

FREE AGENTS

**people and organizations
creating a new working
community**

**SUSAN B. GOULD • KERRY J. WEINER
BARBARA R. LEVIN**

Free Agents People And Organizations Creating A New Working Community

Wilson Winnitoy



Free Agents People And Organizations Creating A New Working Community:

Free Agents Susan B. Gould, Kerry J. Weiner, Barbara R. Levin, 1997-02-13 In this guide to the changing workplace a trio of human resource and organizational development professionals give workers and management leaders the skills and strategies they need to redefine their roles and relationships reestablish balance and create new workplace models

Communication and Community Gregory J. Shepherd, Eric W. Rothenbuhler, 2000-12-01 This distinctive volume combines synthetic theoretical essays and reports of original research to address the interrelations of communication and community in a wide variety of settings Chapters address interpersonal conversation and communal relationships journalism organizations and political reporting media use and community participation communication styles and alternative organizations and computer networks and community building among other topics The contents offer synthetic literature reviews philosophical essays reports of original research theory development and criticism While varying in theoretical perspective and research focus each of the chapters also provides its own approach to the practice of communication and community In this way the book provides a recurrent thematic emphasis on the pragmatic consequences of theory and research for the activities of communication and living together in communities Taken as a whole this collection illustrates that communication and community cannot be adequately analyzed in any context without considering other contexts other levels of analysis and other media and modes of communication As such it provides important insights for scholars students educators and researchers concerned with communication across the full range of contexts media and modes

Working in Silicon Valley Alan Hyde, 2015-06-11 This work examines the relationship between the rapid technological and economic growth characteristic of high technology districts and their distinct labor market institutions short job tenures rapid turnover flat firm hierarchies weak internal labor markets high use of temporary labor unusual uses of independent contracting little unionization unusual employee organization e g chat groups and ethnic organization unequal income minimal employment discrimination litigation flexible compensation especially stock options and heavy use of immigrants on short term visas The author suggests that while these distinctive labor market institutions are somewhat unorthodox and may present legal problems they play essential roles in high growth

Freelancing Expertise Debra Osnowitz, 2010 Contract work is more important than ever for better or for worse depending on one's perspective The security once implied by a full time job with a stable employer is becoming rarer thereby erasing one of the major distinctions between freelance work and a steady gig Why hang on to a regular job for the sake of security if security can no longer be assumed Instead contractors hired temporarily for specific knowledge and skills market their expertise as they move from project to project Even though their employment is precarious a great many consider freelancing preferable to holding a regular job the control they feel over their time and careers is well worth the risks that come with relatively uncertain cash flow Freelancing Expertise is a qualitative study of decision making work practices and occupational processes among writers and editors who work in print

and Web communications and programmers and engineers who work in software and systems development Debra Osnowitz conducted sixty eight extended interviews with representatives of both groups and twelve interviews with managers and recruiters observed four different work settings in which contractors work alongside employees and monitored blogs and online discussions among contractors As a result she provides a unique and sensitive assessment of a cultural shift in occupations and organizations Osnowitz calls for a reconfiguration of the employer employee relationship that accepts more variation and flexibility just as freelancing has over time taken on many traits considered characteristic of traditional career paths so might regular jobs make themselves more appealing to today s workforce by mimicking some of the positive aspects of transactions between clients and contract workers *Sustaining the New Economy* Martin CARNOY, Martin Carnoy, 2009-06-30 This book explores the growing tension between the requirements of employers for a flexible work force and the ability of parents and communities to nurture their children and provide for their health welfare and education

Nursing Management Secrets Polly Gerber Zimmermann, 2002 This book provides a basic overview of key areas that a nurse manager needs to know in order to manage effectively Beyond literature review and theories it will provide practical tips from the authors experience and expertise New ideas are presented for handling age old problems as well as for dealing with emerging issues Examples include office organization managing change resource utilization case management with a pattern that can be imitated generation X and handling multiple departments The question and answer format provides quick snippets of information directed toward a specific need Engaging interactive Q A format Concise answers with valuable pearls tips memory aids and secrets Over 30 succinct chapters written for quick review All the most important need to know questions and answers in the proven format of the highly acclaimed Secret Series Thorough highly detailed index Free Agent Katy Tynan, 2017-07-27 There is a seismic shift underway in the employer employee relationship that is redefining the nature of jobs and careers Sole proprietors and independent contractors now represent more than 20 percent of the workforce and that number is expected to reach nearly 50 percent within the next 10 years Despite the proliferation of people engaging in f **Humanize** Jamie Notter, Maddie Grant, 2012 Knowing the tools of social media is a must for successful marketing these days but the real promise of social media is the way it can teach us a whole new way of doing business Humanize takes the principles underlying social media s growth and applies them to the way we lead and manage our organizations Back cover Recognizing and Rewarding Employees R. Brayton Bowen, 2000-07-19 Positive feedback and recognition are proven and valuable but too often overlooked management tools Recognizing and Rewarding Employees gives managers the rewards most successful at motivating employees tips for showing appreciation for work done well ways to promote achievement through recognition and more **Consensus Organizing** Mike Eichler, 2007-01-18 Empowering a community takes more than organizing and mobilizing its people it takes a simple yet radical notion that consensus can be reached by creating mutual self interest between key individuals in the community and players of interest In Consensus

