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Transforming Performance Measurement

Rethinking the Way We Measure and Drive Organizational Success

AMACOM It's no secret that you can't improve your organization's performance without measuring it. In fact, every function, unit, process, and the organization as a whole, is built and run according to the parameters and expectations of its measurement system. So you'd better make sure you're doing it right. All too often, performance measurement creates dysfunction, whether among individuals, teams, or across entire divisions and companies. Most traditional measurement systems actually encourage unhealthy competition for personal gain, creating internal conflict and breeding distrust of performance measurement. Transforming Performance Measurement presents a breakthrough approach that will not only significantly reduce those dysfunctions, but also promote alignment with business strategy, maximize cross-enterprise integration, and help everyone to work collaboratively to drive value throughout your organization. Performance improvement thought leader Dean Spitzer explains why performance measurement should be less about calculations and analysis and more about the crucial social factors that determine how well the measurements get used. His "socialization of measurement" process focuses on learning and improvement from measurement, and on the importance of asking such questions as: How well do our measures reflect our business model? How successfully are they driving our strategy? What should we be measuring and not measuring? Are the right people having the right measurement discussions? Performance measurement is a dynamic process that calls for an awareness of the balance necessary between seemingly disparate ideas: the technical and the social aspects of performance measurement. For example, you need technology to manage the flood of data, but you must make sure that it supports the people who will be making decisions and taking action crucial to your organization's success. This book shows you how to design that technical-social balance into your measurement system. While it is urgent to start taking action now, transforming your organization's performance measurement system will take time. Transforming Performance Measurement gives you assessment tools to gauge where you are now and a roadmap for moving, with little or no disruption, to a more "transformational" and mature measurement system. The book also provides 34 TMAPs, Transformational Measurement Action Plans, which suggest both well-accepted and "emergent" measures (in areas such as marketing, human resources, customer service, knowledge management, productivity, information technology, research and development, costing, and more) that you can use right away. In the end, you get what you measure. If you measure the wrong things, you will take your company farther and farther away from its mission and strategic goals. Transforming Performance Measurement tells you not only what to measure, but how to do it -- and in what context -- to make a truly transformational difference in your enterprise.

EnvStats

An R Package for Environmental Statistics

Springer Science & Business Media This book describes EnvStats, a new comprehensive R package for environmental statistics and the successor to the S-PLUS module EnvironmentalStats for S-PLUS (first released in 1997). EnvStats and R provide an open-source set of powerful functions for performing graphical and statistical analyses of environmental data, bringing major environmental statistical methods found in the literature and regulatory guidance documents into one statistical package, along with an extensive hypertext help system that explains what these methods do, how to use these methods, and where to find them in the environmental statistics literature. EnvStats also includes numerous built-in data sets from regulatory guidance documents and the environmental statistics literature. This book shows how to use EnvStats and R to easily: * graphically display environmental data * plot probability distributions * estimate distribution parameters and construct confidence intervals on the original scale for commonly used distributions such as the lognormal and gamma, as well as do this nonparametrically * estimate and construct confidence intervals for distribution percentiles or do this nonparametrically (e.g., to compare to an environmental protection standard) * perform and plot the results of goodness-of-fit tests * compute optimal Box-Cox data transformations * compute prediction limits and simultaneous prediction limits (e.g., to assess compliance at multiple sites for multiple constituents) * perform nonparametric estimation and test for seasonal trend (even in the presence of correlated observations) * perform power and sample size computations and create companion plots for sampling designs based on confidence intervals, hypothesis tests, prediction intervals, and tolerance intervals * deal with non-detect (censored) data * perform Monte Carlo simulation and probabilistic risk assessment * reproduce specific examples in EPA guidance documents EnvStats combined with other R packages (e.g., for spatial analysis) provides the environmental scientist, statistician, researcher, and technician with tools to "get the job done!"

2004 United States School Laws and Rules

Ion Exchange and Solvent Extraction

A Series of Advances

CRC Press This text introduces a special class of polymeric ligand exchanger (PLE) with high affinities for anionic ligands. Volume 14 discusses the potential and advantages of micro- and nanofiltration membrane processes for removal of metals; details prevailing equilibrium relationships and supporting experimental data for systems where leaching and ion exchange take place simultaneously; covers cases of uranium cation and gold cyanide anion bisorption and modelling of engineered systems.

