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Penetration Testing A Hands-On Introduction to Hacking No Starch Press Penetration testers simulate cyber attacks to find security weaknesses in networks, operating systems, and applications. Information security experts worldwide use penetration techniques to evaluate enterprise defenses. In *Penetration Testing*, security expert, researcher, and trainer Georgia Weidman introduces you to the core skills and techniques that every pentester needs. Using a virtual machine-based lab that includes Kali Linux and vulnerable operating systems, you'll run through a series of practical lessons with tools like Wireshark, Nmap, and Burp Suite. As you follow along with the labs and launch attacks, you'll experience the key stages of an actual assessment—including information gathering, finding exploitable vulnerabilities, gaining access to systems, post exploitation, and more. Learn how to: -Crack passwords and wireless network keys with brute-forcing and wordlists -Test web applications for vulnerabilities -Use the Metasploit Framework to launch exploits and write your own Metasploit modules -Automate social-engineering attacks -Bypass antivirus software -Turn access to one machine into total control of the enterprise in the post exploitation phase You'll even explore writing your own exploits. Then it's on to mobile hacking—Weidman's particular area of research—with her tool, the Smartphone Pentest Framework. With its collection of hands-on lessons that cover key tools and strategies, *Penetration Testing* is the introduction that every aspiring hacker needs. **VMware Cookbook A Real-World Guide to Effective VMware Use "O'Reilly Media, Inc."** If you want to gain insight into the real-world uses of VMware ESX and ESXi, this book provides scores of step-by-step solutions for working with these products in a wide range of network environments. You'll not only learn the basics -- how to pool resources from hardware servers, computer clusters, networks, and storage, and then distribute them among virtual machines -- but also the stumbling blocks you'll encounter when you monitor systems,

troubleshoot problems, and deal with security. In addition to the recipes, VMware Cookbook includes background information to help you determine your virtualization needs. You'll come to view VMware as part of the real environment, alongside operating systems, storage, and logical and physical network components. Follow best practices for installing VMware in your environment Discover how to secure and monitor your network Understand disk storage implementation and configuration Learn resource management using the distributed resource scheduler, shares, and resource pools Configure logical and physical networks Learn how to clone and migrate servers Gain valuable tips for configuration and fine-tuning Many resources can teach you about virtualization and the basics of VMware. This book is for system administrators who are ready to go beyond an introduction. Collaborative Statistics CreateSpace Collaborative Statistics is intended for introductory statistics courses being taken by students at two- and four-year colleges who are majoring in fields other than math or engineering. Intermediate algebra is the only prerequisite. The book focuses on applications of statistical knowledge rather than the theory behind it. Barbara Illowsky and Susan Dean are professors of mathematics and statistics at De Anza College in Cupertino, CA. They present nationally on integrating technology, distance learning, collaborative learning, and multiculturalism into the elementary statistics classroom. A Guide to Publishing for Academics Inside the Publish or Perish Phenomenon CRC Press Most academics still wrestle with the "publish or perish" phenomenon. Based on Dr. Liebowitz's 25 years serving as the editor-in-chief of a leading international journal, along with insights from some of the most knowledgeable journal editors, this book shares key lessons learned to help new professors, doctoral students, and practitioner-scholars Web Programming with HTML5, CSS, and JavaScript Jones & Bartlett Learning Web Programming with HTML5, CSS, and JavaScript is written for the undergraduate, client-side web programming course. It covers the three client-side technologies (HTML5, CSS, and JavaScript) in depth, with no dependence on server-side technologies. On Target The Book on Marketing Plans : how to Develop and Implement a Successful Marketing Plan Palo Alto Software, Inc. Practical resources to write a marketing plan are difficult to find. "On Target: The Book on Marketing Plans" offers an excellent solution. "On Target" takes you through the process of writing an effective marketing plan from the initial concept to full implementation. Power Pivot and Power Bi: The Excel User's Guide to Dax, Power Query, Power Bi & Power Pivot in Excel 2010-2016 Holy Macro! Books Microsoft PowerPivot is a free add-on to Excel from Microsoft that allows users to produce new kinds of reports and analyses that were simply impossible before, and this book is the first to tackle DAX formulas, the core capability of PowerPivot, from the perspective of the Excel audience. Written by the world's foremost PowerPivot blogger and practitioner, the book's concepts and approach are introduced in a step-by-step manner tailored to the learning style of Excel users everywhere. The

techniques presented allow users to produce, in hours or even minutes, results that formerly would have taken entire teams weeks or months to produce. The "pattern-like" techniques and best practices contained in this book have been developed and refined over two years of onsite training with Excel users around the world, and the key lessons from those seminars costing thousands of dollars per day are now available within the pages of this easy-to-follow guide. This updated edition covers new features introduced with Office 2015.

