

Core Qualities

A Gateway to Human Resources

Daniel Ofman

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Daniel Ofman



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Core Qualities Daniel Ofman,2004-09 The unique core quadrant methodology illustrated in this guide presents a framework for improving any manager s workplace performance The core quadrant system is built on the principles of the enneagram and further refines the core qualities that define the enneagram s nine personality types By recognizing qualities such as determination precision flexibility orderliness and empathy in oneself and one s employees managers can create environments that allow individuals to flourish within organizations This system provides managers with insight into the motivations of their employees and is particularly valuable in dealing with difficult or incompatible personality types

Courseware for IPMA Individual Certification based on Project Management by ICB4 Bert Hedeman,Roel Riepma,2024-09-23 This Courseware for IPMA Individual Certification contains the slides for the various IPMA training courses It includes slides for all the learning objectives as described in the textbook Project Management by ICB4 and the Preparation Guide for IPMA Individual Certification It follows the same structure as this textbook and preparation guide Each IPMA Member Association independently determines which learning objectives are required at the different IPMA levels Custom slide decks are available online on request These will then correspond to the learning objectives they set per level It is recommended that the courseware be combined with the textbook and preparation guide This provides optimal preparation for the exams The slides provide an ideal overview of the characteristics and essence of each learning objective This courseware contains about 430 informative slides for all levels An extensive team of IPMA trainers and project managers has reviewed these slides We wish you every success in your projects and in preparing for your exam

Preparation Guide for IPMA Individual Certification Bert Hedeman,Roel Riepma,2024-09-23 Preparation Guide for IPMA Individual Certification Based on Project Management by ICB4 This Preparation Guide for IPMA Individual Certification is a must for anyone preparing for the IPMA D and IPMA C project management exams through one of the IPMA Member Associations based on the ICB version 4 This book follows the same structure as the textbook Project Management by ICB4 and includes a summary of the learning objectives covered in the textbook and many multiple choice and open ended questions with answer indications to practice the material Multiple choice questions with answer indications are included for all the Basic learning objectives Open ended questions with sample answers are included for all the main topics of the learning objectives in both the Basic and Advanced sections The multiple questions are formulated at Bloom level C Comprehensive The open ended questions are formulated at different Bloom levels The Bloom level at which the questions are formulated is indicated in the title of each question The open ended questions are all based on a short case study They are always about applying the project management framework and supporting theories as indicated in the textbook Each IPMA Member Association independently decides which learning

objectives apply to their IPMA D and IPMA C certification levels To determine which learning objectives consult your IPMA Member Association s website This Exam Prep contains more than 400 multiple choice questions and 225 open questions the latter totalling more than 650 marks so a wealth of practice material An extensive team of IPMA trainers and project managers has reviewed the Exam Prep book *Project Management by ICB4 - IPMA* Bert Hedeman, Roel

Riepma, 2023-09-21 IPMA observes an increasing number and importance of projects in business public and people s lives also known as projectification In the world of globalisation an increasing number of organisations are working project based to cope with the challenges of modern times Especially now society is on the brink of such significant changes as global warming and artificial intelligence Projects drive the development of new products and services expansions new capabilities implementation of new strategies and new generations of infrastructure and major maintenance and upgrade of existing facilities and infrastructure This book provides a knowledge base for developing individual competencies for managing projects as described in the IPMA Individual Competence Baseline version 4 which encompasses Perspective competencies People competencies Practice competencies As projects become increasingly important we must continue to realise that projects begin and end with people and that their competent performance within the broader context of the environment is at the heart of any successful project In this book theories and practices for all ICB4 competencies are described They are logically sequenced explained and enriched with practical approaches which can be learned and applied in the daily project management practice As such it aligns entirely with IPMA s vision to strengthen competence across society to enable a world in which all projects succeed This book also supports obtaining an IPMA certificate as proof of your competence in projects