Organizing Building Communities of Mutual Self Interest author Mike Eichler shows how even poor and disempowered communities can achieve lasting results by implementing some key consensus organizing strategies Through personal lively and relevant examples Eichler takes the reader on a road trip through various communities and shows how collectively they were able to reach lasting results by finding key areas where consensus could be reached Key features The author shares his twenty five years of experience as a community organizer including the development of a national effort to train young people as consensus organizers in diverse locations such as Las Vegas New Orleans and New York City Demonstrates how consensus organizing can be applied to a variety of settings including public education housing economic development health and crime Gives readers the opportunity to learn more about themselves It helps students to see the other side of any situation and understand how common ground can be achieved It is written in a student friendly conversational manner which will make students feel as if they have taken a journey with the author struggled with the various communities won the victories with the disempowered and had a few laughs along the way Intended audience This book can be used as a core textbook for courses in community organizing and as a supplemental volume in various macro social work courses on community practice It can also be used in departments of social work urban planning public administration and public health

The Routledge Companion to Visual Organization Emma Bell, Samantha Warren, Jonathan E. Schroeder, 2014-01-23

The visual constitutes an increasingly significant element of contemporary organization as post industrial societies move towards economies founded on creative and knowledge intensive industries The visual has thereby entered into almost every aspect of corporate strategy operations and communication reconfiguring basic notions of management practice and introducing new challenges in the study of organizations This volume provides a comprehensive insight into the ways in which organizations and their members visualize their identities and practices and how they are viewed by those who are external to organizations including researchers With contributions from leading academics across the world The Routledge Companion to Visual Organization is a valuable reference source for students and academics interested in disciplines such as film studies entrepreneurship marketing sociology and most importantly organizational behaviour [Open Source](#) Moreno Muffatto, 2006 In recent years the way open source software is developed has taken hold as a valid alternative to commercial proprietary methods as have the products themselves e g the Linux operating system Apache web server software and Mozilla Firefox browser But what is open source software How is the open source community organized What makes this new model successful What effects has it had and might it have on the future of the IT industry companies and government policies These and many other questions are answered in this book The first chapter gives a brief history of the open source community and the second chapter takes a close look at the relationship between intellectual property rights and software both open source and proprietary The next three chapters consider the who the open source community the how software development both within and outside the community and the what open source projects and product quality Chapters 6 and 7

focus on the different users of open source software companies and governments respectively These are followed by two chapters that interpret the phenomenon first from an organizational point of view in Chapter 8 and then using the theory of complex adaptive systems in Chapter 9 The last chapter explores the current and potential applications of the concept underlying open source software in other fields

Toward a New Era of Learning: Untangling Our Next Public Education Wilson Winnitoy, 2015-05-07 What will our next public education system and its schools be like It is a good question but not one unfortunately that is on everyone's mind at least not for now We are too busy trying to fix the system we have too busy to look ahead We do not have to look very far Our next public education system and its new approach to learning is already revealing itself It is visible in the pressures from parents and their ceaseless efforts to influence profoundly the quality of the experience their children have in school It is visible in the creative efforts of many dedicated teachers and school administrators as they surmount day after day the dehumanizing tendencies of large scale mass education This book is a look into the future We must rethink the meaning of the values and beliefs that drove the creation of the public schools over 100 years ago We must translate them into a new kind of learning that responds to the challenges and opportunities of our time and place in history

Leadership and Web 2.0 Grady McGonagill, Tina Doerffer, 2011-09-30 Some compare the evolving Web to the revolution of the Gutenberg press How does the Web shape the role and understanding of leadership What are key challenges and opportunities What mindsets skills and knowledge are necessary The Leadership Implications of the Evolving Web provides and analyzes over 300 pioneer examples from the private public and non profit sector in Germany Europe and the US A new leadership paradigm seems to be emerging with an inexorable shift away from one way hierarchical organization centric communication toward two way network centric participatory and collaborative leadership styles Which requirements and trends which opportunities and key challenges are emerging for leadership Aim of the study is to enable managers from all sectors to anticipate changes and proactively take advantage of opportunities that are emerging Target group for this publication are people in leadership positions in organizations across all sectors from managers in executive and supervisory boards operations human resources to academics and practitioners advisers and policymakers The Study Leadership Web 2.0 has been presented by authors Grady McGonagill ED and Tina Doerffer MPA amongst others at the International Leadership Academy in Boston 2010

