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Working Below the Surface

The Emotional Life of Contemporary Organizations

Karnac Books The chapters contributed to this book have been written by the staff and associates of The Tavistock Consultancy Service, whose distinctive competence is in the human dimension of enterprise and the dynamics of the workplace. The intention is to identify and explore some of the key themes that have emerged, such as the emotional world of the organisation and the dynamics of resistance to change, and how these affect and influence the understanding of leadership and management in contemporary organizations. No attempt is made to reach a consensus, but rather to raise and map out a territory of continuing question and debate. Contributors: David Armstrong; Andrew Cooper; Tim Dartington; William Halton; Sharon Horowitz; Linda Hoyle; Clare Huffington; Kim James; Sarah Miller; Anton Obholzer; Jane Pooley; and Nick Temple. Part of the Tavistock Clinic Series.

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Handbook for Practice Learning in Social Work and Social Care

Knowledge and Theory

Jessica Kingsley Publishers Rev., expanded and updated ed. of: Handbook of theory for practice teachers in social work. London: J. Kingsley, 1991.

The Workplace Within

Psychodynamics of Organizational Life

MIT Press In this revealing study, Larry Hirschhorn examines the rituals, or social defenses, organizations develop to cope with change. Using extended case studies from offices, factories, and social services, he describes why these often irrational practices that fragment and injure individuals within the workplace exist, how they operate, and how they can be reshaped to enhance people's work experience.

New Directions in Psycho-Analysis

The significance of infant conflict in the pattern of adult behaviour

Routledge Tavistock Press was established as a co-operative venture between the Tavistock Institute and Routledge & Kegan Paul (RKP) in the 1950s to produce a series of major contributions across the social sciences. This volume is part of a 2001 reissue of a selection of those important works which have since gone out of print, or are difficult to locate. Published by Routledge, 112 volumes in total are being brought together under the name *The International Behavioural and Social Sciences Library: Classics from the Tavistock Press*. Reproduced here in facsimile, this volume was originally published in 1955 and is available individually. The collection is also available in a number of themed mini-sets of between 5 and 13 volumes, or as a complete collection.

How to Become a Better Manager in Social Work and Social Care

Essential Skills for Managing Care

Jessica Kingsley Publishers Social work and social care managers often find themselves in management positions without having had any formal management training, yet skills and knowledge specific to social care settings are essential for effective practice. This book offers a researched and practical guide to the fundamental skills and knowledge that a manager needs, underpinned by the values and ethics that are inherent to social work and social care. Core skills covered include time management, recruitment, managing meetings, working in partnership with service users, negotiation and conflict management, and mentoring and coaching. A self-improvement feedback assessment is included, and the book features learning activities, practical tools, case examples, summaries and action checklists. This must-have handbook will help social work and social care managers and students to understand and accomplish the core skills needed for excellent management practice.

The Future of Coaching

Vision, Leadership and Responsibility in a Transforming World

Taylor & Francis We live in a world that is volatile, uncertain, complex and ambiguous, in which our work and lives are constantly disrupted and changing. But coaches and leaders are still trained to operate within stable models with a uni-focus on performance. Coaches are starting to question the remit of 'raising performance' within existing systems, many of which are outdated, dysfunctional and even toxic. The role of the coach today must evolve to become fit for purpose in challenging times and coaching must re-articulate its values, as the essential compass for navigating turbulent waters. In *The Future of Coaching*, Hetty Einzig examines the role of coaching and leadership in the twenty-first century, and sets out a compelling vision for its future. Drawing on experience gained over twenty-five years of coaching leaders in the corporate and public sectors, in the UK and globally, she challenges the tenet of coaching neutrality. Rather than simply following the client agenda, she encourages coaches to see themselves as partners in courageous leadership and to work towards building an ethical, holistic and networked coaching approach to help create businesses that serve society and our globalised world. The book asks essential questions of coaches working today: how can leaders and coaches become 'positive deviants' and transform the rules of the game within cultures where denial and group-think are rife? How can coaches work with the anxious and depressed, embracing the dark as well as the light? Are coaches prepared for the rise of Millennials, women leaders and those over sixty (the Third Actors)? Einzig challenges the model of the Strong Leader in favour of Respons-able leadership based on authentic strength, distributed power and responsive thinking. And she shows how this vision of a transformed workplace is essential for the transformations society must undertake to reclaim a positive future. This thought provoking collection of essays, designed to be read in any order, is enlightening and inspiring reading for coaches in practice and in training, HR and L&D professionals and for leaders everywhere.