Handbook of Fiber Chemistry, Third Edition

CRC Press The Handbook of Fiber Chemistry, Third Edition provides complete coverage of scientific and technological principles for all major natural and synthetic fibers. Incorporating new scientific techniques, instruments, characterization, and processing methods, the book features important technological advances from the past decade, particularly in fiber production and novel applications. It contains the latest data and insight into the chemistry and structural properties made possible by these advances. Authored by leading experts in the field of fiber science, most chapters in this third edition of a bestseller are either new or extensively updated. Chapters on synthetic fibers detail their formation from monomers, while those on natural fibers cover extraction and purification methods. Each chapter encompasses definitions, morphology, and fine structure; properties, testing, processing methods, and equipment; and the conversion into marketable products. Taking into account the recent expansion and diversification of markets for various fibers, this book also offers a solid foundation in the principles used for developing new fibers, including biologically and electronically active fibers. The Handbook of Fiber Chemistry, Third Edition offers a better understanding of the structure-property relationships of fibers and fiber-related phenomena. It is an ideal volume for scientists, technologists, and engineers working to develop novel and innovative products and technologies using natural and synthetic fibers.

Copepods in Aquaculture

John Wiley & Sons The importance of copepods in aquaculture has long been recognized, especially in the larval rearing of many marine fishes. This timely publication provides a single source of information on copepod biology, culture methods and practical use in marine finfish hatcheries. Originating out of a workshop held on copepods by the Oceanic Institute in Hawaii, this proceedings includes review articles and papers presented by leading international experts in copepod biology and aquaculture. It is a seminal work that integrates the most up-to-date information on selecting copepod species, effects of algal species on reproduction, ways to increase production, the nutritional value of copepods, behavioral characteristics of copepods, potential use of copepod nauplii and eggs, and their application to larval rearing of various marine finfish species.

Advanced Computer and Communication Engineering Technology

Proceedings of the 1st International Conference on Communication and Computer Engineering

Springer This book covers diverse aspects of advanced computer and communication engineering, focusing specifically on industrial and manufacturing theory and applications of electronics, communications, computing and information technology. Experts in research, industry, and academia present the latest developments in technology, describe applications involving cutting-edge

communication and computer systems and explore likely future directions. In addition, access is offered to numerous new algorithms that assist in solving computer and communication engineering problems. The book is based on presentations delivered at ICOCOE 2014, the 1st International Conference on Communication and Computer Engineering. It will appeal to a wide range of professionals in the field, including telecommunication engineers, computer engineers and scientists, researchers, academics and students.

School

Energy Conversion

CRC Press This handbook surveys the range of methods and fuel types used in generating energy for industry, transportation, and heating and cooling of buildings. Solar, wind, biomass, nuclear, geothermal, ocean and fossil fuels are discussed and compared, and the thermodynamics of energy conversion is explained. Appendices are provided with fully updated data. Thoroughly revised, this second edition surveys the latest advances in energy conversion from a wide variety of currently available energy sources. It describes energy sources such as fossil fuels, biomass (including refuse-derived biomass fuels), nuclear, solar radiation, wind, geothermal, and ocean, then provides the terminology and units used for each energy resource and their equivalence. It includes an overview of the steam power cycles, gas turbines, internal combustion engines, hydraulic turbines, Stirling engines, advanced fossil fuel power systems, and combined-cycle power plants. It outlines the development, current use, and future of nuclear power.

Environmental Catalysis

CRC Press The study of environmental interfaces and environmental catalysis is central to finding more effective solutions to air pollution and in understanding of how pollution impacts the natural environment. Encompassing concepts, techniques, and methods, Environmental Catalysis provides a mix of theory, computation, analysis, and synthesis to support the latest applications in biocatalysis, green chemistry, environmental remediation and our understanding of the interaction of pollutants with natural systems. The book focuses on several aspects of environmental catalysis. Surface catalysis of airborne particles - including ice, trace atmospheric gases, aerosolized soot nanoparticles, and mineral dust surfaces - as well as particles in contact with ground water and their role in surface adsorption, surface catalysis, hydrolysis, dissolution, precipitation, oxidation and ozone decomposition is explored. It continues by presenting catalysis as the key technology for treating emissions and reducing waste by-products. The authors review the theory behind catalytic converters and discuss the effectiveness of several catalysts, including zeolites and nanoparticles, in treating emissions, aromatic hydrocarbons, and chemical warfare agents. They also survey the use of biocatalysis in environmental remediation, and industrial processes, particularly in the production of transportation fuels, fine chemicals, and pharmaceuticals. Then the authors explain how enzymes can remove chlorinated organics and metals and how microbes can metabolize toxic chemicals from groundwater. Lastly, they discuss the principles of green chemistry, including the use of environmentally benign solvents, biphasic catalysts, and other alternative solvents to recover and recycle catalysts based on heavy metals. With increasing ground water pollution, increasing particulates in the atmosphere, and the increasing need to remove pollutants from industrial and automotive sources, Environmental Catalysis addresses issues that will be instrumental in current and future environmental challenges we face.

