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Fracture Lines **Official Gazette of the United States Patent and Trademark Office Extreme Exposure: I-Team 1 (A series of sexy, thrilling, unputdownable adventure)** Out of Her Shadow Manage to Engage Dead by Midnight Focus On: 100 Most Popular Centers (Basketball) Activities for Elementary School Social Studies Women Sports **When Goliaths Clash: Managing Executive Conflict to Build a More Dynamic Organization** Chronicle of the Horse **Southeast Connector in Des Moines, Polk County** *Agility Shift* **Management Across Cultures** *Weekly World News* **Procedures for the Office** *Professional* *Thrown by Love* **Sams Teach Yourself Microsoft Word 2000**

Automation in 24 Hours **Susan Boyle, Professional Singer: The First Six Months** *Soul Deep* **San Francisco Oil Spill** *Science of Caring Vectors and Matrices* **The Leader's Guide to Unconscious Bias** **Hearings** **Breaking Point** **Professor Baseball** **Liespotting U.S. Highway 18/151, Verona, Wisconsin, C.T.H. G to C.T.H. PD, Dane County** National Collegiate Championships Synchronized Swimming **From Radio to Television** **Amateur Athlete** **Deadly Intent** *Barely Breathing* **Breaking Free** *Giving Our Best* The Workshop Book **The Times-picayune Index** Desire Untamed

Secrets buried in the sand? Former US Army Captain Mia Starr has built a new life

for herself in Denver, far away from camel spiders and sand—and the terrible secrets of her first deployment to Iraq. She isn't looking for a relationship, especially not with an intrusive photojournalist. Joaquin Ramirez might be sexy, but in her experience, photojournalists only want to make a buck off other people's suffering. Still, the universe must have a sick sense of humor because it keeps throwing her together with Joaquin, making the desire she feels for him harder and harder to resist. An undeniable attraction. As a Pulitzer Prize-winning news photographer, Joaquin has everything a single straight guy could want—except the right woman. When he meets Mia while shooting a crime scene, he immediately sees beyond her cold exterior to the vulnerable woman beneath. Though the police consider her a suspect, he's sure she's innocent. Someone is killing soldiers—and trying to pin the blame on her. Unable to resist the pull between them,

Joaquin stands by her only to find himself snared in the killer's net as well. A twisted soul hungry for revenge—Mia can't help it when the heat between her and Joaquin melts away her preconceptions. As their passion explodes, danger draws ever closer. When it becomes clear that Mia is the killer's true target, she must trust Joaquin with a secret that could ruin her—or risk losing the love of a lifetime. SHORT VERSION Former US Army Captain Mia Starr must trust photojournalist Joaquin Ramirez with a terrible secret—before the two of them fall to a killer hungry for revenge. Fans of Suzanne Brockmann, Maya Banks, Christy Reece, Julie Ann Walker and Cindy Gerard will adore Pamela Clare's expertly plotted romantic suspense series, which sets the pages alight with sizzling chemistry. For tension, thrills, romance and passion take a spin with the I-Team. In the years since her child's father left her, Kara McMillan has kept men at bay. The hard-boiled journalist has

vowed never to become vulnerable again, however lonely she feels. With his dangerous good looks, charm and power, Senator Reece Sheridan could have just about any woman he sets his piercing eyes on. But he's intrigued by only one: gutsy, sensual reporter Kara, who promises to be every bit the firebrand in bed that she is in print. But this is no fling. A sudden political scandal - and attempts on Kara's life - threaten to drive them apart. Yet maybe adversity will draw them into a bond even more intense than their steamy embraces... Sexy. Thrilling. Unputdownable. Take a wildly romantic ride with Pamela Clare's I-Team: Extreme Exposure, Hard Evidence, Unlawful Contact, Naked Edge, Breaking Point, Striking Distance, Seduction Game. It happens every summer: packs of beer-bellied men with gloves and aluminum bats, putting their middle-aged bodies to the test on the softball diamond. For some, this yearly ritual is driven by a simple desire to enjoy a good

