down, and I learned so much. A stunning achievement' Tim Harford, author of The Undercover Economist Rebel Ideas examines the power of 'cognitive diversity' - the ability to think differently about the world around us. It explains how to harness our unique perspectives, pool our collective intelligence and tackle the greatest challenges of our age - from climate change to terrorism. It draws on a dazzling range of case studies, including the catastrophic failings of the CIA before 9/11, a fatal communication breakdown on top of Mount Everest and a moving tale of deradicalisation in America's Deep South. Rebel Ideas will strengthen any team or organisation, but has dozens of individual applications, too: from the art of reinvention to the remarkable benefits of personalised nutrition. It shows us how to become more creative, how to collaborate in a world becoming more interconnected, and how to break free of echo chambers that surround us all. Now updated with a new chapter on the Covid-19 crisis 'A gripping read, full of intelligence and perspective' James Dyson 'Will change the way you think about success and even about life' Judy Murray 'A master of the genre' The Times

Internal auditing is an essential tool for managing compliance, and for initiating and driving continual improvement in any organization's systematic HSEQ performance. Health and Safety, Environment and Quality Audits includes the latest health and safety, environmental and quality management system standards – ISO 9001, ISO 14001 and ISO 45001. It delivers a powerful and proven approach to risk-based auditing of business-critical risk areas using ISO, or your own management systems. It connects the 'PDCA' approach to implementing management systems with auditing by focusing on the organization's context and the needs and expectations of interested parties. The novel approach leads HSEQ practitioners and senior and line managers alike to concentrate on the most significant risks to their objectives, and provides a step-by-step route through The Audit Adventure™ to provide a high-level, future-focused audit opinion. The whole approach is aligned to the international standard guidance for auditing management systems (ISO 19011). This unique guide to HSEQ and operations integrity auditing has become the standard work in the field over three editions whilst securing bestseller status in Australasia, Europe, North America and South Africa. It is essential reading for senior managers and auditors alike – it remains the 'go to' title for those who aspire to drive a prosperous and thriving business based on world-class HSEQ management and performance.

"This book is a guide for life written by two people that I respect and revere. Together, Kate and Helen are the ultimate team. Now they are sharing the lessons they have learned for the benefit of all of us." From the foreword by CLARE BALDING THE INSIDE STORY OF WHAT IT TAKES TO BUILD HIGH PERFORMING TEAMS In Winning Together, Helen and Kate Richardson-Walsh, share powerful lessons from the Great Britain women's hockey team journey to gold in Rio 2016. They show how to create a winning culture in any environment, in any industry, so that you and your teammates can thrive. Drawing on their vast experience both in and out of sport, double Olympic medalists Helen and Kate, tell the incredible, behind-the-scenes story of how a team from the lower rankings forced its way to the top. They bring you into their team huddle to reflect and work through exercises to help improve your performance. Using their individual and collective stories they demonstrate that successful teams are made up of people who are valued as human beings and supported to individually flourish. Covering connection, care, awareness, empowerment, alignment, the power of difference and much more, Winning Together gives you the tools to be the very best version of yourself, and to build better teams. "Powerful ... Essential reading for anyone that's part of a team." MATTHEW SYED, bestselling author of REBEL IDEAS and YOU ARE AWESOME

This case-based book illustrates and explores common cognitive biases and their consequences in the practice of medicine. The book begins with an introduction that explains the concept of cognitive errors and their importance in clinical medicine and current controversies within healthcare. The core of the book features chapters dedicated to particular cognitive biases; cases are presented and followed by a discussion of the clinician's rationale and an overview of the particular cognitive bias. Engaging and easy to read, this text provides strategies on minimizing cognitive errors in various medical and professional settings.

Was haben das kleine Dorf Bekoji in Äthiopien, Südkorea, Kingston/Jamaika, Russland, Iten in Kenia und Brasilien gemeinsam? Sie alle sind "Goldminen": Orte, Regionen oder Länder, in denen wie am Fließband Spitzensportler "produziert" werden – seien es nun die weltbesten Sprinter aus Jamaika oder südkoreanische Golferinnen, die die Weltrangliste dominieren. Rasmus Ankersen machte sich auf, das Erfolgsgeheimnis dieser Goldminen zu entschlüsseln, und stieß dabei auf acht universell geltende "Goldminen-Prinzipien", mit denen jeder in die Lage versetzt wird, Talent aufzuspüren und zur Entfaltung zu bringen – ob im Sport oder im Beruf, ob bei sich oder bei anderen.

It's no secret: marketing punches below its weight in the Boardroom. CEOs and other board members perceive that marketers lack commercial credibility when compared to their peers.? Marketing in the Boardroom helps marketers to be more commercially credible and thereby more successful in the Boardroom. Ruth Saunders explains the