Out of the Mainstream

Helping the Children of Parents with a Mental Illness

Routledge Out of the Mainstream identifies those aspects of mental illness which can compromise parenting and affect children's development, as well as the efforts of professionals to intervene effectively. With chapters from professionals working primarily with children or adults, in different agencies and in specialist teams or in the community, the book illustrates the ways in which the needs of mentally ill parents and their children can be understood. The book outlines different theoretical approaches which may be in use alongside each other, including: A systems theory approach to work with families and with agencies; The psychoanalytic understanding of mental illness and its impact on family relationships and organisations; An educational approach to supporting staff, children and parents; A psychiatric or bio-medical model of work. Out of the Mainstream considers how the diverse groups of agencies, specialist teams and groups in the community can work together, even when many barriers may hinder the effective co-working between individuals and these various groups. It will be an invaluable resource for psychologists, psychiatrists, social workers, health visitors, mental health nurses, teachers and voluntary sector agency staff.

The Psychoanalysis of Organizations

A psychoanalytic approach to behaviour in groups and organizations

Routledge One of the most pressing needs of modern society is to understand and construct organizations that are not only effective in terms of carrying out work but that also allow and encourage people to develop their full human potential. Psychoanalytic theory describes those primary processes that lie at the heart of human activity and provides new insights for understanding group and organizational behaviour. With a new introduction written by Vega Roberts, this Classic Edition of The Psychoanalysis of Organizations presents the theories of Sigmund Freud, Melanie Klein, Wilfred Bion, Elizabeth Lewin and Eric Menzies in plain language and shows their relevance to normal working life. First published in 1978, Robert De Board takes a wide-ranging overview of the major psychoanalytic theorists and organizational researchers, and analyses how the two groups can work together. Written in a very accessible style, it makes sophisticated psychoanalytic and management concepts comprehensible and usable for anyone.

Health Emergency Preparedness and Response

CABI Intensely practical and down to earth, this timely new text covers the breadth of health emergency preparedness, resilience and response topics in the context of inter-disciplinary and whole society responses to a range of threats. It includes public, private and third sector roles in preparation for and in response to natural and man-made events, such as: major incident planning; infectious disease epidemics and pandemics; natural disasters; terrorist threats; and business and service continuity management. The book builds upon the basics of risk assessment and writing an emergency plan, and then covers inter-agency working, command and control, communication, personal impact and business continuity as well as training, exercises and post-incident follow up. Detailing the full emergency preparedness and civil protection planning cycle, the book is illustrated throughout with real-life examples and case studies from global experts in the field for countries with both advanced and developing healthcare systems. This practical handbook covering the essential aspects of major incident and disaster management is ideal for undergraduate and master's students in emergency management and public health, as well as for practitioners in emergency preparedness and civil protection. It will be valuable to all health practitioners from ambulance, hospital, primary and community care, mental health and public health backgrounds.

Gossip and Organizations

Routledge Gossip is a complex and ubiquitous phenomenon, widely found and variously practiced. Gossip and Organizations provides the reader with an analysis of gossip and informal knowledge across different national, organizational and cultural contexts, drawing upon empirical findings and the author's experiences of researching gossip in nursing and healthcare organizations and higher educational institutions. Kathryn Waddington aims to dispel once and for all the myth that women gossip and men have conversations, shattering the illusion that gossip at work is trivial talk. This book challenges the assumption that gossip is a problem that should be discouraged. While there is undoubtedly a dark side to gossip, Kathryn Waddington argues that paying closer attention to gossip as organizational communication and knowledge enables exploration of other ways of seeing, interpreting and understanding organizations. Gossip is not merely an impediment of organizing, it is a form of organizing which shapes perceptions and actions, and can forewarn managers of future failure in organizational systems. The complexity of gossip is such that a range of inter-disciplinary explanations is necessary in order to account for this form of communication and knowledge across multiple levels and spaces in and around organizations. Waddington provides a new evidence-based framework incorporating ethics, emotion, identity, sensemaking and power as a guide future research, theorizing and critical reflective and reflexive practice in the field of organizational gossip.