ballgame; for others, it's a way to forge friendships—and rivalries. But for one short, wild-haired, bespectacled professor, playing softball in New York's Central Park means a whole lot more. It's one last chance to heal the nagging wounds of Little League trauma before the rust of decline and the relentless responsibilities of fatherhood set in. Professor Baseball is the coming-of-middle-age story of New York University professor and Little League benchwarmer Edwin Amenta. As rookie manager of the Performing Arts Softball League's doormat Sharkeys, he reverses softball's usual brawn-over-brains formula. He coaxes his skeptical teammates to follow his sabermetric and sociological approach, based equally on Bill James and Max Weber, which in the heady days of early success he dubs "Eddy Ball." But Amenta soon learns that his teammates' attachments to favorite positions and time-honored (if ineffective) strategies are hard to break—especially when the

team begins losing. And though he rejects the baseball-as-life metaphor, life keeps intruding on his softball season. Amenta here comes to grips with the humiliation of assisted reproduction, suffers mysterious ailments, and finds himself lingering at the sponsor's bar, while his partner, a beautiful but baseball-challenged professor, second-guesses his book in the making. Can he turn his team—and his life—around? Packed with colorful personalities, dramatic games, and the bustle of New York life, Professor Baseball will charm anyone who has ever root, root, rooted for the underdog. Experienced Word users will learn to create their own time-saving productivity-enhancing macros based on VBA and begin writing their own code. Basics are addressed with other topics covering sentences object, paragraph object, document objects, templates and more. This text is designed to help prepare students for a successful office career. Realistic office Case Studies

challenge the student to apply concepts and recommend strategies for solving problems. Emphasizes critical thinking, and communication as well as the importance of human resources. It has a permanent value as a handbook for office professionals. This resource guide is a day-by-day compilation of the significant occurrences in the public arena of the Susan Boyle world as she pursues her dream of becoming a Professional Singer and becomes an International Singing Sensation. The information was gleaned from available public sources and the Forum at Susan-Boyle.com for the six months from July 1 to December 26, 2009, and was compiled into my Weekly Susa-News Summaries. The "Susan Boyle" phenomenon has generated a large amount of diverse information from many different sources around the world. To be useful for any type of research or reference work, easy access is critically important and is provided by a Table of Contents, a Timeline

Chart, and a comprehensive 5-part Index. A hot contemporary romance from the author of the acclaimed I-Team series... Lexi Jewell left Scarlet Springs twelve years ago, vowing never to return to the small Colorado mountain town where she grew up. Now, here she is—over thirty, out of a job and with little choice but to move back in with her eccentric father. Lexi knows it's just a matter of time before she runs into Austin Taylor, her first boyfriend and her first heartbreak. She's determined to show him she's over him—until he steps out of a pickup truck and back into her life, looking sexy as hell in his mountain ranger uniform. As far as Austin is concerned, Lexi can turn her snazzy little convertible around and drive back to Chicago. After all, she ripped his teenage heart to pieces and turned her back on the town he loves. But from the moment he sees her again, he can't get her out of his mind. Even her smile messes with his head. When an evening of conversation turns into

something else, Lexi and Austin agree to be friends-with-benefits. But as Lexi starts making plans to return to the big city, Austin realizes he'll lose her a second time unless he can show her that what she's searching for has been right here all along. "Pamela Clare is a dazzling talent." -Lori Foster, New York Times bestselling author