Tribal Knowledge Business Wisdom Brewed from the Grounds of Starbucks Corporate Culture Kaplan Publishing Without question, Starbucks Coffee is one of the greatest business success stories of the past decade. Since going public in 1992, it has grown yearly revenues to more than \$6.5 billion, achieved a stock price increase of more than 6,500%, and opened over 11,000 locations worldwide. But for a company that has accomplished so much, outsiders really know very little about the Starbucks secrets to success. That's because much of the company's sage advice and weathered truisms exist solely in the hearts and minds of longtime Starbucks employees. This so-called "tribal knowledge" includes pithy quotes uttered by Starbucks executives, mantras used by Starbucks project groups, learnings from failed pilot programs, and "ah-ha" moments from successful projects. It's company stories passed down from one generation of employees to the next. It's intense. It's poignant. It's thought provoking. It's actionable. It's a language of Starbucks "tribal knowledge" that has never been written - only spoken - and only within the Starbucks tribe. Until now. In **Tribal Knowledge: Business Wisdom Brewed from the Grounds of Starbucks Corporate Culture**, longtime Starbucks marketer John Moore shares untold, behind-the-scenes stories of the processes, the programs, and the products that have made Starbucks a remarkable business success, including:

- Why Starbucks was purpose driven to make a difference in the world.
- How Starbucks goes beyond simply having a mission statement to living its mission statement.
- How the Starbucks principled, innovative, and cause-related approach to marketing built an endearing and enduring brand.
- Why efforts to extend the Starbucks brand into lifestyle offerings such as a literary magazine and full-service restaurants failed.
- How the Starbucks approach to employee career growth has created a passionate workforce.
- How to apply the Starbucks "tribal knowledge" to your business, entrepreneurial venture, or project group.

Tribal Knowledge gives you unprecedented access to the many business lessons that helped Starbucks find prosperity by selling a commodity - all from a marketer who lived inside the Starbucks tribe. **Information Rules A Strategic Guide to the Network Economy** Harvard Business Press As one of the first books to distill the economics of information and networks into practical business strategies, this is a guide to the winning moves that can help business leaders--from writers, lawyers and finance professional to executives in the entertainment, publishing and hardware and software industries-- navigate successfully through the information economy. **Supply Chain Management**

Strategy, Planning, and Operation 'Supply Chain Management' illustrates the key drivers of good supply chain management in order to help students understand what creates a competitive advantage. It also provides strong coverage of analytic skills so that students can gauge the effectiveness of the techniques described. Microsoft Project 2013 Step by Step Pearson Education A guide to the project management tool covers such topics as creating tasks and assign constraints, estimating project costs, resolving scheduling problems, creating project reports, and consolidating projects. The Blended Learning Book Best Practices, Proven Methodologies, and Lessons Learned John Wiley & Sons The Blended Learning Book is your user's manual for implementing blended learning. It gives you a guidebook to combining the latest technologies with traditional training models to create high-impact programs that drive superior business results (not just reduce costs). Filled with real-world examples and case studies from organizations such as Accenture, BI, Cisco, FedEx, Kinko's, Grant-Thornton, IBM, Novell, the U.S. Navy, Verizon, and more, e-learning veteran Josh Bersin zeros in on What Works -- in all shapes and sizes of training departments from a variety of industries. The Robotic Process Automation Handbook A Guide to Implementing RPA Systems Apress While Robotic Process Automation (RPA) has been around for about 20 years, it has hit an inflection point because of the convergence of cloud computing, big data and AI. This book shows you how to leverage RPA effectively in your company to automate repetitive and rules-based processes, such as scheduling, inputting/transferring data, cut and paste, filling out forms, and search. Using practical aspects of implementing the technology (based on case studies and industry best practices), you'll see how companies have been able to realize substantial ROI (Return On Investment) with their implementations, such as by lessening the need for hiring or outsourcing. By understanding the core concepts of RPA, you'll also see that the technology significantly increases compliance - leading to fewer issues with regulations - and minimizes costly errors. RPA software revenues have recently soared by over 60 percent, which is the fastest ramp in the tech industry, and they are expected to exceed \$1 billion by the end of 2019. It is generally seamless with legacy IT environments, making it easier for companies to pursue a strategy of digital transformation and can even be a gateway to AI. The Robotic Process Automation Handbook puts everything you need to know into one place to be a part of this wave. What You'll Learn Develop the right strategy and plan Deal with resistance and fears from employees Take an in-depth look at the leading RPA systems, including where they are most effective, the risks and the costs Evaluate an RPA system Who This Book Is For IT specialists and managers at mid-to-large companies Biology for AP® Courses Biology for AP® courses covers the scope and sequence requirements of a typical two-semester Advanced Placement® biology course. The text provides comprehensive coverage of foundational research and core biology concepts through an evolutionary lens. Biology for AP® Courses was designed to meet and exceed the

