

Coaching And Mentoring Skills Neteffect Series

In the minds of the general public, young people and crime are intrinsically linked; wide-spread belief persists that such activities are a result of the 'permissive 1960s' and the changing face of the traditional nuclear family. Roger Hopkins Burke challenges these preconceptions and offers a detailed and comprehensive introduction to youth crime and the subsequent response from the criminal justice system. This extended and fully updated new edition explores: The development of young people and attempts to educate, discipline, control and construct them, Criminological explanations and empirical evidence of why young people become involved in criminality, The system established by the Youth Justice Board, its theoretical foundations, and the extent of its success, Alternative approaches to youth justice around the globe and the apparent homogenisation throughout the neoliberal world. The second edition also includes new chapters looking at youth justice in the wider context of social policy and comparative youth justice. *Young People, Crime and Justice* is the perfect undergraduate critical introduction to the youth justice system, following a unique left-realist perspective while providing a balanced account of the critical criminology agenda, locating the practical working of the system in the critical socio-economic context. It is essential reading for students taking modules on youth crime, youth justice and contemporary social and criminal justice policy. Text features include key points, chapter summaries and review questions.

Zachary Wong offers practical strategies, skills, and tools to help project managers diagnose and solve their toughest people problems. Based on decades in the trenches, the

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book shows how to confront and correct bad behavior, increase team performance and inclusion, turn around difficult people and poor performers, get people to do what you want them to do, boost employee motivation and attitude, reduce change resistance and risk aversion, and manage difficult bosses. Wong believes that the best team leaders are problem-solvers and facilitators, so this book provides problem-solving models and tools to diagnose people problems, and facilitative methods, processes, and techniques to correct them. It's an approach that can be personalized to fit any person or situation. Each skill is explained with a well-balanced mix of case stories, examples, strategies, processes, tools, and techniques along with illustrations, graphics, tables, and other visuals to clarify key concepts and their workplace application. To reinforce the most important learnings, Wong includes a "Memory Card" and "Skill Summary" at the end of each chapter. Nothing is harder than leading people and managing project teams. Being successful takes a combination of knowing human psychology, organizational behaviors, and human factors; having supervisory, process, and communication skills; ensuring good teamwork, high integrity, and strong leadership; and having the ability to integrate and apply these skills to a diverse work team. The Eight Essential People Skills for Project Management is designed for individuals, team leaders, and managers who oversee and coordinate the daily performance of others and who are seeking solutions that they can apply immediately.

An OECD study of vocational education and training designed to help countries make their systems more responsive to labour market needs. It expands the evidence base, identifies a set of policy options and develops tools to appraise VET policy initiatives.

Team Leadership in the Game Industry arms you with the

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information you need to face and meet the challenges of finding, supporting, and retaining a talented team of employees. Specifically addressing the unique needs of managers in the game industry, this book recognizes a common issue: game development teams consisting of talented specialists who lack interpersonal and leadership skills. Filled with tips and advice from industry pros, you'll learn how to solve problems such as selecting your team, defining roles and identifying team leaders, meeting deadlines, and handling underperformers. You'll examine classic leadership traits, and take a look at specific team roles and their daily responsibilities. Real-world case studies illustrate solutions to each problem and hands-on exercises will help you practice the techniques presented. *Team Leadership in the Game Industry* provides you with a valuable set of best practices and advice to help you achieve efficient, cohesive teams.

This book is about the involvement of young people in criminality and the subsequent response of the authorities to their activities. It provides a comprehensive and detailed introduction to these themes, and is intended primarily for second- or third-level undergraduates or those commencing postgraduate studies in this area. It is also an extremely useful textbook for students taking courses in youth justice or training for work in the youth justice system. The book is divided into three parts: the first part, 'Young People, Criminality and Criminal Justice' traces the development of young people from their social construction as children and adolescents; part two, 'Explaining Youth Criminal Behaviour', considers the various criminological explanations – and the relevant empirical evidence to support these – of why it is that young people offend; and part three 'The Contemporary Youth Justice System and its Critics' examines the origins, foundations, implementation and parameters of the

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contemporary youth justice system.

Do you have what it takes to succeed in your career? The secret of success is not what they taught you in school. What matters most is not IQ, not a business school degree, not even technical know-how or years of expertise. The single most important factor in job performance and advancement is emotional intelligence. Emotional intelligence is actually a set of skills that anyone can acquire, and in this practical guide, Daniel Goleman identifies them, explains their importance, and shows how they can be fostered. For leaders, emotional intelligence is almost 90 percent of what sets stars apart from the mediocre. As Goleman documents, it's the essential ingredient for reaching and staying at the top in any field, even in high-tech careers. And organizations that learn to operate in emotionally intelligent ways are the companies that will remain vital and dynamic in the competitive marketplace of today—and the future.