According to Piaget, all higher-order thinking skills have their bases in activities involving concrete manipulation and observation. The third edition of this highly regarded collection of social studies activities continues to be based on the premise that children learn best through experiences and activities—learning by doing. It features new activities for each social studies category (geography, history, anthropology, sociology, economics, political science, and interdisciplinary). Three important new additions to the key elements of the easy-to-follow activity format make it easier for instructors to meet standards-based curriculum

requirements: A detailed treatment of National Council of Social Studies standards addressed; specific multiple intelligences addressed (also reinforced by a multiple intelligences section in the back of the book); and useful Web site(s) for group/individual research (URLs for sites that will expand or enrich the learning experience for the activity). By engaging pupils in meaningful, worthwhile social studies activities, instructors can emphasize the processes of learning rather than the products, resulting in a richly rewarding experience for pupils and teacher alike. They are called Feral Warriors—an elite band of immortals who can change shape at will. Sworn to rid the world of evil, consumed by sorcery and seduction, their wild natures are primed for release . . . Kara MacAllister's quiet small-town life is transformed forever the night a powerful stranger rips her from her home, claiming she is the chosen one—the key to his survival. Spiriting her away into the rain-soaked

night, Lyon reveals a truth Kara can barely credit. She's immortal, and the only one who can save his race. And deep within her, he arouses a fierce, primal hunger beyond anything she's ever imagined. But only when their lives are threatened by an ancient evil will Kara and Lyon realize they have found a love they would risk their immortal souls to claim . . . and a powerful desire that could never, ever be tamed. GET TO THE TRUTH People--friends, family members, work colleagues, salespeople--lie to us all the time. Daily, hourly, constantly. None of us is immune, and all of us are victims. According to studies by several different researchers, most of us encounter nearly 200 lies a day. Now there's something we can do about it. Pamela Meyer's Liespotting links three disciplines--facial recognition training, interrogation training, and a comprehensive survey of research in the field--into a specialized body of information developed specifically to help business leaders detect

deception and get the information they need to successfully conduct their most important interactions and transactions. Some of the nation's leading business executives have learned to use these methods to root out lies in high stakes situations. Liespotting for the first time brings years of knowledge--previously found only in the intelligence community, police training academies, and universities--into the corporate boardroom, the manager's meeting, the job interview, the legal proceeding, and the deal negotiation. WHAT'S IN THE BOOK? Learn communication secrets previously known only to a handful of scientists, interrogators and intelligence specialists. Liespotting reveals what's hiding in plain sight in every business meeting, job interview and negotiation: - The single most dangerous facial expression to watch out for in business & personal relationships - 10 questions that get people to tell you anything - A simple 5-step method for spotting and

stopping the lies told in nearly every high-stakes business negotiation and interview - Dozens of postures and facial expressions that should instantly put you on Red Alert for deception - The telltale phrases and verbal responses that separate truthful stories from deceitful ones - How to create a circle of advisers who will guarantee your success From novelty tricks in swim classes, through the Aquacades and movies, to the highly complex Olympic competitions--this history of synchronized swimming tells how the sport grew, examines the role the United States has played in its worldwide development, and describes the status of synchronized swimming in world sporting events today. Among the topics covered are competition development, development around the United States, rules and technical changes, and leadership (from volunteers to a National Office). Four appendices list major award winners, U.S. National Champions, the results of major international

competitions, and U.S. participation in international events. The work boasts photographs from the first trial national competition in 1942 to the World Championships of 2003, as well as a full bibliography. A kiss in a dark alcove triggers the greatest challenge of their lives...Ace pitcher Scotty Donovan has been traded from his longtime team—and hates it. But to his surprise, he now finds himself in the sweetest game of his life: winning the heart of smart, sexy physics professor Chloe McNalley. Chloe loves teaching, but she's never fit into academia. When she falls for Scotty, she discovers his arms and heart are where she belongs. They share a passion for the game, a fascination for the mysteries of the universe and an increasing love for one another. Then Chloe inherits Scotty's new team. As player and team owner, they shouldn't be dating. They try to hide their passion, until a blackmailer threatens them personally and professionally. Exposure could be the end of