requirements of the College Board's AP® Biology framework while allowing significant flexibility for instructors. Each section of the book includes an introduction based on the AP® curriculum and includes rich features that engage students in scientific practice and AP® test preparation; it also highlights careers and research opportunities in biological sciences.

Hal Becker's Ultimate Sales Book A Revolutionary Training Manual Guaranteed to Improve Your Skills and Inflate Your Net Worth Red Wheel/Weiser There are hundreds of books about sales, but how many of them have actually helped anyone become a better salesperson? Hal Becker's Ultimate Sales Book is a sales book and sales training course rolled into one, written by Xerox's former number-one U.S. salesperson and one of America's top sales trainers. It contains a wealth of practical information that many seasoned salespeople have forgotten...and which new salespeople need to master. It includes action steps to help you develop unique and proven selling methods, set goals, list prospects, and even discover your own ways to answer objections. Plus targeted quizzes at the end of each chapter to hone your skills. This is truly the one sales book every salesperson needs.

Chemical Engineering Design Principles, Practice and Economics of Plant and Process Design Elsevier Chemical Engineering Design, Second Edition, deals with the application of chemical engineering principles to the design of chemical processes and equipment. Revised throughout, this edition has been specifically developed for the U.S. market. It provides the latest US codes and standards, including API, ASME and ISA design codes and ANSI standards. It contains new discussions of conceptual plant design, flowsheet development, and revamp design; extended coverage of capital cost estimation, process costing, and economics; and new chapters on equipment selection, reactor design, and solids handling processes. A rigorous pedagogy assists learning, with detailed worked examples, end of chapter exercises, plus supporting data, and Excel spreadsheet calculations, plus over 150 Patent References for downloading from the companion website. Extensive instructor resources, including 1170 lecture slides and a fully worked solutions manual are available to adopting instructors. This text is designed for chemical and biochemical engineering students (senior undergraduate year, plus appropriate for capstone design courses where taken, plus graduates) and lecturers/tutors, and professionals in industry (chemical process, biochemical, pharmaceutical, petrochemical sectors). New to this edition: Revised organization into Part I: Process Design, and Part II: Plant Design. The broad themes of Part I are flowsheet development, economic analysis, safety and environmental impact and optimization. Part II contains chapters on equipment design and selection that can be used as supplements to a lecture course or as essential references for students or practicing engineers working on design projects. New discussion of conceptual plant design, flowsheet development and revamp design. Significantly increased coverage of capital cost estimation, process costing and economics. New chapters on equipment selection, reactor design and

