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this excellent book is a back to basics reminder of the fundamentals of supervision it provides an easy to read guide to improve and strengthen the essential yet sometimes neglected supervision process one particular strength are the good practice checklists in each chapter they summarise what is core and crucial to the

effectiveness of supervision provides useful examples of practice and a what to do list of actions sofr franklin child protection social worker uk this book shows how reflection and critical analysis should be at the heart of good supervision and explains why this is not always achieved more importantly it goes on to inform readers on how to get the most out of supervision with examples of good practice personally i have found the book to be most helpful as part of my own early professional development gary law children and young people in care social worker bury local authority uk in this accessible and comprehensive book bill mckitterick brings his wealth of professional experience to bear reinvigorating professional supervision in social work and reinstating its place at the heart of practice this is a timely challenge to the tyranny of managerialism and process compliance in social work sue white professor of social work university of birmingham uk part of a new social work pocketbooks series this brief and to the point social work resource enables students social workers supervisors and line managers to understand what good supervision is and how to implement it useful features include practical ways for supervisors and social workers to prepare for and use supervision strategies to improve supervision or start again when it has fallen into disuse methods and advice to protect and prioritise time and space for supervision advice on maintaining supervision alongside organisational focus on performance management addressing supervision in multi professional settings written by an experienced practitioner this book recognises the working environment of social workers and their managers and provides the structure for them to collaborate as peers

the second european edition of financial markets and corporate strategy provides comprehensive coverage of financial markets and corporate finance brought to life by real world examples cases and insights placed in a truly international context this new and updated edition takes an academic and practical view point to guide students through the challenges of studying and practicing finance aimed specifically at an international audience this edition boasts hundreds of references to new and relevant non us research papers from top finance journals whilst retaining the well respected structure of the successful us text professor david hillier has also made a number of additions which include fully updated research data and examples in every chapter coverage of the global financial crisis the impact it made on the financial markets and the lessons being learnt by the finance industry a stronger emphasis on corporate governance and agency theory updates on accounting standards bankruptcy laws tax rules and tax systems

built on a strong foundation basic marketing 18e with connectplus and learnsmart provides an integrated teaching and learning solution for presenting the four ps framework and managerial orientation with a strategy planning focus the perreault franchise was the pioneer of the four ps in the introductory marketing

course the unifying focus of basic marketing has always been on how to make marketing decisions in deciding what customers to focus on and how best to meet their needs consistent with our belief in continuous quality improvement this edition has been critically revised updated and rewritten to reflect new concepts new examples recent best practices and to tightly integrate the best digital tools in the industry for ensuring that students are prepared to engage in classroom lectures and pursue future business and marketing careers

this sixth edition of organisational behaviour provides a thorough introduction to the field for students and aspiring practitioners alike comprehensively revised to reflect the most recent developments this text also retains its strong research foundations balancing a psychological approach with social perspectives covering the effects of personality emotions values and group dynamics on an organisation this book also has a strong business focus emphasising the role of an organisation s leaders structure and politics on its overall behaviour key features new end of chapter case studies for each chapter with relevant examples from across the globe featuring companies such as united airlines zara and hp covering the chapter s main topics applying the key theories and emphasising what has been learnt new chapter on organisational architecture combining and refining two previous chapters on organisational structure and organisational design new irl logos to highlight sections that can be seen and applied directly to real life situations ob in practice mini cases throughout the chapters have been revised and updated to provide concise international examples enabling the reader to apply theories learnt into practice re organised chapter structure to ensure greater synergy between chapters and improved flow of knowledge throughout the text available for the first time with connect our highly reliable easy to use digital teaching and learning solution that embeds learning science and award winning adaptive tools to improve student results also with access to smartbook our adaptive reading study and practice environment specific to the book s content