Exploring the Professional Identity of Management Consultants Anthony F. Buono, Léon de Caluwé, Annemieke Stoppelenburg, 2013-03-01 The volume is based on the presentations and discussions from the Fifth European Conference on Management Consulting sponsored by the Management Consulting Division of the Academy of Management which took place June 2011 at Vrije Universiteit in Amsterdam the Netherlands The conference theme Exploring the Professional Identity of Management Consultants attempted to capture the highly ambiguous social status of this young and emerging profession Management consulting does not have professional standards or accreditation criteria like those found in medicine or law there are low barriers to entry and a broad range of tasks are undertaken in the name of consulting As a result a crucial aspect of what constitutes such a loosely defined profession is the identity of its members The professional identity of management consultants is continuously developing through the interplay of how consultants are seen and valued by clients as well as in the larger society and how consultancy firms and consultants identify and position themselves This theme includes a variety of topics ranging from the interaction between consultants and their clients consultant rhetoric and self presentation and the plethora of books media and public discourse on consulting to human resource policies and practices knowledge development activities of consultancy firms career and life stories of consultants and consultancies and consulting

associations accreditation bodies and education programs All of these factors contribute either directly or indirectly to identity construction in the field of management consulting

The Mindful Guide to Conflict Resolution Rosalie Puiman, 2019-11-05 Successfully handle difficult conversations remain civil and end an argument peacefully with this straightforward and mindful guide to conflict resolution It is important to share your thoughts and opinions with others and even more important to be able to do so without starting an argument or offending someone Now you can prevent and resolve conflicts with help from this guide covering everything from understanding your own emotions better and learning how to address people in different situations to getting through a difficult conversation coming to a positive conclusion and disengaging yourself when necessary The Mindful Guide to Conflict Resolution provides the essential tools to mindfully communicate during any challenging situation With this practical and informative guide in hand you have the power to transform any difficult exchange or disagreement into a positive constructive conversation *Teaching and Learning from Within* Fred A. J. Korthagen, Younghee M. Kim, William L. Greene, 2013 This book brings together theory research and practice on core reflection an approach that focuses on people's strengths as the springboard for personal growth and links theory and practice by highlighting the experience of the person

Better Practices of Project Management Based on IPMA competences - 4th revised edition John Hermarij, 2016-07-18 This is the revised edition of the first text book in English specially developed for training for IPMA D and IPMA C exams now based on Version 4 of the ICB In this 4th edition the text has been restructured and extended to align with the structure and scope of the competence elements in the ICB version 4 divided into Practice competences People competences and Perspective competences Therefore this book will be essential guidance and study book for everyone studying for the IPMA D IPMA C and IPMA B exams Besides that it is an extremely rich source book for those project managers that have committed themselves to a lifelong professional development In addition the book had to be applicable to groups of project managers originating from diverse cultures For this reason this is not a book that tells how a Westerner must behave in an Arab or an Asian country but one that looks at the different subjects covered in the ICB as seen from diverse cultural standpoints Each chapter is based on the same structure Key concepts Introduction Actions that lead to competence development Self assessment Special topics Assignments Text boxes additional to the main text give additional explanation to the main text An elaborate Index of terms allows that this book can be used as a highly up to date information source to all aspects of project management Next to that all a web site is available with videos discussion fora on specific topics and the opportunity to discuss with the author

Managing Without Power Anne de Graaf, Klaas Kunst, 2024-03-29 Largely inspired by the work of the American social psychologist Dr Claude Steiner and the theory of Transactional Analysis this book explores alternatives to power and how we can use these to work and manage more effectively with integrity and joy Within this book the authors examine and expand on Steiner's idiosyncratic views on the role of power in our lives and work which led to a new view of the relationship between management and power Steiner

