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Drawing on classical and emerging research perspectives, this comprehensive book provides an up-to-date review of local government in Europe. Featuring an impressive range of contributors from both eastern and western Europe, the book addresses three main topics: territorial reforms, democratic empowerment of citizens and the role of local leadership, as well as new trends in local finances. Acknowledging their inherent diversity, the book examines the ways that local governments have responded to

shared challenges, such as climate change, increasing populism and democratic deficit in order to identify both the variety and communalities between the country-specific features. In doing so, it provides a rich picture of the latest trends in local government, as well as pointing the way for future developments. The global higher education sector has changed dramatically as universities continue to face unprecedented challenges associated with the COVID-19 pandemic. Many are struggling to navigate this crisis while maintaining high-quality course delivery, ensuring

strong student recruitment numbers, and providing clear communication to staff and students. Issues have emerged at an exponential rate, and coping with the pandemic has been particularly difficult for universities as they serve several functions, such as being educational institutions as well as major employers. Leadership and Management Strategies for Creating Agile Universities reflects on the challenges that higher education institutions have faced during the pandemic and the associated projected socio-economic impact yet to be felt. It also considers how

different universities have addressed the challenges so as to learn what has and has not worked and speculates what future implications exist for the vision of a new higher education sector in a changing world. Covering topics such as developmental leadership, IT governance, and lifelong learning, it is ideal for policymakers, industry professionals, academicians, researchers, governors, decision makers, teachers, and students. Resource guide including links and descriptions of publications and websites as well as other resources, mostly intended for

Scout leaders with special needs Scouts. To understand the Chinese military, and thereby the dynamics of China's peacetime army, one must understand its organizational system. To that end, Harvey Nelsen has written a book that examines in detail the entire organization of the Chinese People's Liberation Army (PLA). Dr. Nelsen studies the PLA from top to bottom. Throughout, he challenges the widely held theory that military politics in China are largely determined by personal relations among officers and that the PLA is more a civic-action army than are most military

organizations. Important as a purely military study, this book is valuable also for the light it sheds on the whole of Chinese bureaucratic politics. This second edition has been revised to reflect changes that have occurred since the death of Chairman Mao as well as to incorporate new information about the Chinese military and political system during Mao's reign. `By Exploring the types of leadership programmes or development which is needed to maximise the effectiveness of early childhood leaders, *Leading and Managing in the Early Years* is extremely useful for

any reader researching early childhood issues, for owners, managers and practitioners who are planning to develop distributive leadership in their early years provision in all sectors and for local authority employess involved in developing intergrated centres' - *Early Years Update* `A major contribution to the limited literature and research on leadership in childhood education' - Professor Tony Bush, Editor of *Educational Management, Administration and Leadership*. `This important book focuses clearly on evidence, describing the

realities of leading and managing settings in times of rapid policy changes. Carol Aubrey manages to combine theory, research and practice in a book that will be invaluable to a new generation of early years professionals' - Angela Anning, Emeritus Professor of Early Childhood Education, University of Leeds, UK `Skilfully draws on sound empirical research to present a grounded theory model for leadership in early years education. â€¦of interest to researchers, students and practitioners internationally' - Professor Nithi Muthukrishna, University of KwaZulu-Natal,

South Africa Skilled and effective leadership is essential in early childhood (EC) settings such as nurseries, day care centres, children's centres and in reception classes within schools. This book integrates leadership and management practice with a real understanding of early years settings, looking at the many different models of EC leadership and many different types of settings in which EC leadership operates. This book investigates different concepts and characteristics of EC leadership as well as the roles and responsibilities of EC leaders. It also explores the types of leadership

programmes or development which is needed to maximise the effectiveness of EC leaders. Based on work done by Carol Aubrey and her colleagues with groups of local early years leaders from children's centres, foundation units in primary schools, nursery and day care provision, this book is suitable for all those studying and researching early childhood, from Foundation Degree students through Early Years Practitioners to NPQICL participants. It will be useful for early years practitioners and local authority employees involved with the integrated centres initiative. Carol Aubrey is