everything--Scotty's career, Chloe's team ownership, and their new love—unless they find a way to transcend the taboo standing between them. See why readers have fallen in love with this Amazon bestseller! Author's Note: While THROWN BY LOVE can easily be read as a stand-alone story, you'll likely enjoy the other books in The Tavonesi Series- Heart of the Game: Book 1: Love Bats Last (Jackie and Alex) Book 2: Thrown by Love (Chloe and Scotty) Book 3: Fielder's Choice (Alana and Matt) Book 4: Love on the Line (Cara and Matt) Book 5: Aim for Love (Sabrina and Kaz) (Summer 2014) Quotes and Praise "Pamela Aares' writing is absolutely flawless, she sets the scene well and develops incredible characters. What I love most is how she writes strong female leads. I was rooting for the HAE but I was also rooting for Chloe's success. And there is an undercurrent of mystery and suspense interlaced with a wonderful romance story. I give Thrown By Love a solid 5

smarty stars with a bonus star for the author writing such a phenomenal book.”—Lady Literary“Pamela Aares deftly weaves together the desires and strategies of world-class sports with the equally charged realm of the heart to create fast-moving tales you'll wish would never end.”—Mary Beath, award-winning author “A new star in the romance world!” —E. Alexander, New York Times best-selling author“Triple Crown Ms. Aares! This story has so many levels that all weave together beautifully. From the moment readers start tuning the pages, there will be no putting this story down until love bats last! —Julie Caicco, InD'tale Magazine“I highly recommend this series to any readers who love Nora Roberts or Bella Andre.”—Jen's Reviews, Top Goodreads reviewerAbout the Author Pamela Aares is an award-winning author of contemporary and historical romance novels and also writes about fictional romance in sports with her new six-part baseball romance book series

titled Heart of the Game. Her first book, Jane Austen and the Archangel (Angels Come to Earth, #1) was released in 2012. Midnight Becomes You, the second in the series will release this year as will the celebrated historical romance novel, The Lady and the Patriot. Her popularity as a romance writer continues to grow with each new book release, so much so, that the Bay area author has drawn comparisons by some to Nora Roberts. Pamela Aares writes romance books that she loves reading, particularly those that entertain, transport and inspire dreams while captivating and tugging at the heart. She takes her readers on a journey with complex characters in both contemporary and historical settings who are thrown in situations that tempt love, adventure and self-discovery. Before becoming a romance author, Aares wrote and produced award-winning films including Your Water, Your Life, featuring actress Susan Sarandon and The Earth's Imagination. (love story,

contemporary romance, alpha males, heroes, sexy romance, sports romance, falling in love, billionaires, wealthy heroes) Rancher Jack West knows what it means to love a woman with all his heart and to lose her far too soon. A widower for seven long years, he thinks love and romance are a thing of the past, nothing more than cherished memories. He devotes himself to his grown son and his family, the horses they raise, and the land that has been theirs for three generations. He doesn't know that life has a surprise in store for him in the form of Janet Killeen, the lovely FBI agent he threw off his land last winter. The bullet that left Janet Killeen seriously wounded also tore a hole through her life. All she wants is a little peace and quiet in the mountains, a chance to feel like herself again. That chance comes to an abrupt end when she goes off the road in a snowstorm and winds up stranded alone in a ditch. The last person on earth she wants to see is that arrogant jerk Jack West, no

matter how handsome he is. But from the moment Jack finds her and offers her his hand, she realizes there's far more to this gruff cowboy than she had imagined. But trouble is brewing at Cimarron Ranch. A deranged man with an inscrutable motive is moving in for the kill, threatening to end Jack and Janet's romance before they can claim a love that is ... Soul Deep. Denver journalist Natalie Benoit and Deputy U.S. Marshal Zach McBride find themselves captives of a bloodthirsty Mexican drug cartel. Working together, they escape through the desert toward the border, the attraction between them flaring hotter than the Sonoran sun. They fight to stay ahead of the danger that hunts them as forces more powerful than they can imagine conspire to destroy them both... THE WORKSHOP BOOK TEACHES YOU HOW TO RUN AN EFFECTIVE WORKSHOP - EFFORTLESSLY. Based on methods developed - and proven - in business, this highly visual and practical book