EBOOK: Ethics, Values and Social Work Practice

McGraw-Hill Education (UK) A framework of ethics and values forms the foundation of social workers' professional identities. Ethics and values should shape the way that social workers practice and how they impact upon the lives of the service users they work to support. In a fast-moving world influenced by shifting policy, tight budgets and changing practice standards, students and practitioners need to anchor their understanding of themselves to clear principles for ethical practice. Ethics, Values and Social Work Practice is a brand new text offering students and social work practitioners a contemporary and relevant introduction to the central role of ethics and values in their work. In addition to a grounding in the major trends in ethics applied to social work, this book also provides perspectives on: How to situate ethics and values in social work practice How to understand ethics as part of reflective practice as both student and practitioner How ethics and values link to concepts of power, diversity and social justice The role of ethics and values in interprofessional and partnership working The guiding principles and ethics inherent in relationship-based social work. The book supports student learning by providing: Discussion points to allow time for individual reflection or ethical debates Case studies based on likely scenarios from practice, with reflection points to help social workers engage with the issues raised Chapter summaries and key points for social work practice to reinforce the relevance of your learning to real social work practice A glossary of key terms as a reference for key ethics terms and concepts. Contributors: Pat Cartney, Jean Dillon, Souzy Dracopoulou, Ann Flynn, Alison Higgs, Mina Hyare, Colin Whittington, Margaret Whittington and Tom Wilks "This is an excellent edited reader providing students and practitioners with a grounding in ethics and values whilst linking these to specific practice and the development of professional identity, inclusion and reflective practice. This book will be an essential reader for those in qualifying social work programmes, ASYE staff, practitioners and academics." Hugh McLaughlin, Professor of Social Work, Manchester Metropolitan University, UK "This book provides an exceptional exposé of ethics and values in social work practice. Conceptual clarity and critical presentations of contemporary debates are presented in a systematic text. It is written in an accessible style and the content will prove valuable to social work students, practitioners and researchers alike. This is one of the most comprehensive books on ethics and values in social work practice available in the market." Professor Lambert Engelbrecht, Department of Social Work, Stellenbosch University, South Africa

Inclusive Leadership in Social Work and Social Care

Policy Press This critical and reflexive book looks closely at the pivotal but demanding role that leadership and management play in promoting social work and social care. Focusing on the value that can be created when the relationships between the people delivering and those using public services are effective, the contributors explore the conditions required to nourish confidence, inspire self-esteem, unlock potential, and balance inequality. Aimed at both new and experienced social managers, it draws on a range of disciplines not typically found in social work and social-care studies, encouraging readers to broaden their examination of leadership.

Finding Your Way with Your Baby

The emotional life of parents and babies

Routledge Finding Your Way with Your Baby explores the emotional experience of the baby in the first year, and that of the mother, father and other significant adults. It does so in a way that is deeply informed by psychoanalytic understandings, infant observation, developmental science and decades of clinical experience. Combining the wisdom of many years' work with the freshness of up-to-date knowledge, Dilys Daws and Alexandra de Rementeria engage with the most difficult emotional experiences that are often glossed over in parenting books - such as pregnancy, through birth into bonding, ambivalence about the baby, depression, and the emotional turmoil so often brought to the surface by being a new parent. Acknowledgement and understanding about this darker side of family life offers a sense of relief that can allow parents to harness the power of knowing, owning and sharing feelings to transform situations and break negative cycles and old ways of relating. With real-life examples, references to current thinking and a calm and simple writing style they also provide new insights into the more commonly covered issues such as weaning, sleeping and crying. Finding Your Way with Your Baby is primarily aimed at parents but it will be a helpful resource for all those working with parents and babies including health visitors, midwives, social workers, GPs, paediatricians and childcare workers. It will appeal to parents and professionals who are interested in ideas from psychoanalytic clinical practice and the latest research in developmental psychology and neuroscience.

Emotions and Reflexivity in Health & Social Care Field Research

Springer This book is about emotions and reflexivity when doing field research in health and social care settings. Health and social care students often undertake field research in their own area of practice using observation and interviews. All contributing authors have a dual identity as researchers and health or social care professionals. Their chapters draw on research carried out in a number of fields including HIV related infertility and adoption, primary care in Africa, cancer and palliative care, infertility and excluded young people to explore issues relevant to emotions and reflexivity from the perspective of the researcher and research participants. The book was born of the two editors, who are experienced research supervisors, observing that many PhD students struggle to manage the emotions elicited in the field when researching. They identify three main causes - health and social care deals with painful topics; observation and interviews bring student into contact with powerful feelings which need processing; there is very little advice and discussion of how a PhD student manages emotions in the field and students therefore frequently struggle on their own. This insightful

volume will be of great interest to scholars and students in all areas of academic study, but particularly to those who chose to study health and social care whether they are professionals or not.