solids handling processes New sections on fermentation, adsorption, membrane separations, ion exchange and chromatography Increased coverage of batch processing, food, pharmaceutical and biological processes All equipment chapters in Part II revised and updated with current information Updated throughout for latest US codes and standards, including API, ASME and ISA design codes and ANSI standards Additional worked examples and homework problems The most complete and up to date coverage of equipment selection 108 realistic commercial design projects from diverse industries A rigorous pedagogy assists learning, with detailed worked examples, end of chapter exercises, plus supporting data and Excel spreadsheet calculations plus over 150 Patent References, for downloading from the companion website Extensive instructor resources: 1170 lecture slides plus fully worked solutions manual available to adopting instructors Applications of Artificial Intelligence in Additive Manufacturing IGI Global After the recent launch of home-based personal 3D printers as well as government funding and company investments in advancing manufacturing initiatives, additive manufacturing has rapidly come to the forefront of discussion and become a more approachable lucrative career of particular interest to the younger generation. It is essential to identify the long-term competitive advantages and how to teach, inspire, and create a resolute community of supporters, learners, and new leaders in this important industry progression. Applications of Artificial Intelligence in Additive Manufacturing provides instruction on how to use artificial intelligence to produce additively manufactured parts. It discusses an overview of the field, the strategic blending of artificial intelligence and additive manufacturing, and features case studies on the various emerging technologies. Covering topics such as artificial intelligence models, experimental investigations, and online detections, this book is an essential resource for engineers, manufacturing professionals, computer scientists, AI scientists, researchers, educators, academicians, and students. Intermediate Algebra It Only Laughs When I Hurt An in the Bleachers Collection of Painfully Funny Sports Injury Cartoons The ultimate collection of sports injury cartoons for wounded athletes and sports medicine professionals. Strategic Management and Business Policy Entering 21st Century Global Society Blue Book of Electric Guitars Alfred Publishing Company, Incorporated 13 is your lucky number! The 13th Edition Blue Book of Electric Guitars is now expanded to 1,312 pages including a new 16-page color Photo Grading System. It also has guitar reference information and values on over 1,200 guitar manufacturers/distributors including Fender, Gibson, Paul Reed Smith, Ibanez, Gretsch, Epiphone, Washburn, B.C. Rich, Jackson, and Guild as well as many independent luthiers and custom builders. Other features include a database of over 6,000 electric guitar images available on our website, a detailed serialization section, and contact information for all current manufacturers. With over 11,000 acoustic guitars listed in the 13th Edition Blue Book of Electric Guitars, 13 will be your lucky number! Pattern and

Palette Sourcebook 4 A Comprehensive Guide to Choosing the Perfect Color and Pattern in Design Rockport Publishers This is a new volume in Rockport's desktop library of color and pattern. The book provides professional designers with seamless geometric patterns in a variety of color palettes to address the specific design needs of designers, art directors, and students working in textile design, product design, graphic print and website design, and advertising and corporate design.

Policies to Address Poverty in America One-in-seven adults and one-in-five children in the United States live in poverty. Individuals and families living in poverty not only lack basic, material necessities, but they are also disproportionately afflicted by many social and economic challenges. Some of these challenges include the increased possibility of an unstable home situation, inadequate education opportunities at all levels, and a high chance of crime and victimization. Given this growing social, economic, and political concern, The Hamilton Project at Brookings asked academic experts to develop policy proposals confronting th.

SAP NetWeaver For Dummies John Wiley & Sons Imagine that it's the 1950s, and you are in charge of developing the U. S. interstate system. There are countless roads already in use. The system can go in numerous different directions. Where do you begin? Starting to transform your business with SAP NetWeaver is that daunting. NetWeaver is both an application platform and an integration platform. It integrates your current IT systems to enable portals, collaboration, data management, and development environments. To grasp the complexities and possibilities of SAP ASAP, dig in with SAP NetWeaver For Dummies and explore: MySAP Business Suite SAP Enterprise Planning Resource (ERP), Customer Relationship Management (CRM), Supply Chain Management (SCM), Human Capital Management (HCM), Product Lifecycle Management (PLM), Supplier Relationship Management (SRM), and more Mobile Infrastructure that performs like a universal translator for mobile interfaces, including laptops, wireless phones, and PDAs Master Data Management, including using the content consolidation technique to "clean up" data, master data harmonization to distribute it, and central master data management to maintain a data repository Web Application Service and NetWeaver Developer Studio—tools that let you integrate and create your own customized applications

Written by Dan Woods, former CTO of The Street.com and CapitalThinking, and Jeffrey Word, the Director of Technology Strategy for SAP, this guide features real-life stories from businesses and examples of typical uses to help you cut through the complexities and get up and running. It includes a CD-ROM with: Detailed white papers and product overviews Stores from customers using SAP NetWeaver today Demos that show SAP NetWeaver in action A directory of resources for additional information Like that interstate system, SAP NetWeaver doesn't have to be integrated all at once. You choose the applications that have the most potential to benefit your company's operations and bottom line. SAP NetWeaver For Dummies even gives you recommendations for rolling it out and suggests practical

ways to get started and get quick returns on your SAP investment. Then you're going full-speed ahead on the road to success!