will show readers how to design, lead and run effective workshops. The tools you need to design and lead successful workshops yourself Ways to enhance the collective intelligence of any team, keeping them focussed and engaged Tricks and tips for structuring time to generate maximum productivity in a limited session Advice on how to find inspiration and creativity to generate great ideas for any industry or brief Workshop fundamentals, so you can add your own flair Vectors and Matrices provides a progressive approach to vectors and matrices. The first half of this book is devoted to geometry, introducing matrices through its association with geometry mappings, while the rest of the chapters focus on the importance of matrices in non-geometric situations, such as the theory of linear equations and eigenvector theory. The power of eigenvector theory and its application to some problems in biology, probability, and genetics are also reviewed.

Other topics include the product of scalar and vector, vector equation of a line, linear dependence, three-dimensional mappings, and orthogonal matrices. The transpose of a matrix and vector, rectangular matrices, inverse of a square matrix, and eigenvectors of a matrix are likewise emphasized in this text. This publication is beneficial to students and researchers conducting work on vectors and matrices. This fourth edition has been revised and updated to explore the latest approaches to cross-cultural management, presenting strategies and skill-building for managing international assignments and global teams. Suitable for students taking courses on international management, cross-cultural management and HRM, as well as executive training programmes. The CEO of highly respected global consultancy Proudfoot shares her secrets to achieve your leadership license to operate and create businesses fit for people Manage to Engage: How Great Managers Create

Remarkable Results provides leaders with a practical, business-proven approach for building stronger organizational ecosystems that achieve exceptional results and long-term prosperity. Packed with innovative tools and exercises that can be immediately applied in any management setting, in-person or virtually, this invaluable guide shows you how to create a movement of energized and enabled people who are truly engaged in their work. Author Pamela Hackett has advised, led, and supported people through major change for some of the world's most prominent companies and brands throughout her 35 years in management consulting. In this must-read book, Pamela shares with you the one factor that underpins all performance improvement and transformation goals - be they operational, financial, cultural, or ultimately driven by your customer. It is to have a fully engaged workforce. She shares her passionate commitment to "people solutions" in business

and operations improvement by teaching you how to place engagement at the center of both your leadership and your entire organization. Designed to infuse engagement into every part of your day-to-day role, this vital resource will help you: Raise your head from your technology, connect with people, and build strong relationships by following simple yet powerful concepts like the "HeadsUP High 5" Leverage active management and other behavior models to change the way your teams work with you, and motivate them strive for 'best possible' instead of 'best practice' Use the innovative "1.5.30 Connect" performance improvement framework to bring about measurable and meaningful change through engagement and replace your outdated annual performance review system Recognize and rapidly adapt to the post-COVID world of work where more people are working remotely— and connectivity and engagement is more crucial than ever before

Manage to Engage: How Great Managers Create Remarkable Results should be required reading for anyone wanting to create great relationships at work, be genuinely connected to people, and power-up engagement levels to new highs. The early years of television relied in part on successful narratives of another medium, as studios adapted radio programs like Boston Blackie and Defense Attorney to the small screen. Many shows were adapted more than once, like the radio program Blondie, which inspired six television adaptations and 28 theatrical films. These are but a few of the 1,164 programs covered in this volume. Each program entry contains a detailed story line, years of broadcast, performer and character casts and principal production credits where possible. Two appendices ("Almost a Transition" and "Television to Radio") and a performer's index conclude the book. This first-of-its-kind encyclopedia covers many little-known