Since the concept of lifelong learning came to prominence much excellent work has been undertaken but, as Professor Longworth's new book shows, major change in some areas is still needed if the concept of learning from cradle to grave is to become a true reality. Using his unique vantage point from consulting with schools, universities, local, governmental and global authorities, Professor Longworth brings the development of lifelong learning bang up-to-date with a complete survey of the principles of lifelong learning including examples from around the world and crucial information on the impact of lifelong learning on 21st century schools. This survey aims to help countries review and develop policies to make the teaching profession more attractive and more effective.

The eighth edition of LEADERSHIP provides an ideal balance of essential theory and real-world applications, perfect for instructors who take a practical, skill-building approach to

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teaching leadership. The text is a blend of description, skill development, insight development, and prescription. Andrew DuBrin, a highly respected author and consultant, incorporates the latest research on leadership and current business practices from academic journals and popular periodicals. The text provides students with a strong practical foundation by introducing leaders they can relate to and reinforcing their knowledge with frequent skill-building activities. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

This unique and ground-breaking book is the result of 15 years research and synthesises over 800 meta-analyses on the influences on achievement in school-aged students. It builds a story about the power of teachers, feedback, and a model of learning and understanding. The research involves many millions of students and represents the largest ever evidence based research into what actually works in schools to improve learning. Areas covered include the influence of the student, home, school, curricula, teacher, and teaching strategies. A model of teaching and learning is developed based on the notion of visible teaching and visible learning. A major message is that what works best for students is similar to what works best for teachers – an attention to setting challenging learning intentions, being clear about what success means, and an attention to learning strategies for developing conceptual understanding about what teachers and students know and understand. Although the current evidence based fad has turned into a debate about test scores, this book is about using evidence to build and defend a model of teaching and learning. A major contribution is a fascinating benchmark/dashboard for comparing many innovations in teaching and schools.

As technology continues to evolve in organizations, it is vital

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to understand the impact that these advances will have on different aspects of the business environment as well as the opportunity for further improvement. Effects of IT on Enterprise Architecture, Governance, and Growth explores the influence of emerging technology on different viewpoints associated with contemporary enterprise. Emphasizing an interdisciplinary approach to the comprehension of organizational structure and dynamics, this book is an inclusive reference source for enterprise analysts, business managers, and IT managers, as well as upper-level students interested in a new framework for understanding business enterprise in the new digital era.

This volume constitutes a unique contribution to the cross-disciplinary field of family studies. It focuses on issues brought about by the movement of large numbers of women with children into the workplace; the impact of their employment on men's and women's traditional responsibilities and family roles; and the implications of these changing roles for public policy, employers, and social service agencies. The volume includes both historical and contemporary policy frameworks as important themes. Moreover, the issues and circumstances of more than one type of family are considered, including single worker and dual earner families. Unemployment and underemployment are global development challenges. The situation in Ghana is no different. In 2016, it was projected that, given the growing youth population, 300,000 new jobs would need to be created each year to absorb the increasing numbers of unemployed young people. Yet the structure of the Ghanaian economy in terms of employment has not changed much from several decades ago. Most jobs are low skill, requiring limited cognitive or technology know-how, reflected by low earnings and less decent

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work. An additional challenge for Ghana is the need to create access to an adequate number of high-quality, productive jobs. This report seeks to increase knowledge about Ghana's job landscape and youth employment programs to assist policy makers and key stakeholders to identify ways to improve the programming and effectiveness of youth employment programs and to strengthen coordination among major stakeholders. Focused, strategic, short-to-medium and long-term responses are required to address the current unemployment and underemployment challenges. Effective coordination and synergies among youth employment programs are needed to avoid duplication of efforts while transformation of the country's economic structure is improved. Effective private sector participation in skills development and employment programs is suggested. The report posits interventions in five priority areas, which are not new but could potentially be impactful through scaling up. These areas include: (1) agriculture and agribusiness promotion; (2) apprenticeship (skills training); (3) entrepreneurship promotion; (4) high-yielding areas (renewable energy-solar, construction, tourism, sports, and green jobs); and (5) pre-employment support services. Finally, with the fast-changing nature of work due to technology and artificial intelligence, Ghana needs to develop an education and training system that is versatile and helps young people to adapt and thrive in the 21st century world of work.