Rethinking Feminist Theories for Social Work Practice

Springer Nature Feminist social work has clear goals to expose and critically analyse gendered power as a dynamic, historic, and structural concept embedded in our world, and to mobilise and take social action to challenge that power. This is integral to a commitment to the core values of the social work profession, which include a commitment to human rights, social justice and professional integrity. This edited collection brings a range of academic and practitioner scholarship to centre feminist theories, values and knowledge as they apply to social work practice, theory and education. It engages with feminist thinking to re-emphasise and refocus the centrality of gender and its intersections with other axes of identities such as social class, race, disability, sexuality and age, for understanding and analysing social work practice. This collection is a timely reminder of what feminist inquiry has to offer social work to successfully address contemporary challenges and is applicable to practitioners, scholars, educators, students and other key care professionals and policy makers.

Mastering Social Work Supervision

Jessica Kingsley Publishers This book is an accessible guide to the essential skills of social work supervision. It covers the development of the supervisor-supervisee relationship, the assessment and management of risk, understanding and managing poor performance, and support for the supervisors themselves.

Collaborative Governance and Public Innovation in Northern Europe

Bentham Science Publishers Governments all over Northern Europe have placed public innovation high on the political agenda and pursuing public innovation through multi-actor collaboration such as public-private partnerships and governance networks appears to have particular potential. Collaborative Governance and Public Innovation in Northern Europe draws up the emergent field of collaborative public innovation research and presents a series of cutting-edge case studies on collaborative forms of governance and public innovation in Northern Europe. The edited volume offers scholarly reflections, empirical testimonies and learning perspectives on recent transformations of governance and the way in which new public policies, services and procedures are formulated, realized and diffused. Through the empirical case studies, the book discusses some of the wider political and social drivers, barriers, promises and pitfalls of collaborative public innovation initiatives in some European nations. Collaborative Governance and Public Innovation in Northern Europe will stimulate debates among scholars and decision-makers on how new forms of collaborative governance might enhance the capacity for public innovation and help in developing solutions to some of the most acute and wicked governance problems of our time.

The Unconscious at Work

A Tavistock Approach to Making Sense of Organizational Life

Routledge Why do our organizations so often seem to be less than the sum of their parts? What undermines effectiveness and morale, and gets in the way of achieving what we set out to do? *The Unconscious at Work, Second Edition* draws on a body of thinking and practice which has developed over the past 70 years, often referred to as 'the Tavistock approach' or 'systems-psychodynamics'. All the contributors are practising consultants who draw on this framework, bringing it alive and making it useful to any reader - manager, leader or consultant, regardless of whether they have any prior familiarity with the underlying concepts - who is curious about what might be driving the puzzling or stressful situations they find in their workplace. The First Edition was addressed to people working in 'the human services': health, social care and education. Since it was published in 1994, there has been growing interest in the business world, and in understanding more about the 'irrational' side of organizational life. Therefore, this Second Edition includes an entirely new section where the key ideas are revisited and illustrated with case studies from a wide range of business organizations, from large corporations to start-ups and family businesses. The aim, however remains the same: to enlarge readers' existing sense-making 'tool-kits' so that they can look at themselves and their organizations with fresh eyes, deepening the emotional intelligence they bring to bear on the challenges they face and providing new possibilities for action. *The Unconscious at Work, Second Edition* is for managers, leaders, consultants, and anyone working in organizations who has been puzzled, disturbed or challenged by their experiences at work.

Coaching Psychology: Meta-theoretical perspectives and applications in multicultural contexts

Springer This book offers detailed strategies, methodologies, approaches, practice guidelines, and policy implications effective for professional coaching on the individual, group and organizational level. It details empirical research-based and theoretical

perspectives on coaching psychology as well as elaborates upon the fundamentals within multi-cultural contexts. First delivering a general introduction to coaching psychology before going on to examine specific psychological approaches towards coaching. The book also provides a conceptual framework for the use of psychometrics in multi-cultural coaching psychology. Next, the book presents meta-theoretical perspectives and applications for multi-cultural contexts, such as how to enhance leadership with group coaching from a system psychodynamic approach, how coaching can be used to support behavioral engagement and wellbeing, and how to utilize symbolic expressions, art, myths, dreams, and fantasies in coaching. This book provides practical tools towards critical self-reflective practice. Delivering the current state of the art research by presenting psychological coaching strategies theory and practice in one viewpoint. It also informs on the activity of various research approaches, thus interesting the broader student and academic reader. It will help all readers evaluate their current coaching competencies and, in the end, become better coaches. The book will also serve as an ideal resource for psychologists who want to migrate into coaching psychology.