suggested seven alternative ways to be influential without the use of power which include grounding passion control empathy love communication knowledge and transcendence This book explores and describes these seven alternative sources of power in more detail and how they can be used to produce change and increase the personal power of all rather than playing power games This will be a valuable resource for managers and leaders in all types of organizations as well as for coaches clinicians and anyone who is interested in forms of influence other than the use of autocratic power International Teacher Education Cheryl J. Craig, Lily Orland-Barak, 2014-12-02 The book fills a gaping hole in the teacher education literature Nowhere is there a volume that globally surveys teacher education pedagogies and invites international scholars to describe the most productive ones in their home countries **Innovation Leadership in Practice** Karina R. Jensen, Stephanie Kaudela-Baum, Rob Sheffield, 2023-12-07 Innovation Leadership in Practice provides a unique source of new insights on the role of innovation leadership and effective practices through conceptual models empirical case studies development interventions and tools **Dynamic Management and Leadership in Education** Anthony Kelly, 2021-11-29 This book presents a new integrated theory of dynamic management and leadership in one comprehensive approach It offers a new way of looking at the field drawing on a wide body of research and practice in the fields of leadership and management across all sectors in education and more broadly The book focuses on management against a backdrop of leadership theory Including examples of practice and application in schools colleges and universities it uses a range of historical leadership approaches to scaffold different management techniques that are known to work in effective organisations It explores the overlap between management and leadership as dynamic theoretical and practical activities merging the two together into a holistic model that can be applied by managers working in educational settings Its twenty six chapters also consider the praxis of educational leadership and management from political economic and ethical perspectives in relation to issues such as equity and widening participation and outline how managership impacts on student achievement Offering a unique balance of theory and practice across school college and university sectors the book will be of great interest to researchers academics graduate students and practitioners in the field of educational leadership and management and will be important reading for all stakeholders in the area of educational effectiveness and improvement **Handbook of Reflection and Reflective Inquiry** Nona Lyons, 2010-04-07 Philosophers have warned of the perils of a life spent without reflection but what constitutes reflective inquiry and why it s necessary in our lives can be an elusive concept Synthesizing ideas from minds as diverse as John Dewey and Paulo Freire the Handbook of Reflection and Reflective Inquiry presents reflective thought in its most vital aspects not as a fanciful or nostalgic exercise but as a powerful means of seeing familiar events anew encouraging critical thinking and crucial insight teaching and learning In its opening pages two seasoned educators Maxine Greene and Lee Shulman discuss reflective inquiry as a form of active attention Thoreau s wide awakeness an act of consciousness and a process by which people can understand themselves their work particularly in the form of life projects and others Building on

this foundation the Handbook analyzes through the work of 40 internationally oriented authors Definitional issues concerning reflection what it is and is not Worldwide social and moral conditions contributing to the growing interest in reflective inquiry in professional education Reflection as promoted across professional educational domains including K 12 education teacher education occupational therapy and the law Methods of facilitating and scaffolding reflective engagement Current pedagogical and research practices in reflection Approaches to assessing reflective inquiry Educators across the professions as well as adult educators counselors and psychologists and curriculum developers concerned with adult learning will find the Handbook of Reflection and Reflective Inquiry an invaluable teaching tool for challenging times

Changing The Mind of the Organization Christopher Martlew, 2015-07-28 Changing The Mind of the Organization is an inspiring how to guide for leaders of change taking a modern look at organizational change and incorporating cutting edge thinking on neuroscience and the role of the leader in change management Author Chris Martlew uses over 20 years of leadership experience in the internet and ecommerce industry to inform the book focusing on a number of areas that will help leaders develop and grow including Seven perspectives on human development and change A model of how we think How we change our minds Four styles of change leadership including a self assessment The essential characteristics of agile teams The five spiral dynamics of successful change The eight F s of agile organizations Changing The Mind of the Organization is an innovative book and an essential read for any business leader Reviews for Changing the Mind of the Organization Chris Martlew offers delightful insights into the need for change the nature of change and the effects of change Jurgen Appelo author of Management 3.0 and CEO of Happy Melly Pacey challenging and concise serving an eclectic mix of neuroscience applied psychology and business leadership Dr Henk Riesmeijer Emeritus Psychologist and Founder of SPA Consult