Working Woman, 1998

The Fifth Discipline Fieldbook Peter M. Senge, 2014-05-14 Create your own guide to mastering the disciplines of organizational learning with this invaluable guide based on the national bestseller The Fifth Discipline The Fieldbook is a must read for anyone serious about building communities of common purpose collective action and continuous learning H Thomas Johnson author of Relevance Lost and Relevance Regained Peter Senge's The Fifth Discipline revolutionized the practice of management by introducing the theory of learning organizations Now Dr Senge moves from the philosophical to the practical by answering the first question all lovers of the learning organization ask What do they do on Monday morning The Fieldbook

is an intensely pragmatic guide It shows how to create an organization of learners where memories are brought to life where collaboration is the lifeblood of every endeavor and where the tough questions are fearlessly asked The stories here show that companies businesses schools agencies and even communities can undo their learning issues and achieve superior performance If ever a work gave meaning to the phrase hands on this is it Senge and his four co authors cover it all including Reinventing relationships Being loyal to the truth Strategies for developing personal mastery Building a shared vision Systems thinking in an organization Designing a dialogue session Strategies for team learning Organizations as communities Designing an organization s governing ideas The Fieldbook is designed to be referred to in meetings planning sessions during reflections or anytime a conflict or challenge arises Open it up anywhere and icons and cross references will lead you from defining the problem to thinking about how to solve it Mark up the pages write in the margins draw scribble and daydream and watch your own guide to mastering the disciplines of organizational learning evolve *Library Acquisitions*

List Martin P. Catherwood Library,1998 *Preparing for a World that Doesn't Exist - Yet* Rick Smyre,Neil Richardson,2016-05-25 Are you really ready for change Are you prepared for a world changing as fast as you can read this sentence Most leaders say they are prepared for the future yet many organizations and communities are doing things in the same old way they ve been working for decades We re living on the precipice of a new era in human history Preparing For A World That Doesn t Exist Yet offers an approach to getting ready for an emerging society that will be increasingly fast paced interconnected interdependent and complex In Preparing For A World That Doesn t Exist Yet you will learn about an emerging Second Enlightenment and the capacities you ll need to achieve success in this new fast evolving world Higher education health and wellness governance and the economy are transforming in ways few of us could have imagined ten or even five years ago In this book you ll get the skills you need to ride the wave of the future and the perspective you ll need to be ready to catch the next wave too Planners physicians government and higher education leaders are using the principles and capacities described in this book to create better organizations and best of all communities of the future that will lead to a planet that can thrive Join them in looking at the future with excitement and anticipation [The Networked Nonprofit](#)

Beth Kanter,Allison Fine,2010-06-28 The Networked Nonprofit Connecting with Social Media to Drive Change This groundbreaking book shows nonprofits a new way of operating in our increasingly connected world a networked approach enabled by social technologies where connections are leveraged to increase impact in effective ways that drive change for the betterment of our society and planet The Networked Nonprofit is a must read for any nonprofit organization seeking innovative creative techniques to improve their mission and better serve their communities Diana Aviv president and CEO Independent Sector The Internet means never having to ask permission before trying something new In The Networked Nonprofit Kanter and Fine show nonprofits how to harness this flexibility to pursue their missions in partnership with two billion connected citizens Clay Shirky author Here Comes Everybody The Power of Organizing Without Organizations The

Networked Nonprofit uniquely describes the historical context and the current challenges that compel nonprofit leaders to work in networked ways and offers easy steps to help users exploit the potential of social media and working wikily Stephanie McAuliffe director organizational effectiveness The David and Lucile Packard Foundation A must read for nonprofit leaders who want to change their organizations from the inside out by embracing the power of social networks Charlene Li founding partner Altimeter Group author Open Leadership and coauthor Groundswell This is a perfect handbook for anyone who wants to leapfrog their current limitations of understanding and find real world applications of technology to extend their mission Michele Nunn CEO Points of Light Institute and cofounder HandsOn Network Kanter and Fine provide the Google Maps for nonprofits to harness social media to kick butt and change the world Guy Kawasaki cofounder Alltop com and former chief evangelist Apple Inc URGENT Read this book Take notes Take action If you work for a nonprofit you don t have to do every single thing these seasoned authors have to share but you certainly have to know what you re missing Seth Godin Register at www.josseybass.com emailfor more information on our publications authors and to receive special offers

The Fifth Discipline Fieldbook Peter Senge, Art Kleiner, 2011-03-04 This pragmatic guide shows how to create an organization of learners The stories in this book show that businesses schools agencies and even communities can undo their learning disabilities and achieve superior performance

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