programs that have rarely been discussed in print (e.g., Real George, based on Me and Janie; Volume One, based on Quiet, Please; and Galaxy, based on X Minus One). Covered programs include The Great Gildersleeve, Howdy Doody, My Friend Irma, My Little Margie, Space Patrol and Vic and Sade. Rooted in the creative success of over 30 years of supermarket tabloid publishing, the Weekly World News has been the world's only reliable news source since 1979. The online hub www.weeklyworldnews.com is a leading entertainment news site. Something more troubling than an unhappy marriage calls Rebecca out into a rainy night with no shoes, no plans, and four young children in tow. She arrives unexpectedly at her childhood home, a haunted nineteenth-century mansion. She knocks on the door of her past and sets a year of extraordinary events into motion. Melanie muses that self-reflection is not for the faint of heart. To find grace one must explore all facets of

human nature, however dark. She brings temperance, humor and compassion to her relationships and to her work as a psychotherapist. When her place of employment, the Southeast Counseling Center, is destabilized by malevolent leadership, Melanie's psyche is strained by shadows almost too deep to fathom. After the birth of her second child, Pamela gives up all hope of regaining her lost youth. A numbing mist fills her emptiness as days bleed into years, and she takes on motherhood with impeccable care. But a sleeping ghost is roused when her adolescent son is treated for depression. With a mother's empathy, Pamela faces her own demons, and in the process her passion is rekindled. With wind in her sails and fifty pounds lighter, she is on a mission to serve children, but her prospects for a new career are complicated by torn loyalties. Set in the mental health system against the vibrant backdrop of Vermont, *Out of Her Shadow* celebrates the feminine connection and its triumph

over dark spells. Layers of despair and betrayal are eased by the love and laughter shared between sisters and their outrageous capacity to trump the law without breaking it. The Tsunami and earthquake which struck the Indian Ocean and surrounding countries on 26th December 2004 was one of the worst natural disasters in recent memory killing more than 225,000 people in 11 countries'! But what if it wasn't an accident? Thirty years ago at the height of a population explosion a group of young idealistic scientists set out on a quest'! to protect the Earth from the excesses of mankind itself. Aware that the short-termism of successive Governments would do little to solve the problems they become self-appointed guardians. Their trials are destined to lead them to the edge of sanity. In bringing their plans to fruition they face the ultimate conundrum'! can they in good conscience destroy huge swathes of Antarctica to save the Earth for future generations? As their plans

come to fruition will Trey Brown, self-imposed protector of the ice-fields or the FBI and the US Government be able to stop them, or is the planet destined to be reshaped by their hands? It's the return of the Colorado High Country series! Come back to Scarlet Springs with members of the Rocky Mountain Search & Rescue Team. Featuring characters from Pamela Clare's acclaimed I-Team series. He's the one man she can't have... Winona Belcourt left the Pine Ridge Reservation to become a wildlife vet in the small Colorado mountain town of Scarlet Springs. She now leads a busy life caring for sick and injured animals and watching over her aging grandfather. Apart from a complete lack of romance, her life is close to perfect. She doesn't have time for dating, even if there were available men in tiny Scarlet who interested her. Then Jason Chiago comes to town, one of many volunteers here to help rebuild her family's summer camp. Tall, dark, and hot as hell, he's the friend of some

friends and a member of the legendary Shadow Wolves, an all-Native unit of expert trackers who patrol the US-Mexico border. Sadly, he's also taken-or so her friends say. Winona would never get involved with another woman's man. Still, she can't turn off the longing she feels for him-or stop herself from imagining the heat of his kisses. She's everything he wants... As a Tohono O'odham man, Jason knows that life's journey is filled with unexpected twists and turns. Still, he never expected to be where he is now-his ex-fiancée in prison and his job with the Shadow Wolves on the line. On administrative leave for taking out a killer on the wrong side of the border, he has come to Scarlet Springs to help rebuild a kids' camp that burned to the ground-and to clear his head before his disciplinary hearing next month. Yet, from the moment Winona stumbles into him, he can think only about her. With her big heart, sharp mind, and sweet face, she is everything he's ever