Principles of Macroeconomics Oxford University Press **Principles of Macroeconomics** is a lucid and concise introduction to the theoretical and practical aspects of macroeconomics. This revised and updated third edition covers key macroeconomic issues such as national income, investment, inflation, balance of payments, monetary and fiscal policies, economic growth and banking system. This book also explains the role of the government in guiding the economy along the path of stable prices, low unemployment, sustainable growth, and planned development through many India-centric examples. Special attention has been given to macroeconomic management in a country linked to the global economy. This reader-friendly book presents a wide coverage of relevant themes, updated statistics, chapter-end exercises, and summary points modelled on the Indian context. It will serve as an indispensable introductory resource for students and teachers of macroeconomics.

101 Activities for Teaching Creativity and Problem Solving John Wiley & Sons Employees who possess problem-solving skills are highly valued in today's competitive business environment. The question is how can employees learn to deal in innovative ways with new data, methods, people, and technologies? In this groundbreaking book, Arthur VanGundy -- a pioneer in the field of idea generation and problem solving -- has compiled 101 group activities that combine to make a unique resource for trainers, facilitators, and human resource professionals. The book is filled with idea-generation activities that simultaneously teach the underlying problem-solving and creativity techniques involved. Each of the book's 101 engaging and thought-provoking activities includes facilitator notes and advice on when and how to use the activity. Using **101 Activities for Teaching Creativity and Problem Solving** will give you the information and tools you need to:

- Generate creative ideas to solve problems. Avoid patterned and negative thinking. Engage in activities that are guaranteed to spark ideas. Use proven techniques for brainstorming with groups. Order your copy today.

Outthink the Competition How a New Generation of Strategists Sees Options Others Ignore John Wiley & Sons A Fast Company blogger and former McKinsey consultant profiles the next generation business strategists: the "Outthinkers" "Outthinkers" are entrepreneurs and corporate leaders with a new playbook. They see opportunities others ignore, challenge dogma others accept as truth, rally resources others cannot influence, and unleash new strategies that disrupt their markets. **Outthink the Competition** proves that business competition is undergoing a fundamental paradigm shift and that during such revolutions, outthinkers beat traditionalists. **Outthink the Competition** presents stories of breakthrough companies like Apple, Google, Vistaprint, and Rosetta Stone whose stunning performances defy traditional explanation and will inspire readers to outthink the competition. Core concepts in the book include:

- Discover the Eight Dimensions of Disruption Learn to play by the

Outthinker Playbook Develop the Five Habits of the Outthinker Implement the Outthinker Process It's time to buck tradition in order to stay ahead. Outthink the competition and uncover opportunities hiding in plain sight. Project Management in Practice John Wiley & Sons Project Management in Practice, 4th Edition focuses on the technical aspects of project management that are directly related to practice. Advances in Intelligent, Flexible, and Lean Management and Engineering IGI Global In organizations today, knowledge on how to manage in a green environment is of a particular emphasis and is an important discussion topic amongst academics, researchers, and managers. Undertakings such as sustainability, not only in an environmental perspective but also in an organizational perspective; recycling; re-use; low costs; waste reduction; and high productivity are only some, among many others, that require a break in traditional management paradigms. Present organizations need to be managed with different models where innovation and change are key words as they drive the organization to success. At this level, green management appears as a new way to manage and understand organizations, making them more strategic and competitive in the markets where they are and where they will be in the future. Advances in Intelligent, Flexible, and Lean Management and Engineering introduces the newest models, theories, and tools along with the practices, policies, and strategies for management and engineering. This book reflects on the experiences and thoughts about the state-of-the-art research in the green management and engineering fields, as well as the future direction of this scope of research. It covers important topics such as green transformational leadership, artificial intelligence, production models, sustainable factories, and more. This book is an essential resource tool for engineers, executives, managers, economists, practitioners, researchers, academicians, and students looking for information on the advances in management and engineering for businesses. Lymph Stasis Pathophysiology, Diagnosis, and Treatment CRC Press First published 1991. Lymph Stasis: Pathophysiology, Diagnosis, and Treatment provides a reintroduction to the lymphatic system and its primary disease-lymph stasis-to practitioners who treat patients with lymph stasis of the limbs. Topics discussed include an introduction to the lymphatic system in man, the structure of lymphatics and the mechanism of lymph formation based on animal and human studies, chemical and cellular composition of lymph in humans, pathological factors affecting lymph flow, treatment of lymphedema, and clinical studies on antibiotic penetration to tissue fluid and lymph. Angiologists, vascular surgeons, dermatologists, radiologists, and nuclear medicine specialists are among those physicians who will find a wealth of useful information in this book. Elementary Algebra 2e Fundamentals of Multimedia Springer Science & Business Media This textbook introduces the "Fundamentals of Multimedia", addressing real issues commonly faced in the workplace. The essential concepts are explained in a practical way to enable students to apply their existing skills

