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Harvard Business Review



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HBR Guide to Office Politics Karen Dillon, 2015 Every organization has its share of political drama Personalities clash Agendas compete Turf wars erupt But you need to work productively with your colleagues even the challenging ones for the good of your organization and your career This guide will teach you how to Build relationships with difficult people gain allies and increase your sphere of influence wrangle resources move up without alienating your colleagues avoid power games and petty rivalries and claim credit when it's due

HBR Guide to Navigating the Toxic Workplace Harvard Business Review, 2024-01-16 Is your workplace toxic Toxic workplaces take many forms Whether you're dealing with a narcissistic boss a backstabbing colleague endless microaggressions or a culture of overwork and burnout it can feel impossible to know what to do Should you address the issue directly play office politics go to HR or just keep your head down The HBR Guide to Navigating the Toxic Workplace will help you set boundaries and change what you can while maintaining your mental health and self respect through some of the toughest interpersonal challenges you'll face at work You'll learn how to Recognize what's fixable Help bring problems to light Keep your performance up Protect your reputation and your career Prevent a toxic culture from infecting your team Rebuild trust and psychological safety Move on if you choose without burning bridges Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

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Harvard Business Review,2021-08-03 Break down the barriers to effective collaboration For cross functional projects to work you need to bring together diverse ideas and resources from across your organization But office politics conflicting objectives and lack of clear authority can get in the way The HBR Guide to Collaborative Teams provides practical tips and advice to help you collaborate more effectively Whether you re leading your own direct reports or building a talented group from disparate parts of your organization you ll discover how to align others goals and skills so you can solve problems as a team and deliver great results You ll learn to Develop a shared purpose Bust departmental silos Lead employees who don t report to you Overcome conflict and turf wars Prevent collaborative overload and fatigue Use the right tools for virtual information sharing Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

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Harvard Business Review,2024-08-27 Drive transformation Change is now constant As a leader you must serve as interpreter project manager cheerleader and conduit Plans evolve Contexts shift Progress happens in fits and starts Through it all you must push your team forward even when you encounter pushback How can you ensure that your team has the information the mindset and the resources they need to be successful The HBR Guide to Leading Through Change provides the practical tips research stories and advice you need to understand communicate and implement change effectively no matter the size or scale of the challenge you re facing You ll learn to Improve your odds of success Communicate a shared vision Keep going even amid lags and setbacks Deal with naysayers and roadblocks Build trust and resilience on your team Make a lasting impact Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how

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HBR Guide to Remote Work Harvard Business Review,2021-02-02 Get your best work done no matter where you do it Video calls from your couch Project reports in a coffee shop Presentations at your kitchen table Working remotely gives you more flexibility in how and where you do your job But being part of a far flung team can be challenging How can you make remote work work for you The HBR Guide to Remote Work provides practical tips and advice to help you stay productive avoid distractions and collaborate with your team despite the distance that separates you You ll learn to Create a regular work from home routine Identify the right technology for your needs Run better virtual meetings Avoid burnout and video call fatigue Manage remote employees Conduct difficult conversations when you can t meet in person Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

HBR Guide to Making Every Meeting Matter (HBR Guide Series) Harvard Business Review,2016-11-15 Make every minute count Your calendar is full and yet your meetings don t always seem to advance your work Problems often arise with unrealistic or vague agendas off track conversations tuned out participants who don t know why they re there and follow up notes that no one reads or acts on Meetings can feel like a waste of time But when you invest a little energy in preparing yourself and your participants you ll stay focused solve problems gain consensus and leave each meeting ready to take action With input from over 20 experts combined with useful checklists sample agendas and follow up memos the HBR Guide to Making Every Meeting Matter will teach you how to Set and communicate your meeting s purpose Invite the right people Prepare an achievable agenda Moderate a lively conversation Regain control of a wayward meeting Ensure follow through without babysitting or haranguing Arm yourself with the advice you need to succeed on the job from a source you trust Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

HBR Guide to Negotiating (HBR Guide Series) Jeff Weiss,2016-01-26 Forget about the hard bargain Whether you re discussing the terms of a high stakes deal forming a key partnership asking for a raise or planning a family

event negotiating can be stressful One person makes a demand the other concedes a point In the end you settle on a subpar solution in the middle if you come to any agreement at all But these discussions don't need to be win or lose situations Written by negotiation expert Jeff Weiss the HBR Guide to Negotiating provides a disciplined approach to finding a solution that works for everyone involved Using a seven part framework this book delivers tips and advice to move you from a game of concessions and compromises to one of collaboration and creativity resulting in better outcomes and better working relationships You'll learn how to Prepare for your conversation Understand everyone's interests Craft the right message Work with multiple parties Disarm aggressive negotiators Choose the best solution