The Emotional Craft of Fiction

How to Write the Story Beneath the Surface

Penguin Engage Your Readers with Emotion While writers might disagree over showing versus telling or plotting versus pantsing, none would argue this: If you want to write strong fiction, you must make your readers feel. The reader's experience must be an emotional journey of its own, one as involving as your characters' struggles, discoveries, and triumphs are for you. That's where The Emotional Craft of Fiction comes in. Veteran literary agent and expert fiction instructor Donald Maass shows you how to use story to provoke a visceral and emotional experience in readers. Topics covered include: • emotional modes of writing • beyond showing versus telling • your story's emotional world • moral stakes • connecting the inner and outer journeys • plot as emotional opportunities • invoking higher emotions, symbols, and emotional language • cascading change • story as emotional mirror • positive spirit and magnanimous writing • the hidden current that makes stories move Readers can simply read a novel...or they can experience it. The Emotional Craft of Fiction shows you how to make that happen.

Handbook for Practice Learning in Social Work and Social Care, Third Edition

Knowledge and Theory

Jessica Kingsley Publishers This fully updated and expanded third edition of a classic text provides a comprehensive introduction to key theory, knowledge, research and evidence relating to practice learning in social work and social care. It outlines the theories that underpin social care practice, the main assessment models and interventions, and also offers guidance on the effective implementation of assessment across a range of professional contexts. Contributors from research, policy-making and practice backgrounds offer guidance on how to apply policy and research findings in everyday practice while ensuring that the complex needs of each individual service user are met. This third edition also features new chapters on group work, social pedagogy and personalisation. The Handbook for Practice Learning in Social Work and Social Care is an essential resource for ensuring effective evidence-based practice which will be valued by students, educators and practitioners alike.

Art Therapy with Neurological Conditions

Jessica Kingsley Publishers By creating a therapeutic outlet for self-expression and processing trauma, art therapy can play a powerful role in assisting people with a brain injury or neurological condition to adjust to living with altered abilities and ways of thinking. Bringing together a wealth of expertise from specialists working with a range of conditions including epilepsy, dementia, acquired brain injury, motor neurone disease and multiple sclerosis, this book describes both the effects of the conditions and the ways in which art therapy has helped in the rehabilitation process. The book includes work with groups and individuals and with a wide range of settings and age groups, from children to older adults, and discusses the implications of research from neuroscience and neuropsychology. This will be essential reading for art therapists and students working with neurological conditions. Other professionals working with people with neurological conditions such as psychotherapists and counsellors, doctors, nurses and complementary therapists will also find it of interest.

Further Researching Beneath the Surface

Psycho-Social Research Methods in Practice - Volume 2

Routledge Contributions in this volume cover ways of knowing, the dynamics of research encounters, new methods of psycho-social inquiry, and the first-hand experience of being a researcher. Since the first volume of Researching Beneath the Surface was published by Karnac in 2009, psycho-social research has become more established but is also more scrutinised by a new generation of researchers, practitioners, and clinicians. This volume offers a timely exploration of the latest developments in psycho-social research, bringing together a series of papers in which both longstanding contributors to the field and new researchers explore tensions, possibilities, and innovations in psycho-socially inspired research. Showcasing advances in psycho-social research methods, the book focuses on methodological dilemmas, innovations in method and methodology, and on experiences of conducting psycho-social

research in challenging contexts. It also focusses on the contested but pivotal role of psychoanalysis in psycho-social research and explores what can be added by transdisciplinary use of deep ecology, continental philosophy, and relational approaches as alternative or supplementary ways of knowing. Further *Researching Beneath the Surface: Psycho-social Research Methods in Practice* offers fresh insight into the practical and emotional issues of conducting oneself as a psycho-social researcher and learning from experience. It will be of great interest to psycho-social, qualitative, organisational, and psychoanalytically-oriented researchers, as well as postgraduate students in these fields.

The Emotional Life of Our Lord

Ravenio Books "It belongs to the truth of our Lord's humanity," wrote B.B. Warfield, "that he was subject to all sinless human emotions." In this short volume, Warfield focusses on Christ's compassion, anger, and sorrow. Warfield (1851-1921), the last of the great Princeton theologians, was professor of theology at Princeton from 1887 until his death.