to address problems in multimedia. Fully revised and updated, this new edition now includes coverage of such topics as 3D TV, social networks, high-efficiency video compression and conferencing, wireless and mobile networks, and their attendant technologies. Features: presents an overview of the key concepts in multimedia, including color science; reviews lossless and lossy compression methods for image, video and audio data; examines the demands placed by multimedia communications on wired and wireless networks; discusses the impact of social media and cloud computing on information sharing and on multimedia content search and retrieval; includes study exercises at the end of each chapter; provides supplementary resources for both students and instructors at an associated website.

Principles of Macroeconomics for AP® Courses 2e
Principles of Macroeconomics for AP® Courses 2e covers the scope and sequence requirements for an Advanced Placement® macroeconomics course and is listed on the College Board’s AP® example textbook list. The second edition includes many current examples and recent data from FRED (Federal Reserve Economic Data), which are presented in a politically equitable way. The outcome is a balanced approach to the theory and application of economics concepts. The second edition was developed with significant feedback from current users. In nearly all chapters, it follows the same basic structure of the first edition. General descriptions of the edits are provided in the preface, and a chapter-by-chapter transition guide is available for instructors.

Pharmacy in World War II CRC Press Get an inside look at the lives of military and civilian pharmacists during wartime! **Pharmacy in World War II** is a comprehensive history of American pharmacy, both in the military and on the home front, from 1941 to 1945. The book provides a unique insight into the profession, the practice, and its practitioners through the memories of those who served as pharmacist mates, corpsmen, or civilian pharmacists. Through accounts recorded in publications, stored in archives, or told first-hand, you’ll learn about the fight to establish an Army Pharmacy Corps, the work of the Selective Service committees to preserve an adequate pool of pharmacists for civilian practice, the bond drives that would buy hospital airplanes and trains, and a great deal more. **Pharmacy in World War II** also looks at the organizational, economic, educational, professional, and societal issues that molded pharmacy during a watershed in modern American history. Author Dennis B. Worthen, editor-in-chief of Haworth’s Pharmaceutical Heritage book series, compiled a database of more than 11,000 pharmacists, pharmacy students, and veterans in pharmacy school during wartime as part of the “Memories Project” that recalls the activities of the professional, trade, and educational institutions of pharmacy, their goals and development, and their interactions, agreements, and differences. The book examines the fight for an Army Pharmacy Corps, shortages and rationing on the home front, manpower shortages, the impact of the Selective Service, and the prevalent attitude in the military that pharmacy was a business, not a learned profession, and that pharmaceutical services