Improving School Based Mentoring , Reflective Development through the Care Model Niki Christodoulou, 2017-06-23 The capacity to reflect individually and with others is considered valuable in teacher professional development internationally In the field of Teaching English as a Second or Foreign Language reflective practice has been deemed to be a precious tool at the pre service level and in the ongoing development of teachers Despite the importance of teacher reflection the field of Teaching English as a Foreign Language in Higher Education has tended to overlook this topic and especially its collaborative and emotional elements This book proposes a new and practical model for engaging teachers in transformational learning through an emotionalized version of reflection More specifically the Collaborative Appreciative Reflective Enquiry CARE model represents a guide for teachers who wish to engage in reflective practice alone and with others in an appreciative context As such this book will be invaluable to in service language teachers and teacher educators who are committed to realizing their potential as educators and human beings through growth that only emancipatory reflection and positive emotionality can bring

Perspectives on Theory U: Insights from the Field Gunnlaugson, Olen, Baron, Charles, Cayer, Mario, 2013-11-30 This book brings together an existing array of research on Theory U including specific aspects of the

theory through diverse interpretations and contexts while exploring key theoretical concepts and outlining current approaches and blind spots Provided by publisher *Earth Fever* Judy McAllister, Erik Van Praag, Jan Paul Van Soest, 2010-01-01 The human species is in a rather precarious situation Poverty the energy and financial crises and above all the challenge of climate change mean that our civilization has come to a dangerous edge Our safety nets on both collective and individual levels have been removed Can we create a future that allows for a dignified society and a peaceful world With a change of consciousness and a new spirituality we may Authors Judy McAllister Erik van Praag and Jan Paul van Soest bring to bear their diverse experience in the fields of sustainability leadership and entrepreneurialism on the challenge of building a radically different belief system about life such an endeavor will require Along with the wisdom of international opinion leaders including management consultant Peter Senge Jeroen van der Veer the former CEO of Royal Dutch Shell cultural creative Paul Ray Herman Wijffels former governor at the World Bank and others *Earth Fever* delves into what is needed to bring about this essential new way of thinking Links a crisp and clear explanation of the climate problem to a spiritual quest for solutions *Earth Fever* is something special Read it and subsequently do something Pierre de Winter in Platform for Managers and Professionals Ends with a positive hopeful scenario Living more consciously is not only good for our planet but also for ourselves The fever can be decreased we can become healthy again Lisette Thooft in *Happinez Inspiring* The authors show that there is a third way a path that weaves between doomsday thinking and unfounded optimism Derk Hueting and Klaas van Egmond in *Milieu* Teacher Professional Development in Changing Conditions Douwe Beijaard, Pauline C. Meijer, Greta Morine-Dershimer, Tillema Harm, 2005-12-12 This book presents some highlights from the deliberations of the 2003 conference of the International Study Association on Teachers and Teaching ISATT Part 1 presents the five keynote addresses of the conference while Parts 2 through 4 present selected papers related to each of three sub themes knowledge construction and learning to teach perspectives on teachers personal and professional lives and teachers workplace as context for learning The chapters in this book provide an array of approaches to understanding the process of teacher learning within the current context of the changing workplace environment They also provide an important international perspective on the complex issues revolving around the international educational reform movement Basically they show how teachers workplace inside and outside schools are more than ever subject to continuous change and that subsequently standards for teaching must be flexible to these changing conditions This asks for a redefinition of teacher professionalism in which the role of context in teacher learning is emphasized as well as the improvement of the quality of teacher thinking and learning Related to the ever changing context of teaching a dynamic approach to teaching and teacher learning is required in which identity development is crucial Researchers have an important role to play in revealing and explaining how teachers can build their professional identity through self awareness and reflection in the ever changing educational contexts throughout the world *Cultural Change and Leadership in Organizations* Jaap J. Boonstra, 2013-02-18 Cultural Change and

Leadership in Organizations discusses ways in which organizations are able to implement successful strategic change inspirational and conceptual material is combined with practical examples and concrete interventions for planning and implementing cultural change within organizations Cultural Change and Leadership in Organizations is targeted toward professionals including organizational psychologists consultants senior managers and human resources professionals as well as advanced level business school courses

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