Teaching, Training, and Administration in Graduate Psychology Programs

A Psychoanalytic Perspective

Rowman & Littlefield *Teaching, Training, and Administration in Graduate Psychology Programs* offers a unique contribution to the literature by presenting psychoanalytic perspectives on the challenges of educating future psychologists. By integrating psychoanalytic theory with engaging cases and practical applications, the authors explore how psychoanalysis can foster a deeper understanding of the questions and decisions that graduate psychology faculty and administrators must face every day. *Teaching, Training, and Administration in Graduate Psychology Programs* is an accessible and valuable resource for instructors, administrators, and graduate students.

The 33 Strategies Of War

Profile Books The third in Robert Greene's bestselling series is now available in a pocket sized concise edition. Following *48 Laws of Power* and *The Art of Seduction*, here is a brilliant distillation of the strategies of war to help you wage triumphant battles everyday. Spanning world civilisations, and synthesising dozens of political, philosophical, and religious texts, *The Concise 33 Strategies of War* is a guide to the subtle social game of everyday life. Based on profound and timeless lessons, it is abundantly illustrated with examples of the genius and folly of everyone from Napoleon to Margaret Thatcher and Hannibal to Ulysses S. Grant, as well as diplomats, captains of industry and Samurai swordsmen.

Work Matters

Consulting to leaders and organizations in the Tavistock tradition

Routledge *Work is complicated: It can be fulfilling and exciting, or disappointing and disruptive. We spend most of our adult lives at work; it shapes our identities and provides a context for our creativity and talents. It can be the source of great pleasure - and of profound distress. In Work Matters, organizational consultant and Tavistock lecturer Francesca Cardona examines our changing relationship with work today. Drawing on case studies from a wide range of individuals and organizations, she considers the dynamics at play in our working lives. Cardona examines how to navigate times of transition, and the balance of power in the work place, while also addressing latent issues such as the effects of shame, the cost of ill-conceived organizational structures and tasks, the interface between the personal and the professional, and the manager's most precious skill: the ability to be psychologically present. Finally, Cardona casts an eye on the consultant's role in helping organizations move forwards in ways that are professionally and personally rewarding. Whether you are a business leader, manager, consultant or student, or simply interested in how your work affects you, Work Matters offers essential insights into an area that occupies so much of our lives.*

Social Defences Against Anxiety

Explorations in a Paradigm

Routledge This book revisits the theory of social systems as a defence against anxiety first set out by Elliott Jaques and Isabel Menzies Lyth in papers which they published in 1955 and 1960, and which have been influential points of reference ever since. Menzies Lyth's study of the nursing system of a general hospital, with its roots in both psychoanalysis and socio-technical systems thinking, has remained one of the most convincing demonstrations of the influence of unconscious anxieties on social behaviour, and of their effects in inducing dysfunctional defensive systems in organisations. The theory of 'social defences against anxiety' remains one of the most significant contributions of the 'Tavistock school' to the study of human relations. Contributors explore this theory as a

generative paradigm, capable both of theoretical extension and of empirical application to different institutional settings. They review changes which have taken place in the theoretical and social context since these ideas were first advanced, and assess what conceptual revisions these developments require.

Executive Coaching

Systems-Psychodynamic Perspective

Routledge Executive Coaching focuses on the coaching applications of systemic-psychodynamic theory in the context of organizational life that is both goal-orientated and held in a managerial/leadership context.

Below The Surface

A Confidence Building Framework to Reach Your Goals Without Overwhelm.

Are you tired of being overwhelmed at the thought of setting a goal? Do you want to be confident and speak up for yourself? Are you frustrated with the things that keep getting in the way of taking care of yourself? In this straightforward and action-focused book Kelsea Koenreich gives you the exact steps to building the life you are meant for. Sharing her own personal story rising from the darkness of a jail cell to a thriving business-owner and mother, she gives you the actionable tools necessary to reach any goal you set. When being pulled in many directions at once you become overwhelmed, the thought of time for yourself seems impossible. Your goals fall to the back burner and each day becomes a repeat of the day prior with trying to make it through. After many years of inconsistency you give up on setting goals and begin losing hope. You live with chronic stress, not seeing any light at the end of the tunnel and accept this is what life is. Below The Surface is the glimmer of hope that will guide you through that tunnel. Below The Surface is breaking the traditional self-help mold by giving you actionable steps from someone who has walked through them. Kelsea combines the resilience of her own story with her proven coaching method to give you direct actions that will change your life. After reading Below The Surface you will: ✓ Have tools to manage your time and be set up for success. ✓ See your value and understand how to prioritize yourself. ✓ Own your past, accept your present and let go of shame that holds you back. ✓ Set goals and achieve them consistently. ✓ Know the exact steps necessary to build your confidence. ✓ Get clear on how to set boundaries and create structure in your life. Learn how to create habits that last and stop inconsistency. By implementing the steps in this book you will overcome your obstacles and create the life you've always wanted. After each chapter you will feel more equipped to handle any situation and fully capable of navigating the path forward. What's stopping you from stepping out of the anxiety and into the life you were meant for? Scroll to the top and click the "buy now" button.