Brain Games For Dummies

John Wiley & Sons 300 challenging puzzles to improve problem-solving skills and stimulate the brain Studies have shown that puzzles like Sudoku, crosswords, cryptograms, and other "mental aerobics" can help reduce memory loss due to normal aging and minimize the risk of developing neurodegenerative diseases. Brain Games For Dummies features 300 fun mental exercises that will keep readers' neurons firing: 100 crossword puzzles, 75 Sudoku puzzles, 50 word searches, 25 word scrambles, 25 cryptograms, 15 riddles, and 10 logic puzzles, along with complete solutions. Ranked by level of difficulty (easy, tricky, tough, and treacherous), these puzzles are a surefire way to boost mental fitness. The book's portable trim size makes it perfect for playing on the go or during the commute home.

Air Conditioning Service Manual

Primedia Business Directories & Books

Occult Grand Master Now in Christ

Xlibris Corporation For there is nothing covered, that shall not be revealed; Neither hid, that shall not be known -Jesus Christ (Luke 12:2) The foremost conversion testimony, renowned as The Jewel Of Exposition Of Hidden Powers. A book of all times on the Highest game of occult deceit. It has opened the eyes of many in different parts of the world. Prof. Stephen Pinder Ekeh Dean, Faculty of Engineering, Ahmadu Bello University Zaria, Nigeria

New Methodologies and Techniques for a Sustainable Organic Chemistry

Springer Science & Business Media Chemical industries have to face the challenge of finding adequate processes to produce large quantities of new products, while at the same time decreasing both the impact on the environment and the risk of disaster. This book addresses this challenge. It discusses the problems of environmentally benign organic processes on an interdisciplinary approach. The book features experts in selective catalysis, development of new reagents and methods who present their recent results.

Oscillations, Waves and Interactions

Sixty Years Drittes Physikalisches Institut ; a Festschrift

Universitätsverlag Göttingen

The Elements of Nonlinear Optics

Cambridge University Press This book is a self-contained account of the most important principles of nonlinear optics. Assuming a familiarity with basic mathematics, the fundamentals of nonlinear optics are developed from the basic concepts, introducing and explaining the essential quantum mechanical apparatus as it arises. Later chapters deal with the materials used and the constructions that are necessary to induce the effects.

Laser-Induced Damage in Optical Materials

CRC Press Dedicated to users and developers of high-powered systems, Laser-Induced Damage in Optical Materials focuses on the research field of laser-induced damage and explores the significant and steady growth of applications for high-power lasers in the academic, industrial, and military arenas. Written by renowned experts in the field, this book concentrates on the major topics of laser-induced damage in optical materials and most specifically addresses research in laser damage that occurs in the bulk and on the surface or the coating of optical components. It considers key issues in the field of high-power laser coatings, factoring in the effects of contamination and providing insight into typical application areas. Become Familiar with the Key Areas of Modern Photonics The text first provides a basic understanding of theoretical and experimental methods and then summarizes the current progress, strategies, and improvements occurring within the field of laser-induced damage. Divided into four sections, this book outlines apparent trends in modeling, and discusses measurement and evaluation techniques for laser damage thresholds in the context of international standardization and scaling laws for damage thresholds. This seminal work: Covers the major aspects of laser damage Considers all important aspects in industry and research Reviews laser damage effects in material and surfaces Contains chapters contributed by leading scientists in the field Laser-Induced Damage in Optical Materials details a variety of fundamental investigations in laser-induced damage mechanisms and functions as a valuable reference for researchers and producers of laser components, laser and photonics engineers and scientists, as well as users of laser technology and thin film optics.