Professor of Early Childhood Studies at the University of Warwick and UK editor of Journal of Early Childhood Research. Present day knowledge about public sector reforms in Asia is quite scattered and seldom focuses on the challenges of leadership. This book seeks to address this issue by presenting country cases that reflect the great diversity of the region. In International Multi-Unit Leadership, Chris Edger builds on his earlier Effective Multi-Unit Leadership. First - showcasing up-to-date, contemporaneous case studies of market-leading international organisations - the

book takes a cross-border perspective on leading from the middle in international subsidiaries that are committing significant capital to land-based multi-unit infrastructures. Secondly, it captures the zeitgeist of internationalizing hospitality, retail, service and leisure organizations facing challenges in relation to multi-channel/smart technology spread, divergent national cultures and emergent, imitative local competition. Thirdly, it addresses the conundrum that most subsidiary multi-unit leaders (regional, area and district managers) face, generating commitment

amongst their unit managers and team members, whilst coping with their firm's country of origin-based control and change agendas. Continuing the themes that emerged in his earlier book, particularly around how multi-unit leaders (MULs) and directors are expected to expedite a number of competing and contradictory functions, the author finds that in subsidiary-based international situations, complexity and ambiguity escalates due to 'distance decay' and the level of internal and external contextual turbulence. Based on exemplary case studies, the author

examines how high-performance MULs manage paradox and ambiguity within an international context and how organizations can deliver local effectiveness within a strategic framework determined by a policy-making centre hundreds or thousands of miles away. The research and case studies in this book will appeal to managers within international multi-unit enterprises, service directors wishing to train and coach others, students on any of the increasing number of multi-unit management programmes being run in business schools, and academics with an

interest in internationalizing service-based enterprises. In *International Multi-Unit Leadership*, Chris Edger builds on his earlier *Effective Multi-Unit Leadership*. First - showcasing up-to-date, contemporaneous case studies of market-leading international organisations - the book takes a cross-border perspective on leading from the middle in international subsidiaries that are committing significant capital to land-based multi-unit infrastructures. Secondly, it captures the zeitgeist of internationalizing hospitality, retail, service and leisure organizations

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and case studies in this book will appeal to managers within international multi-unit enterprises, service directors wishing to train and coach others, students on any of the increasing number of multi-unit management programmes being run in business schools, and academics with an interest in internationalizing service-based enterprises. If you are a manager or a training and development professional, you need concrete suggestions for guiding your organization through rapidly changing conditions and difficult challenges. Flexible Leadership offers a

comprehensive theory that integrates findings from different disciplines and more than a half century of research and explains how leaders can effectively enhance the bottom-line performance of their organizations. The authors provide illustrative examples of effective and ineffective leadership, including some from their own consulting experiences over the past 30 years in private and public sector organizations. The book includes information about Leadership and management behaviors that can be used to enhance organizational

performance. Improvement programs, management systems, and structural forms that can be used to enhance organizational performance. Integrating direct and indirect forms of leadership. Balancing tradeoffs and competing demands related to performance. Adapting leadership to changing situations. Integrating leadership processes at different levels of an organization. Competencies relevant for effective leadership. Presents a comprehensive approach to developing student leadership. It

serves as a field guide for conducting leadership classes in schools, camps, and retreats. By participating in group leadership activities and building on their newly learned skills, students gain the confidence needed to become leaders in school activities, athletic programmes, and clubs. As information technology becomes increasingly essential within organizations, the reputation and role of the CIO has been diminishing. To regain credibility and avoid obscurity, CIOs must take on a larger, more strategic role. Here is a blueprint for doing exactly that.