HBR Guides to Emotional Intelligence at Work Collection (5 Books) (HBR Guide Series) Harvard Business Review, Karen Dillon, Amy Gallo, 2017-11-14 Emotional intelligence has been shown to be more important than other competencies in determining outstanding leadership Emotions drive some of our most critical professional interactions whether you're inspiring your team to higher performance persuading your boss to see something from your point of view dealing with difficult colleagues or managing your own stress level Indeed knowing how to manage emotions has become one of the crucial criteria in hiring and promotion This specially priced five volume set includes books from the HBR Guide series on the topics of Emotional Intelligence Office Politics Dealing with Conflict Managing Stress at Work and Managing Up and Across You'll learn how to Monitor and channel your moods and reactions Determine your emotional intelligence strengths and weaknesses Deal with difficult people Understand when to resolve a conflict head on and when to let it go Influence others across the organization Build supportive alliances with coworkers and colleagues Handle workplace stress in productive ways Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

HBR Guide to Executing Your Strategy Harvard Business Review, 2023-08-29 Put your strategy into action Even the best competitive strategies mean nothing if they aren't executed well Yet many organizations struggle when they move from defining a strategy to actually applying it Somehow all the careful planning falls apart initiatives fail and leaders are left wondering how to pick up the pieces The HBR Guide to Executing Your Strategy is here to help This book offers leaders and managers tips and advice for sharing the strategy with your employees making the shift toward the right objectives and seeing your strategy come to fruition You'll learn how to Understand the why behind your strategy Identify the capabilities you have and the ones you need Communicate objectives and priorities effectively to your team Prioritize strategic projects and let go of outdated ones Encourage cross silo collaboration toward organizational goals Adjust course when necessary Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

HBR Guide to Delivering Effective Feedback (HBR Guide Series) Harvard Business Review, 2016-04-19 Take the stress out of giving feedback To help your

employees meet their goals and fulfill their potential you need to provide them with regular feedback But the prospect of sharing potentially negative news can be overwhelming How do you construct your message so that it is not only well received but also expressed in a way that encourages change Whether you're commending exemplary work or addressing problem behavior the HBR Guide to Delivering Effective Feedback provides you with practical advice and tips to transform any performance discussion from weekly check ins to annual reviews into an opportunity for growth and development You'll learn to Establish trust with your direct reports Assess their performance fairly Emphasize improvement even in criticism React calmly to a defensive feedback recipient Recognize and motivate star performers Create individualized development plans Arm yourself with the advice you need to succeed on the job from a source you trust Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

HBR Guide to Better Recruiting and Hiring Harvard Business Review, 2025-02-18 Discover and hire great talent An open position on your team presents both a challenge and an opportunity You need to understand what skills and capabilities will add value now and in the future all while juggling the hiring process with the day to day demands of your job as a manager The HBR Guide to Better Recruiting and Hiring provides the practical tips research stories and advice you need to successfully attract identify and hire people whose values competencies and potential align with your team and your organization You'll learn how to Identify gaps in your team's skill set Expand your talent pool Conduct productive interviews Partner effectively with HR Evaluate a candidate's potential for growth Make a compelling offer Negotiate with confidence Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

HBR Guide to Coaching Employees (HBR Guide Series) Harvard Business Review, 2014-11-18 Help your employees help themselves As a manager in today's business world you can't just tell your direct reports what to do You need to help them make their own decisions enable them to solve tough problems and actively develop their skills on the job Whether you have a star on your team who's eager to advance an underperformer who's dragging the group down or a steady contributor who feels bored and neglected you need to coach them Help shape their goals and support their efforts to achieve them In the HBR Guide to Coaching Employees you'll learn how to Create realistic but inspiring plans for growth Ask the right questions to engage your employees in the development process Give them room to grapple with problems and discover solutions Allow them to make the most of their expertise while compelling them to stretch and grow Give them feedback they'll actually apply Balance coaching with the rest of your workload Arm yourself with the advice you need to succeed on the job from a source you trust Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