could be learned with 90 days of training. Pharmacy in World War II includes memories of: pharmacy in the pre-World War II years pharmacy education the Selective Service the drugstore's role in the war effort the Pharmacy Corps returning veterans The book also includes photographs and images as well as appendices listing colleges and schools of pharmacy, Selective Service pharmacy advisory committees, pharmacy organizations and leaders, extracts from Army medical departments supply catalogs, and pharmacists and pharmacy students who died in the war. Pharmacy in World War II is an invaluable document for pharmacy students, practitioners, and educators, and for students of American history. A House Is a House for Me Penguin Where does everyone and everything live? A House Is a House for Me is a rollicking rhyme about houses. Some of the houses are familiar, such as an anthill and a dog kennel, while others are surprising, such as a corn husk and a pea pod. This longtime favorite is filled with pictures that parents and children will want to look at again and again in a beautifully produced, deluxe full-sized edition. Proving the Value of Soft Skills Measuring Impact and Calculating ROI American Society for Training and Development A Step-by-Step Guide to Showing the Value of Soft Skill Programs As organizations rise to meet the challenges of technological innovation, globalization, changing customer needs and perspectives, demographic shifts, and new work arrangements, their mastery of soft skills will likely be the defining difference between thriving and merely surviving. Yet few executives champion the expenditure of resources to develop these critical skills. Why is that and what can be done to change this thinking? For years, managers convinced executives that soft skills could not be measured and that the value of these programs should be taken on faith. Executives no longer buy that argument but demand the same financial impact and accountability from these functions as they do from all other areas of the organization. In Proving the Value of Soft Skills, measurement and evaluation experts Patti Phillips, Jack Phillips, and Rebecca Ray contend that efforts can and should be made to demonstrate the effect of soft skills. They also claim that a proven methodology exists to help practitioners articulate those effects so that stakeholders' hearts and minds are shifted toward securing support for future efforts. This book reveals how to use the ROI Methodology to clearly show the impact and ROI of soft skills programs. The authors guide readers through an easy-to-apply process that includes: • business alignment • design evaluation • data collection • isolation of the program effects • cost capture • ROI calculations • results communication. Use this book to align your programs with organizational strategy, justify or enhance budgets, and build productive business partnerships. Included are job aids, sample plans, and detailed case studies. Methodologies and Outcomes of Engineering and Technological Pedagogy "This book explores recent developments and advancements in engineering pedagogy"-- QuickBooks 2012: The Missing Manual "O'Reilly Media, Inc." Your bookkeeping workflow will be smoother and faster with QuickBooks 2012 for Windows—but only if

you spend more time using the program than figuring out how it works. This book puts you in control: you get step-by-step instructions on how and when to use specific features, along with basic accounting advice to guide you through the learning process. The important stuff you need to know: Get started. Set up your accounts, customers, jobs, and invoice items quickly. Manage your business. Track spending, income, invoices, inventory, and payroll. Spend less time on bookkeeping. Use QuickBooks to create invoices or timesheets in batches. Follow the money. Examine everything from billable time and expenses to year-end tasks. Find key info quickly. Rely on QuickBooks' vendor, customer, inventory, and employee centers. Exchange data with other programs. Move data between QuickBooks and Microsoft Office.

Fat Chance Why pigs will fly before America has an atheist president New Leaf Publishing Group Most atheists don't know that there's never been an atheist president, that no members of Congress are atheists, and that in seven states it's illegal for atheists to run for office. Atheists are convinced that atheism is intellectual when it's the exact opposite. There is nothing more foolish than believing the scientific impossibility that nothing created everything. Ray addresses this fact, at the same time showing that there is credible scientific evidence for God, and exposing what atheists are doing to the once great country. This is a book that you can give to your partying and boozy neighbor, your likeable but unsaved Uncle Fred, or the Christian mom who is grieved that her beloved church-going son has turned atheist. America is having a revival of atheism, and is being swallowed by moral darkness. This book is a small but powerful light. Written to help reach atheists because of the horrid reality of Hell Contains a clear gospel presentation to help Christians share the power of God's grace Here is the book to give away to those who are wandering into the darkness of atheism.

Mark Twain: A Christian Response to His Battle With God New Leaf Publishing Group From the pages of a long-hidden manuscript written by a man filled with disappointment and anger, you will discover the truth about Mark Twain's embittered battle with God! Evidence in his work that proves he wasn't an atheist Selections from his letters and popular works that reveal his confused faith Perspectives from Twain on God that echo modern criticism and doubts. Twain was a very popular and gifted speaker with a carefully cultivated image. Few knew he secretly wrote a manuscript complaining bitterly about the God of the Bible, citing hypocrisy and cruelties, like there would be no sex in heaven. Twain decided to have his book published 100 years after his death in the hope that society would then be open-minded enough to listen. Ray Comfort searches through volumes of Twain's writings to develop a comprehensive answer to this profound writer of the Adventures of Huckleberry Finn, and a man who suffered much. Discover Twain's arguments with God and a powerful response that helps strengthen your faith and understanding of our loving Creator!