This book shows how CIOs can bridge the gap between IT and the rest of the organization and finally make IT a strategic advantage rather than a cost sink. Managing Performance in Local Government develops a performance management framework that embraces a range of management approaches. It is relevant to managers across the local government sector, helping them to understand the connections between different techniques at different levels within the organization. Drawing on more than a decade of service as president

of one of Canada's major research universities, Peter MacKinnon offers an insider's perspective on the challenges involved in bringing students, faculty, and governments together in the pursuit of excellence. How did Hawaiian and Polynesian culture come to dramatically alter American music, fashion and decor, as well as ideas about race, in less than a century? It began with mainland hula and musical performances in the late 19th century, rose dramatically as millions shipped to Hawaii during the Pacific War, then made big leap with the advent of low-cost air travel. By

the end of the 1950s, mainlanders were hosting tiki parties, listening to exotic music, lazing on rattan furniture in Hawaiian shirts and, of course, surfing. Increasingly, they were marrying people outside of their own racial groups as well. The author describes how this cultural conquest came about and the people and events that led to it. This publication examines the various innovative projects on-going in Latin America, where fledging and developing local government policies are being introduced for reforming and improving services for the local communities whom

they serve. The emergence of decentralised democracies in this region of the world offers may new challenges, that are dependent on building communities open to enterprise and innovation. Among such innovations are popular participation, service delivery, privatization and personnel management. Case studies of such developments are documented in this publication. For outside agencies and countries providing donor finance to this region, a greater awareness is required of the local policies that are being implemented. The World Bank

recommends a process of participation in public choice, and a fostering of greater co-operation at a local level. Fatality quotas implemented in China's industrial sector are being used to promote work safety and therefore, reducing the number of work-related deaths. Given the controversial nature of this policy, Gao analyzes how the fatality quotas are functioning to aid the country in balancing economic growth and social stability. The book also examines significant implications caused of this policy's implementation in the local regions, and reveals how

local officials attempt to handle these problems. This is the first book to systematically examine the role of death indicators in work safety improvement in contemporary China, revealing insight into Beijing's quota-oriented approach to policy-making. "Argues that partnership working will only succeed if public service partnerships become more 'citizen-centric', which can only be achieved by local leadership and real dialogue." - cover. Health Impact Assessment is a policy-support instrument and approach that seeks to assess the health

impacts of projects, programmes and policies on population health. The ultimate goal of HIA is to systematically predict health impacts and subsequently inform the intersectoral decision- and policy-making processes of these impacts. Integrating Health Impact Assessment with the Policy Process examines how the process of integrating HIA with policy can take place. Introductory chapters outline the HIA process and provide a conceptual foundation for the book. Then, drawing from experiences of HIA practice and research globally,

country specific experiences are presented to examine HIA's relationship with the policy process. Throughout the book checklists and learning points are provided to assist the readers' understanding of the concepts and examples discussed. This practical and conceptually-grounded guide represents a convergence of theory and practice from the disciplines of public health, environmental health and the social sciences, and will appeal to practitioners and professionals in these fields, as well as policy-makers, decision-makers, planners at regional and national

government levels as well as academics, educators and students. There is a growing recognition of the increasing importance of 'local leadership' practice within multi-unit service contexts, given the threat to costly land-based retail infrastructures from smart technologies. Multi-site organizations are economically significant, but currently under-researched and poorly understood. In *Effective Multi-Unit Leadership*, Chris Edger looks at that key managerial cohort in the retail, hospitality and service sectors operating between the centre and unit - the Multi-Unit

Leader (MUL). This district, area or regional manager, is tasked with maximising revenue and profit from a complex and ambiguous positional space, being sandwiched between the centre and unit, facing the MUL paradox: how do they motivate unit managers and team members to provide great service whilst simultaneously fulfilling the Centre's compliance agenda? Based on extensive case study research across a range of multi-unit service organisations, Edger advances an Integrated Model of MUL that elucidates how key activities (sales-led service, systems

and standards - 3Ss) are driven through behavioural practices (commitment, control and change - 3Cs) underpinned by MUL personal characteristics (expertise, emotional intelligence and energy - 3Es). Central to this model is the notion of 'portfolio optimisation through social exchange' (POSE) where MULs apply 'local leadership', leveraging their portfolios through the deft application of exchange-based currencies. Replete with case studies, *Effective Multi-Unit Leadership* will appeal to high potential unit managers; existing multi-unit leaders

who want to improve their performance levels; and retail/service directors wishing to train and coach their direct reports; as well as business educators and those with an academic interest in organisational studies. This book explores the relationship between leadership and community involvement, and discovers how making these two elements more complementary one to the other can lead to more effective as well as legitimate policy outcomes.

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