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as physical collections go digital the organizational procedures budgets and usage patterns of libraries must evolve to meet this change by identifying the various issues that are essential in understanding the management of e resources progressive trends in electronic resource management in libraries provides relevant theoretical and practical details from an international perspective on the current e resources landscape through a detailed discussion of the specific aspects of e resources management this book is a useful source for library science faculty and students academic librarians research scholars and it professionals aiming to improve their understanding of the theoretical details history selection acquisition fair use and management of e resources

includes summarized reports of many bee keeper associations

the shelly cashman series presents a completely revised and updated edition to the best selling discovering computers book to make learning about computers interesting and interactive discovering computers 2002 concepts for a digital world is fully integrated with the world wide as a means of offering additional content unmatched currency learning games and more discovering computers 2002 is available in three versions to provide the right depth of coverage for every class unparalleled online content extensive end of chapter exercises and comprehensive instructor s resources give you all the tools you need to present an outstanding concepts course

accounting building business skills 4th edition continues to provide students and academics with a well written and accessible textbook with ample illustrations and applications to business for a first course in accounting the text is unique in the way it balances a user and preparer perspective and integrates real financial information to illustrate business decision choices and how decisions are made using accounting information the pedagogical approach presented in the text has been tried and tested over many years and provides a constructive framework for students to learn fundamental accounting concepts and processes through the use of real company information and financial statements students will quickly appreciate the use of accounting information the textbook clearly outlines to students how to account for typical business transactions and prepare financial statements such as a balance sheet income statement and statement of cash flows that communicate the financing operating and investing activities of a business whether a student is required to study one accounting subject as part of a wider business degree or undertake a major study of accounting the text builds a strong conceptual understanding of accounting and will develop skills that can be applied to an accounting and business environment the integral role of financial statements for decision making is also emphasised in this text and is reinforced throughout by the decision toolkit in each chapter students are provided with an extensive set of tools necessary to make business decisions based on financial information the fourth edition is designed to engage and educate students

the much anticipated fourth edition of craig deegans financial accounting theory delivers authoritative and completely up to date material with the discussion of both existing theories and newer theories that have surfaced as financial reporting has become more international this edition includes a new selection of modern accounting headlines which provide current examples of organisations and individuals putting accounting theory into practice in both local and global settings financial accounting theory covers additional topics such as critical

perspectives public sector accounting and fair value workflows and processes are presented using enhanced visual charts to help demonstrate how accounting works in practice deegan presents the concepts in a clear and straightforward style while challenging students to think critically about the range of accounting theories financial accounting theory provides a sound basis for readers contemplating further research and develops habits of analytical reasoning and critical thinking

3 e books in one 12 disciplines of leadership excellence master the 12 disciplines of powerful leadership and lead your organization to greatness leadership experts brian tracy and dr peter chee assert that great leaders are made not born everyone has the ability to shape himself or herself into the kind of person who enables and uplifts others to reach their highest potential and in 12 disciplines of leadership excellence they reveal exactly how to achieve it it all starts with discipline in this groundbreaking book the authors break down great leadership into 12 disciplines including clarity about who you are where you are going and how to get there control build and bolster your sense of personal responsibility and self mastery character dedicate yourself to passionately build trust with honesty and integrity competence commit to constant never ending improvement and learning caring because when you care your people care in building great working relationships courage moving out of your comfort zone to embrace change and make tough decisions coaching for breakthrough success a powerful new coaching method from chicken soup for the soul co creator jack canfield combining time tested principles of exemplary coaches with the latest disruptive techniques used by the world s top performing leaders coaching for breakthrough success is a playbook that shows you how to nurture in yourself and others the three essential requirements of coaching excellence 1 heart the coaching principles tcp unveils the secret to life impacting values beliefs and philosophies that permeate all aspects of great coaching 2 mind the situational coaching model scm unleashes the genius of a coach to apply the right combination of crucial paradigms in any given coaching challenge 3 energy the achievers coaching techniques act equips you with proven methods that enable you to deliver breakthrough results in coaching coaching for breakthrough success is packed with stirring personal stories life changing case studies crucial coaching conversations exemplary coaching questions and ready to use tools that equip you to achieve professional mastery in coaching becoming an effective mentoring leader turn mentoring into profits becoming an effective mentoring leader breaks down the essentials of mentoring and shows you how to take advantage of this valuable new workplace dynamic you ll learn the smartest way to incorporate mentoring into your day to day leadership role the fastest way to equip inspire and motivate your staff the differences between mentoring coaching and teaching how you as a leader can rate the mentors in your office and assess the progress of mentees using case

studies tools and impactful learning concepts the authors show you how to use mentoring s core skills to create a winning approach tailored to your own style be it the reflective mentor the storytelling mentor or the example based mentor

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