Leading and Managing in the Early Years

SAGE ...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. ...of interest to researchers, students and practitioners internationally.' - Professor Nithi Muthukrishna, University of KwaZulu-Natal, South Africa This Second Edition of Leading and Managing in the Early Years explores and integrates leadership and management practice with a real understanding of early years settings. Revised and updated, this new edition includes: - Two new chapters on private day care and reflective practice and action research - Further coverage of reflective practice and reflective leadership skills - More on EYPS as well as integrated centre leadership - Practical suggestions for working with resistant groups and individuals. Carol Aubrey investigates different concepts and characteristics of Early Childhood (EC) leadership as well as the roles and responsibilities of EC leaders. She also explores the types of leadership programmes or development which are needed to maximise the effectiveness of EC leaders. This book is essential reading for students in Early Childhood courses, 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.

Being Critically Reflective

Engaging in Holistic Practice

Bloomsbury Publishing Many students and practitioners are familiar with critical reflection but struggle to make space for it in their everyday practice. This book provides an accessible and practical introduction not only to doing critical reflection, but to being critically reflective. - It demonstrates how reflective capacity can be developed in different practice contexts and applied productively to supervision, teamwork and interprofessional working. - It outlines the different theoretical underpinnings and methods of critical reflection, exploring the use of visual images, writing techniques and group meetings. - It is rich with engaging case studies and questions for the reader that will help them to make critical reflection an integral part of their everyday practice. This book is an ideal

guide to dealing with challenge and change across a range of social and healthcare services, including social work, nursing, youth and community work, counselling and allied healthcare professions.

Working With You is Killing Me

Freeing Yourself from Emotional Traps at Work

Hachette UK Two well-respected management experts deliver an authoritative manual that provides valuable insights for turning conflicts in the workplace into productive working relationships. The toughest part of any job is dealing with the people around you. Scratch the surface of any company and uncover a hotbed of emotions—people feeling anxious about performance, angry at co-workers, and misunderstood by management. Now, in *WORKING WITH YOU IS KILLING ME*, readers learn how to “unhook” from these emotional pitfalls and gain valuable strategies for confronting workplace conflicts in a healthy, productive way. They’ll discover how to: Manage an ill-tempered boss before he or she explodes Defend themselves against idea-pilfering rivals before they steal all the credit Detach from those annoying co-workers whose irritating habits ruin the day And much, much more.

Discovering the Brain

National Academies Press The brain ... There is no other part of the human anatomy that is so intriguing. How does it develop and function and why does it sometimes, tragically, degenerate? The answers are complex. In *Discovering the Brain*, science writer Sandra Ackerman cuts through the complexity to bring this vital topic to the public. The 1990s were declared the "Decade of the Brain" by former President Bush, and the neuroscience community responded with a host of new investigations and conferences. *Discovering the Brain* is based on the Institute of Medicine conference, *Decade of the Brain: Frontiers in Neuroscience and Brain Research*. *Discovering the Brain* is a "field guide" to the brain—an easy-to-read discussion of the brain's physical structure and where functions such as language and music appreciation lie. Ackerman examines How electrical and chemical signals are conveyed in the brain. The mechanisms by which we see, hear, think, and pay attention—and how a "gut feeling" actually originates in the brain. Learning and memory retention, including parallels to computer memory and what they might tell us about our own mental capacity. Development of the brain throughout the life span, with a look at the aging brain. Ackerman provides an enlightening chapter on the connection between the brain's physical condition and various mental disorders and notes what progress can realistically be made toward the prevention and treatment of stroke and other ailments. Finally, she explores the potential for major advances during the "Decade of the Brain," with a look at medical imaging techniques—what various technologies can and cannot tell us—and how the public and private sectors can contribute to continued advances in neuroscience. This highly readable volume will provide the public and policymakers—and many scientists as well—with a helpful guide to understanding the many discoveries that are sure to be announced throughout the "Decade of the Brain."