Despite the spread of automation and new supply chain management paradigms, logistics remains dependent on

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a rather specific set of skills and competencies, whether for managerial, administrative, or blue-collar jobs, such as trucking or warehousing. This dependence implies that the logistical performance of businesses, industries, and nation states is strongly influenced by the quantity and quality of the workforce. Insufficient resources of a competent and properly trained workforce in logistics adversely affect the quality of service, reduce productivity in sectors dependent on logistics, and ultimately reduce trade competitiveness. While other interventions that affect logistics performance—such as international infrastructures, trade corridors, regulations, and services—have already been reviewed extensively, this report is the first to cover the contributions of human resources and explore how to develop skills and improve competencies, especially in developing countries. The study proposes a framework for the skills needed according to the logistics activity (such as transportation or warehousing) or the type and level of responsibility. Based on several sources, including recent surveys carried out by the World Bank and the Kühne Logistics University, the report uncovers where the skills constraints are according to the type of job or countries. Findings include that logistics is an industry struggling to hire skilled workers, although with differences between developed countries (where trucker shortages are more acute) and developing economies (where managerial shortages are more widespread). Typically, blue-collar logistics jobs have lower status and lower pay than blue-collar jobs in other industries; they are thus less attractive for skilled workers. In developing countries with

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a potentially available workforce, lack of vocational preparation for careers in logistics means that less-skilled workers are not easily re-skilled. Logistics tasks at the upper end of the occupational hierarchy and those with high information technology content often require an upskilling of employees to keep pace with new technology. Yet the problem is not confined to recruitment. The surveys point to limited resources, money, and staff time allocated to training, especially in developing countries. Realizing the promise of quality jobs from the growth of logistics worldwide requires a coordinated effort by logistics companies, professional associations, training providers, and policy makers. Through a combination of facilitation, regulation, advice, financial instruments, and land use planning, governments can exert significant influence.

Written for both HRM majors and non-majors, *Human Resource Management: Functions, Applications, and Skill Development* equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook; expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity; and features 17 new case studies on a range of organizations, including Starbucks

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and its response to the COVID-19 pandemic. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video on social media and hiring. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) allow students to engage with the material in a more meaningful way that supports learning. LMS Cartridge Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

The 2017 edition of the Latin American Economic Outlook explores youth, skills and entrepreneurship. Young Latin Americans embody the region's promise and perils. They stand at the crossroads of a region whose once promising economy and social progress is now undergoing a slowdown.

Today, software engineers need to know not only how to

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program effectively but also how to develop proper engineering practices to make their codebase sustainable and healthy. This book emphasizes this difference between programming and software engineering. How can software engineers manage a living codebase that evolves and responds to changing requirements and demands over the length of its life? Based on their experience at Google, software engineers Titus Winters and Hyrum Wright, along with technical writer Tom Manshreck, present a candid and insightful look at how some of the world's leading practitioners construct and maintain software. This book covers Google's unique engineering culture, processes, and tools and how these aspects contribute to the effectiveness of an engineering organization. You'll explore three fundamental principles that software organizations should keep in mind when designing, architecting, writing, and maintaining code: How time affects the sustainability of software and how to make your code resilient over time How scale affects the viability of software practices within an engineering organization What trade-offs a typical engineer needs to make when evaluating design and development decisions

Fundamentals of Organizational Behavior: An Applied Perspective, Second Edition examines the behavior of people in organizations. Topics covered range from political maneuvering in organizations (office politics) to the stresses facing people in managerial and professional positions. A conceptual framework for organizational behavior is presented, along with

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numerous case illustrations and examples from live organizational settings. This monograph consists of 14 chapters and opens with an introduction to organizational behavior and how it is influenced by principles of human behavior. The three main subareas or schools of management thought are discussed, together with the difference between knowledge work and non-knowledge work; how research and theory contribute to an understanding of organizational behavior; and the distinction between structure and process. The following chapters explore how the meaning of work relates to work motivation, as well as the link between work motivation and job performance; behavioral aspects of decision making; stresses in managerial and professional life; and political maneuvering in organizations. Small group behavior, leadership styles, and interpersonal communications are also considered, along with intergroup conflict and organizational effectiveness. This book will be of interest to students, managers, and staff specialists, as well as behavioral scientists and management theorists.

"The Leadership Advantage provides an in-depth, behind-the-scenes analysis of leadership development strategies, practices, and measures at Caterpillar, Cisco Systems, PepsiCo, PricewaterhouseCoopers, and Washington Group International." "Packed with illuminating case studies and eye-opening best practices, this book will help your organization achieve exceptional results using the single most powerful tool at your disposal: developing your high-potential people into tomorrow's leaders."--Jacket.