[HBR Guide to AI Basics for Managers](#) Harvard Business Review, 2023-01-10 AI is ready for business Are you ready for AI From financial modeling and product design to performance management and hiring decisions AI and machine

learning are becoming everyday tools for managers at businesses of all sizes But AI systems come with benefits and downsides and if you can't make sense of them you're not going to make the right decisions Whether you need to get up to speed quickly or need a refresher or you're working with an AI expert for the first time the HBR Guide to AI Basics for Managers will give you the information and skills you need to succeed You'll learn how to Understand key AI terms and concepts Recognize which of your projects would benefit from AI Work more effectively with your data team Hire the right AI vendors and consultants Deal with ethical risks before they arise Scale AI across your organization Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges [HBR Guides Boxed Set \(7 Books\)](#) [\(HBR Guide Series\)](#) Harvard Business Review, Nancy Duarte, 2015-05-05 Master your most pressing professional challenges with this seven volume set that collects the smartest best practices from leading experts all in one place HBR Guide to Better Business Writing and HBR Guide to Persuasive Presentations help you perfect your communication skills HBR Guide to Managing Up and Across and HBR Guide to Office Politics show you how to build the best professional relationships HBR Guide to Finance Basics for Managers is the one book you'll ever need to teach you about the numbers HBR Guide to Project Management addresses tough questions such as how to manage stakeholder expectations and how to manage uncertainty in a complex project and HBR Guide to Getting the Right Work Done goes beyond basic productivity tips to teach you how to prioritize and focus on your work This specially priced set of the most popular books in the series makes a perfect gift for aspiring leaders looking for trusted advice Arm yourself with the advice you need to succeed on the job from the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges **HBR Guide to Leading Teams (HBR Guide Series)** Mary Shapiro, 2015-06-16 Great teams don't just happen How often have you sat in team meetings complaining to yourself Why does it take forever for this group to make a simple decision What are we even trying to achieve As a team leader you have the power to improve things It's up to you to get people to work well together and produce results Written by team expert Mary Shapiro the HBR Guide to Leading Teams will help you avoid the pitfalls you've experienced in the past by focusing on the often neglected people side of teams With practical exercises guidelines for structured team conversations and step by step advice this guide will help you Pick the right team members Set clear smart goals Foster camaraderie and cooperation Hold people accountable Address and correct bad behavior Keep your team focused and motivated **HBR Guide to Managing Strategic Initiatives** Harvard Business Review, 2020-02-11 This big initiative could make or break this fiscal year or your career Managing a successful strategic initiative may be the key to transforming your company and propelling your career forward Yet running a cross functional team on a high profile project can present a multitude of challenges and risks causing even the most experienced manager to struggle The HBR Guide to Managing Strategic Initiatives provides practical tips and advice to help you manage

all the stages of an initiative's life cycle from buy in to launch to scaling up You'll learn how to Win and keep support for your new initiative Move rapidly from approval to implementation Assemble transformative high performing initiative teams Maintain the confidence of sponsors and stakeholders Stay on schedule and within budget Avoid initiative overload by killing projects that aren't meeting business needs Keep multiple initiatives in strategic alignment Arm yourself with the advice you need to succeed on the job from a source you trust Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

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web about this unit circuit analysis is the process of finding all the currents and voltages in a network of connected components we look at the basic elements used to build circuits and find out what happens when elements are connected together into a circuit

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web solution the circuit can be redrawn as shown below kvl ohm s law loop analysis we looked at kirchhoff s voltage law and applied it for simple circuits containing one loop loop analysis is a systematic procedure based on kvl to solve for currents in more complex circuits loop current analysis involves the following steps

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web written by willy mcallister circuit analysis or solving a circuit means figuring out voltages and currents in each element here s an overview of circuit analysis with some context for the various tools and methods we use to analyze circuits the tools element equations ohm s law etc schematics wires nodes branches loops and meshes

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web ver 2427 e1 1 analysis of circuits 2014 e1 1 circuit analysis problem sheet 1 solutions 1 circuit a is a parallel circuit there are only two nodes and all four components are connected between them circuit b is a series circuit each node is connected to exactly two components and the same current must flow through each 2

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web google classroom a student builds the following circuit where the resistance of r_1 is less than r_2 how does the current through the battery compare from when switch s is open i open to when the switch is closed i closed choose 1 answer i open i closed a i open i closed i open i closed b i open i closed

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web 4 a a transistor has $f_\alpha 8\text{MHz}$ and $\beta 80$ when connected as an amplifier it has stray capacitance of 100pF at the output terminal calculate its upper 3dB frequency when r_{load} is i $10\text{k}\Omega$ ii $100\text{k}\Omega$ b discuss the effect of coupling capacitors of a ce amplifier on the overall frequency response of the amplifier

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web 1 resistive circuits 20 points v $r_2 3\text{k}\Omega$ v v v a v1 freq 1kHz v_{ampl} 1200mV v_{off} 9V v $r_3 6\text{k}\Omega$ $r_1 4\text{k}\Omega$ v 0 a given the circuit above calculate the dc offset voltage at point a 5 points b for the same circuit calculate the amplitude of the voltage at point a 5 points c what is the current through r_1 5 points

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