Friction Science and Technology

From Concepts to Applications, Second Edition

CRC Press "Should have broad appeal in many kinds of industry, ranging from automotive to computers—basically any organization concerned with products having moving parts!" —David A. Rigney, Materials Science and Engineering Department, Ohio State University, Columbus, USA In-Depth Coverage of Frictional Concepts Friction affects so many aspects of daily life that most take it for granted. Arguably, mankind's attempt to control friction dates back to the invention of the wheel. Friction Science and Technology: From Concepts to Applications, Second Edition presents a broad, multidisciplinary overview of the constantly moving field of friction, spanning the history of friction studies to the evolution of measurement instruments. It reviews the gamut of friction test methods, ranging from simple inclined planes to sophisticated laboratory tribometers. The book starts with introductory concepts about friction and progressively delves into the more subtle fundamentals of surface contact, use of various lubricants, and specific applications such as brakes, piston rings, and machine components. Includes American Society of Testing and Management (ASTM) Standards This volume covers multiple facets of friction, with numerous interesting and unusual examples of friction-related technologies not found in other tribology books. These include: Friction in winter sports Friction of touch and human skin Friction of footwear and biomaterials Friction drilling of metals Friction of tires and road surfaces Describing the tools of the trade for friction research, this edition enables engineers to purchase or build their own devices. It also discusses frictional behavior of a wide range of materials, coatings, and surface treatments, both traditional and advanced, such as thermally oxidized titanium alloys, nanocomposites, ultra-low friction films, laser-dimpled ceramics, and carbon composites. Even after centuries of study, friction continues to conceal its subtle origins, especially in practical engineering situations in which surfaces are exposed to complex and changing environments. Authored by a field specialist with more than 30 years of experience, this one-stop resource discusses all aspects of friction, from its humble beginnings to its broad application for modern engineers.

A Grammar of the Old Testament in Greek According to the Septuagint

Wipf and Stock Publishers Thackeray's treatment of the Septuagint's grammar is a masterful reference work, which moved Septuagintal study forward. Why write a Grammar of a translation, in parts a servile translation, into a Greek which is far removed from the Attic standard, of an original which was often imperfectly understood? A sufficient answer might be that the work forms part of a larger whole, the Grammar of Hellenistic Greek, the claims of which, as bridging the gulf between the ancient and the modern tongue upon the attention of philhellenes and philologists have in recent years begun to receive their due recognition from a growing company of scholars. The Septuagint, in view both of the period which it covers and the variety of its styles, ranging from the non-literary vernacular to the artificial Atticistic, affords the most promising ground for the investigation of the peculiarities of the Hellenistic or 'common' language . . . Though of less paramount importance than the New Testament, the fact that it was the only form in which the older Scriptures were known to many generations of Jews and Christians and the deep influence which it exercised upon New Testament and Patristic writers justify a separate treatment of its language. Again, the fact that it is in the main translation gives it a special character and raises the difficult question of the extent of Semitic influence upon the written and spoken Greek of a bilingual people. -from the Preface Contents I. Introduction II. Orthography and Phonetics III. Accidence

Underwater Acoustic Modeling

Principles, techniques and applications, Second Edition

CRC Press Underwater Acoustic Modeling provides the only comprehensive source on how to translate our physical understanding of sound in the sea into mathematical formulas solvable by computers.

Wind Energy 1975–1985

A Bibliography

Springer Science & Business Media

Lipid Biotechnology

CRC Press This text presents advances in supercritical fluid technology, biocatalysis, bioprocess engineering, and crop breeding. It offers an in-depth review of principles and approaches utilized in the development and design of lipids for cosmetic, industrial, pharmaceutical and food products.

Fundamentals of Modern Manufacturing

Processes and Systems

Wiley This book takes a modern, all-inclusive look at manufacturing processes. Its coverage is strategically divided—65% concerned with manufacturing process technologies, 35% dealing with engineering materials and production systems.

Healthful Lipids

CRC Press Healthful Lipids addresses critical and current regulatory issues and emerging technologies, as well as the efforts made toward the production of healthier lipids. This book examines the latest technological advancements and the emerging technologies in processing and analysis, health-related concerns, and strategies used in the production and appl

Balancing Renewable Electricity

Energy Storage, Demand Side Management, and Network Extension from an Interdisciplinary Perspective