Israel's economy continues to register remarkable macroeconomic and fiscal performance. Growth is strong and

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unemployment is low. The external surplus is comfortable, and the public debt-to-GDP ratio, already well below the OECD average, is still falling. However, Israeli society remains marked ...

Mojo is the moment when we do something that's purposeful, powerful, and positive and the rest of the world recognizes it. This book is about that moment--and how we can create it in our lives, maintain it, and recapture it when we need it. In his follow-up to the New York Times bestseller *What Got You Here Won't Get You There*, #1 executive coach Marshall Goldsmith shares the ways in which to get--and keep--our Mojo. Our professional and personal Mojo is impacted by four key factors: identity (who do you think you are), achievement (what have you done lately?), reputation (who do other people think you are--and what have you've done lately?), and acceptance (what can you change--and when do you need to just "let it go"?). Goldsmith outlines the positive actions leaders must take, with their teams or themselves, to initiate winning streaks and keep them coming. Mojo is: that positive spirit--towards what we are doing--now--that starts from the inside--and radiates to the outside. Mojo is at its peak when we are experiencing both happiness and meaning in what we are doing and communicating this experience to the world around us. The Mojo Toolkit provides fourteen practical tools to help you achieve both happiness and meaning--not only in business, but in life.

In this latest edition of *Sales Force Management*, Mark Johnston and Greg Marshall continue to build on the tradition of excellence established by Churchill, Ford, and Walker, solidifying the book's position globally as the leading textbook in the field. It's a contemporary classic, fully updated for modern sales management practice. Including the Churchill, Ford, and Walker approach, the new edition also features: A strong focus on leadership, technology, innovation, ethics,

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and global business New material integrated throughout the book on multifaceted sales communication approaches, leadership, and the relationship between the marketing and sales functions Continued partnership with HR Chally, a global sales consultancy that supplies cutting-edge data for each chapter, allowing students to benefit from understanding and working with real-world applications of current sales force challenges Enhanced learning features, such as short and long cases to stimulate discussion, leadership challenges to assess students' ability to make decisions, role plays to allow students to learn by doing, and more Further resources for instructors and students are available at www.routledge.com/cw/johnston-9780415534628 .

Knowledge of the processes of educational change is said to be the missing ingredient in attempts to bring about educational innovation and reform. Whether these efforts involve grass roots innovation or large-scale societal reform, failure to understand and act on existing knowledge of the change process has accounted for the widespread lack of success in making educational improvements. This volume analyzes what is known about successful or productive change processes, and identifies corresponding action strategies at the individual, school, local and state levels. Included in this book is a major treatment of the topic of the 'ethics of planned change', a neglected topic in recent literature, especially since strategies for intervening in the change process are receiving more attention. This book is intended to be used by teachers in training and in service, teacher trainers, educational researchers, education historians and administrators.

These days, it's often easier to avoid face-to-face contact in favor of technological shortcuts. But as Michael Gelb argues in this compelling, entertaining book, the meaningful relationships that come from real interaction are the key to

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creating innovative ideas and solving our most intractable problems. In *The Art of Connection*, Gelb offers readers seven methods of developing this essential rapport in their professional and personal lives. Each chapter covers specific techniques and illustrates them with memorable stories, relevant scientific research, and hands-on exercises that allow readers to apply their new skills. Most important, Gelb reminds us that developing rapport with others is not just a business tool to enhance productivity but a valuable end in itself. He guides us to cultivate the skills we all need to deepen our relationships, broaden our humanity, and transform our lives.

This practical, hands-on book covers twelve key areas of skill development that enable today's learners to become effective coaches and mentors of tomorrow. It contains useful and serious advice - based on research, theory, and practice - encouraging innovation, improvement, and the type of individual contributions that create an environment of corporate success and continuous learning. Chapter topics include building trust, showing empathy, active listening, using influence tactics, helping others set goals, monitoring performance, giving feedback, encouraging positive actions, discouraging negative actions, training team members, helping others solve problems, helping difficult people, and developing protégés. For team players - especially those in corporate settings - who want to become leaders, supervisors, and mentors.

The publication evaluates the country's legal, regulatory and institutional framework for FDI to attract increased foreign and direct investment, as well as how to maximize the benefits from it. The review includes FDI entry and establishment, treatment and protection of investment, taxation, the business environment and sectoral regulations.

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