desired in a woman. But he made a deathbed promise to his grandmother that he would never abandon his responsibility to the O'odham people and move away from the reservation like so many others have done. It's his duty to pass on traditional lifeways so they won't disappear and to be a role model for O'odham youth. Winona deserves better than a fling with a man who can't stick around. That's why he's going to keep his hands to himself, no matter how much she makes him burn. A love that won't be denied... When a wealthy rancher asks Winona to help find a wolf that is killing his livestock, Jason and Winona join forces to solve the mystery. There haven't been wild wolves in Colorado for eighty years. But working closely side by side has consequences. As they move in on the wolf and uncover a more shocking truth, their attraction ignites into passion. Jason realizes he has a choice to make. He can either keep a vow he made long ago and break both of their hearts by

walking away-or he can turn his back on his duty and his people to seize a chance at true happiness in the arms of the woman he loves. Tropes: Forced proximity, soul mates, law enforcement, man in uniform Marc and Sophie Hunter, Gabe and Kat Rossiter, Holly Andris and the rest of the I-Team gang find themselves in the same historic Denver hotel celebrating the approach of Christmas at different holiday parties. What starts out as a fun winter evening with friends soon becomes a brutal fight to survive when the hotel is taken over by a group of ruthless narco-terrorists who will stop at nothing to get what they want. On the outside, Julian Darcangelo, Zach McBride, Nick Andris, and others join together with the FBI's Hostage Rescue Team in a desperate bid to free their friends, knowing that if they fail, the people they love will be... Dead by Midnight. Featuring cameo appearances by the men of the FBI Hostage Rescue Team, a series by New York Times bestselling author

Kaylea Cross. As contrary as it sounds, "planning" -- as we traditionally understand the term--can be the worst thing a company can do. Consider that volatile weather events disrupt trusted supply chains, markets, and promised delivery schedules. Ever-shifting geopolitical tensions, as well as internal political upheaval within U.S. and global governments, derail long-planned new ventures. Technology failures block opportunities. Competitors suddenly change their product or release date; your team cannot meet the pace of innovations in your market niche, leaving you sidelined. There are myriad ways in the current business environment for a company's well-considered business plans to go awry. Most business schools continue to prepare managers to be effective in stable and predictable environments, conditions that, if they ever existed at all, are long gone. The Agility Shift shows business leaders exactly how to make the radical mindset and

strategy shift necessary to create an agile, entrepreneurial organization that can innovate and thrive in complex, ever-changing contexts. As author Pamela Meyer explains, there is much more involved than a reconfiguration of the org chart and job descriptions. It requires relinquishing the illusion of control at the very foundation of most management training and business practice. Despite most leaders' approaches, "Agility is not simply accelerated planning." Unlike many agility books on the market, The Agility Shift provides specific, actionable strategies and tactics for leaders at all levels of the organization to put into practice immediately to improve agility and achieve results. A timely, must-have guide to understanding and overcoming bias in the workplace, from the experts at FranklinCovey. Unconscious bias affects everyone. It can look like the disappointment of an HR professional when a candidate for a new position

asks about maternity leave. It can look like preferring the application of an Ivy League graduate over one from a state school. It can look like assuming a man is more entitled to speak in a meeting than his female junior colleague. Ideal for every manager who wants to understand and move past their own preconceived ideas, *The Leader's Guide to Unconscious Bias* explains that bias is the result of mental shortcuts, our likes and dislikes, and is a natural part of the human condition. And what we assume about each other and how we interact with one another has vast effects on our

organizational success—especially in the workplace. Teaching you how to overcome unconscious bias, this book provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts. According to the experts at FranklinCovey, your workplace can achieve its highest performance rate once you start to overcome your biases and allow your employees to be whole people. By recognizing bias, emphasizing empathy and curiosity, and making true understanding a priority in the workplace, we can unlock the potential of every person we encounter.