Springer Science & Business Media An important aim behind the restructuring of Germany's and Europe's electricity systems is to reduce the environmental burden, especially with respect to greenhouse gas emissions, of the current systems. Emissions must be brought down to a level that is sustainable in the long run and consistent with greenhouse gas emission reduction goals. Meeting these goals will require a system (as best as current knowledge suggests) that will be able to cope simultaneously with the fundamental demands for economic efficiency, environmental sustainability and supply security. Making use of existing scenarios, this study sketches such a system. It focuses in particular on auxiliary systems such as energy storage methods and network extensions. The study introduces technologies that can balance electricity in energy systems and that can serve as enabling technologies for the integration of large quantities of renewable energies in the power supply system. It begins with a discussion of normative aims for the future electricity system before continuing with a description of current policies and political developments and an overview of relevant existing energy system studies. These sections serve as background for the remainder of the study. They are followed by discussion and analysis of the growing demand for means to balance the fluctuations found in electricity generated in power systems with a high penetration of renewable energies, the potentials of diverse technologies, requirements for electrical networks, economic impacts and important legal issues. Finally, the main challenges to the achievement of developing balancing technologies and processes for renewable electricity-dominant systems are summarised and recommendations made.

Handbook of Fiber Science and Technology

Directory of Professional Workers in State Agricultural Experiment Stations and Other Cooperating State Institutions

Papers Presented to the AAEC Symposium on Uranium Processing, Lucas Heights, 20-21 July, 1972

Korean

A Comprehensive Grammar

Routledge Korean: A Comprehensive Grammar is a reference to Korean grammar, and presents a thorough overview of the language, concentrating on the real patterns of use in modern Korean. The book moves from the alphabet and pronunciation through morphology and word classes to a detailed analysis of sentence structures and semantic features such as aspect, tense, speech styles and negation. Updated and revised, this new edition includes lively descriptions of Korean grammar, taking into account the latest research in Korean linguistics. More lower-frequency grammar patterns have been added, and extra examples have been included throughout the text. The unrivalled depth and range of this updated edition of Korean: A Comprehensive Grammar makes it an essential reference source on the Korean language.

Atlas of Trichoscopy

Dermoscopy in Hair and Scalp Disease

Springer Science & Business Media The aim of this atlas is to provide detailed and comprehensive, easy-to-use information, sufficient to perform trichoscopy in clinical practice. From basics to advanced knowledge, everything in one book. In this sense it is rather an "illustrated textbook" than solely an atlas. It includes evidence based information, acknowledged algorithms, which help easy

diagnosis and “take home messages”, which aid memorizing specific features of diverse diseases. The atlas consists of two major parts. In the first part the authors describe structures and patterns seen in trichoscopy. The second part consists of detailed description of characteristic trichoscopy features of diverse diseases of hair and scalp. Consecutive chapters illustrate genetic hair disorders, acquired hair loss and scalp diseases.

Handbook of Conformal Mapping with Computer-Aided Visualization

CRC Press This book is a guide on conformal mappings, their applications in physics and technology, and their computer-aided visualization. Conformal mapping (CM) is a classical part of complex analysis having numerous applications to mathematical physics. This modern handbook on CM includes recent results such as the classification of all triangles and quadrangles that can be mapped by elementary functions, mappings realized by elliptic integrals and Jacobian elliptic functions, and mappings of doubly connected domains. This handbook considers a wide array of applications, among which are the construction of a Green function for various boundary-value problems, streaming around airfoils, the impact of a cylinder on the surface of a liquid, and filtration under a dam. With more than 160 domains included in the catalog of mapping, Handbook of Conformal Mapping with Computer-Aided Visualization is more complete and useful than any previous volume covering this important topic. The authors have developed an interactive ready-to-use software program for constructing conformal mappings and visualizing plane harmonic vector fields. The book includes a floppy disk for IBM-compatible computers that contains the CONFORM program.

Handbook of Rotordynamics

Presented here is a comprehensive work on the general principles that apply to every type of modern rotating machinery. This handbook addresses both the theoretical and practical issues pertaining to the design, analysis, development, production, and maintenance of high-speed rotating machinery. It is the only work available that provides engineers with the information they need to anticipate, locate, and eliminate destructive vibration, their respective fields, providing practical information on: vibration considerations in the design of rotating machinery; analytic prediction of rotordynamic response; balancing of flexible and rigid rotors; and performance verification, diagnostics, parameter identification, and vibration monitoring in rotating machinery. Covering the general principles that apply to every type of modern rotating machinery, the handbook is packed with specific examples about a wide array of equipment, including steam turbines, electrical motors, generators, aircraft gas turbines, reciprocating engines, and centrifuges. National Academy of Engineering received his B.S., M.E., and Sc.D. degrees in Mechanical Engineering from M.I.T. He spent the majority of his career in the design and development of aircraft gas turbines at General Electric Aircraft Engines and earlier in the Aircraft Gas Turbine Division of the Westinghouse Co. Since his retirement, he has been active in research and teaching as a senior lecturer at M.I.T. and in consulting. Dr. Ehrich is the author of over 50 published technical papers on rotordynamics and related topics, and he holds nine issued patents on aircraft gas turbine apparatus.