Life Below

The New York City Subway

Quantuck Lane Press & the Mill rd Bridging the worlds of documentary and art photography, *Life Below* is a series of frozen moments, revealing fear, love, affection, stress and solitude.

Organization in the Mind

Psychoanalysis, Group Relations and Organizational Consultancy

Routledge David Armstrong has been a leading figure internationally in the fields of organizational consultancy and group relations for many years. Robert French and Russ Vince have gathered together, for the first time, his key writings in this area. This is essential reading for managers and leaders, as well as organizational consultants, academics and students of organizations. Part of the *Tavistock Clinic Series*.

Ghost of a Rose

Createspace Independent Pub Includes the booklet *Narcissism "The Killer of Love"* What could drive an individual who is emotionally strong and highly successful, with a hearty appetite for life, to suddenly lose all desire to live? What could possibly strip a religious person of all belief in God with the blink of an eye? Those vital questions are about to be answered. A Beautifully Disturbing Saga of Love and Survival. Within the throes of a madly passionate romance is the most ghastly soul rape and mind crime conceivable. The Great American "Psychopathic" Love Story exists in a world where nothing is real as perceived. Beneath the surface of what seems to be a fairy tale romance is the outline for what may very well be the perfect murder, and if you are naive enough to think it can't happen to you, you're wrong... dead wrong. Steven lives a life that most can only dream of. At a young age, he achieved fame in the music industry with the now iconic heavy metal band *Slayer*, and later as a world-renowned airbrush artist. He has everything that a man could want, except for what he desires most, which is, true love. A handsome, successful, charming man that lives and breathes

romance, but has been unable to find the one woman that can captivate his heart. One glorious afternoon, Ashley stumbles into his life, and she is everything that he's hoped for and dreamed of. Their story begins as a passionate, tender, and erotic tale of two people falling in love. Together they seem to have the love that dreams are made of and fairy tales are written about. But do they really? Sometimes when it seems too good to be true, the love of your life may not be the person you think they are. On the surface, Steven and Ashley are the quintessential portrait of an enchanted romance, but underneath an illusion of ideal love is a transparent layer of lies, manipulation, and deceit. Unknowingly, Steven has become trapped in the lethal world of a pathological psychopath. Be prepared to have every one of your emotions assaulted by this unique true story. You will laugh, feel the passion and intense love, you'll get angry, experience excruciating pain, and yes, there will be tears. Live the story as the author experienced it. A memoir that is insanity in the raw, and just when you think it is all over, it begins again before leading to a shocking ending that will not soon be forgotten. *Ghost of a Rose* is the first romance of it's kind. Without any knowledge of its existence, the author documented from the beginning to end of his relationship with a pathological narcissist. The media has incorrectly portrayed Narcissistic Personality Disorder long enough. This is the true nature of the beast, and as melodramatic it may seem at times, this is what a victim experiences when having the life sucked out of him or her by an emotional vampire. You'll witness first hand the idealization "honeymoon" stage, the gaslighting phase, the abandonment, the torment, confusion, awakening, and healing as it all took place. Through the eyes of the author, you'll bear witness to a man systematically destroyed by a narcissist until his life is left in ruin. 'Dynamic personal stylized writing. Brilliant! A death to birth with a delivery that is painful as bloody hell.' - Becky Joyce Reed "This book saved my life!" - Debbie Perez

Beyond the Risk Paradigm in Mental Health Policy and Practice

Bloomsbury Publishing Modern society is increasingly preoccupied with fears for the future and the idea of preventing 'the worst'. The result is a focus on attempting to calculate the probabilities of adverse events occurring – in other words, on measuring risk. Since the 1990s, the idea of risk has come to dominate policy and practice in mental health across the USA, Australasia and Europe. In this timely new text, a group of international experts examines the ways in which the narrow focus on specific kinds of risk, such as violence towards others, perpetuates the social disadvantages experienced by mental health service users whilst, at the same time, ignoring the vast array of risks experienced by the service users themselves. Benefitting from the authors' extensive practice experience, the book considers how the dominance of the risk paradigm generates dilemmas for mental health organizations, as well as within leadership and direct practice roles, and offers practical resolutions to these dilemmas that both satisfy professional ethics and improve the experience of the service user. Combining examination of key theories and concepts with insights from front line practice, this latest addition to Palgrave's *Beyond the Risk Paradigm* series provides an important new dimension to debates on mental health provision.