Amazing Visual Math

DK Publishing (Dorling Kindersley) Uses flaps and pull-tabs to reinforce such mathematical concepts as shapes, fractions, and multiplication.

Firedrake

Games Workshop The Salamanders attempt a daring rescue mission deep in Dark Eldar territory in order to reveal more secrets held within the Tome of Fire. When Chaplain Elysium of the Salamanders is taken captive by Dark Eldar, he faces a fight for survival at the hands of these cruel aliens. The Firedrakes of 1st Company attempt a daring rescue mission, but much more is at stake than the Chaplain's life. He holds the key to secrets buried beneath Mount Deathfire, secrets that could reveal the damnation – or salvation – of their home world.

Handbook of Functional Lipids

CRC Press Consumer demand is creating rapid growth in the functional foods market - a market soon to reach \$20 billion worldwide. As a result, the food industry has stepped up the development of functional lipids. These lipids impart health benefits when consumed and also impact food product functionalities. While many books have touched on the correlation b

Quay Walls, Second Edition

CRC Press This new edition of the handbook of Quay Walls provides the reader with essential knowledge for the planning, design, execution and maintenance of quay walls, as well as general information about historical developments and lessons learned from the observation of ports in various countries. Technical chapters are followed by a detailed calculation of a quay wall based on a semi-probabilistic design procedure, which applies the theory presented earlier. Since the publication of the Dutch edition in 2003 and the English version in 2005, considerable new experience has been obtained by the many practitioners using the book, prompting the update of this handbook. Moreover, the introduction of the Eurocodes in 2012 has prompted a complete revision of the Design chapter, which is now compliant with the Eurocodes. Furthermore, additional recommendations for using FEM-analysis in quay wall design have been included. In response to ongoing discussions within the industry about buckling criteria for steel pipe piles, a thorough research project was carried out on steel pipe piles filled with sand and on piles without sand. The results of this research programme have also been incorporated in this new version. Finally, the section on corrosion has been updated to reflect the latest knowledge and attention has been given to the latest global developments in quay wall engineering. The new edition was made possible thanks to the contributions of numerous experts from the Netherlands and Belgium.

Bank Probationary Officers / Management Trainees Common Written Exam.

Upkar Prakashan

101 Kruger Tales

Extraordinary Stories from Ordinary Visitors to the Kruger National Park

Penguin Random House South Africa "An enraged elephant flips a car onto its roof. A lioness prises open the door of a terrified couple. A leopard helps itself to a family's picnic breakfast. A fleeing impala leaps through an open car window. A lion charges around inside a busy rest camp. A hyaena snatches a baby from a tent. A tourist takes a bath in a croc-infested dam...These are just a few of the 101 jaw-dropping sightings, scrapes and encounters in this collection of extraordinary true stories from the roads, camps, picnic sites and walking trails of South Africa's Kruger National Park, as told by the very people who experienced them. There are no game ranger tales here - each and every story happened to an ordinary Kruger visitor doing what over a million tourists do in this spectacular reserve each year." -- Back cover.

Coordination Chemistry in Non-Aqueous Solutions

Springer Science & Business Media Considerable attention has been focussed on non-aqueous chemistry in the last decade and this situation has arisen no doubt from a realization of the vast application of this branch of chemistry. Within this field much energetic work has been channelled into the determination of the coordination chemistry of transition metals in these solvent systems. Elaborate experimental techniques have been developed to discover, in particular, the magnetic and spectral properties of complex compounds, and the theoretical background of such systems has been expanded to corroborate, as far as possible, the experimental results. This text has, however, a different bias from many books currently available on this branch of chemistry, and is designed to be a survey of known facts on many of the non-aqueous solvents currently in use mainly in the field of halogen chemistry, together with a discussion of these facts in the light of accepted principles. As such, it is hoped to close a gap in the literature of which many workers and advanced students in this field will be aware. The treatment is meant to be selective rather than completely comprehensive and must inevitably reflect some of the special interests of the author.