

Managing Knowledge Critical Investigations Of Work And Learning Critical Perspectives On Work Amp Organizations

[#knowledge management](#) [#critical investigations](#) [#workplace learning](#) [#organizational theory](#) [#critical perspectives](#)

This explores critical investigations into managing knowledge within diverse work and learning environments. It offers insightful critical perspectives on how knowledge is constructed, utilized, and impacts organizational dynamics, fostering a deeper understanding of contemporary work and learning landscapes.

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Current Practices in Workplace and Organizational Learning

The central assumption that guides this book is that research and practice about learning at the workplace has recently lost its critical edge. This book explores what has happened to workplace learning and organizational learning and studies what has replaced it. In addition, the book discusses to what extent there are reasons to revitalize it. Today, themes such as 'innovation', 'co-creation' and 'knowledge sharing' seem to have become preferred and referred to as theoretical fields as well as fields of practice. In several chapters of this book it is argued that the critical power of learning could be regained by starting a new discussion of how these new fields of practice can be substantiated by topics such as learning arrangements, learning mechanisms, and learning strategies. Hence, the aim of this book is to both advance and recapture our knowledge of learning in today's increasingly complex world of work and organizing. The contributions in this work do so by revisiting classic research on workplace and organizational learning and discussing how insights from this body of literature evokes new meaning. It sets the stage for new agendas and rethinks current practices that are entangled in activities such as innovation, co-creation, knowledge sharing or other currently widespread fields of practice.

Critical Perspectives on Diversity in Organizations

Decades of investigations into diversity in the workplace have created mixed answers about what kinds of effects it has on employees and teams, and whether or not it can be managed effectively to generate positive outcomes for organizations. In contrast to mainstream work from management and psychology, critical views on workplace diversity have emerged that seek to grasp more fully the messy social and

political realities of workplace diversity as they operate in context. *Critical Perspectives on Diversity in Organizations* therefore seeks to review, integrate and build upon emerging critical perspectives on workplace diversity to help give a fuller understanding of how employee differences affect workplace interactions, relationships, employment, inequality, culture, and society. Critical perspectives help to fill in and openly recognize many of the more far-reaching issues that pure management and psychology approaches can leave out – issues of power, inequality, politics, history, culture, and lived experiences. If organizations do not try to take these issues into account and critically reflect on them, then diversity management is likely to remain a relatively blunt instrument or worse, a hollow piece of rhetoric. This book will be of interest to international graduate students and researchers working on topics associated with equality, diversity and inclusion in organizations, as well as various organizational practitioners and activists engaged with these issues.

Organizational Knowledge Dynamics: Managing Knowledge Creation, Acquisition, Sharing, and Transformation

Promoting organizational knowledge is an important consideration for any business looking toward the future. Understanding the dynamics of knowledge-intensive organizations is a crucial first step in establishing a strong knowledge base for any organization. *Organizational Knowledge Dynamics: Managing Knowledge Creation, Acquisition, Sharing, and Transformation* introduces the idea that organizational knowledge is composed of three knowledge fields: cognitive knowledge, emotional knowledge, and spiritual knowledge. This book is useful for graduate students, researchers, and practitioners in knowledge management, intellectual capital, human resources management, change management, and strategic management.

Communities of Practice

This benchmark text provides an accessible yet critical introduction to the theory and application of communities of practice and their use in a diverse range of managerial and professional contexts, from education to human resource development. This book charts the development of the idea of communities of practice and explores the key relationship between learning and identity among: newcomers and 'old timers' male and female workers the low skilled and the high skilled professionals and managers adults and adolescents. Drawing on international empirical studies and adopting a multi-disciplinary approach, this book is useful reading for all students, researchers, practitioners and policy makers with an interest in work, employment, labour markets, learning, training or education.

Impact of Diversity on Organization and Career Development

Today's workforce represents individuals of various backgrounds and experiences. The influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company. *Impact of Diversity on Organization and Career Development* brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today's workforce. By examining both old and new strategies, the research included in this publication will present a unique approach for future company enhancement and employee success. This publication is an essential reference source for researchers, practitioners, managers, and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement.

Critical Management Studies at Work

In the increasingly competitive corporate sector, organizational leaders must examine their current practices to ensure business success. This can be accomplished by implementing effective educational initiatives and upholding proper ethical behavior. *Business Education and Ethics: Concepts, Methodologies, Tools, and Applications* is a comprehensive source of academic knowledge that contains coverage on the latest learning and educational strategies for corporate environments, as well as the role of ethics and integrity in day-to-day business endeavors. Including a broad range of perspectives on topics such as globalization, organizational justice, and cyber ethics, this multi-volume book is ideally designed for managers, practitioners, students, professionals, and researchers actively involved in the corporate sector.

Business Education and Ethics: Concepts, Methodologies, Tools, and Applications

The Academy of Management is proud to announce the inaugural volume of The Academy of Management Annals. This exciting new series follows one guiding principle: The advancement of knowledge is possible only by conducting a thorough examination of what is known and unknown in a given field. Such assessments can be accomplished through comprehensive, critical reviews of the literature—crafted by informed scholars who determine when a line of inquiry has gone astray, and how to steer the research back onto the proper path. The Academy of Management Annals provide just such essential reviews. Written by leading management scholars, the reviews are invaluable for ensuring the timeliness of advanced courses, for designing new investigative approaches, and for identifying faulty methodological or conceptual assumptions. The Annals strive each year to synthesize a vast array of primary research, recognizing past principal contributions while illuminating potential future avenues of inquiry. Volume 1 of the Annals explores a wide spectrum of research: corporate control; nonstandard employment; critical management; physical work environments; public administration team learning; emotions in organizations; leadership and health care; creativity at work; business and the environment; and bias in performance appraisals. Ultimately, academic scholars in management and allied fields (e.g., sociology of organizations and organizational psychology) will see The Academy of Management Annals as a valuable resource to turn to for comprehensive, up-to-date information—published in a single volume every year by the preeminent association for management research.

The Academy of Management Annals

COVID-19 has demanded management innovations across all sectors. As urban systems are made more sustainable, and our focus shifts towards the Circular Economy, this timely book sheds new light on emerging issues.

Sustainable Management in COVID-19 Times

Adopting a multilevel perspective, this innovative Research Agenda offers a comprehensive and critical overview of research on all aspects of contemporary leadership education. Bringing together enlightening contributions from experienced scholars of leadership education along with a team of early career critical scholars, it examines essential dimensions of leadership education processes and outcomes and interrogates the knowledge bases that shape these dimensions.

A Research Agenda for Leadership Learning and Development through Higher Education

Business Process Management (BPM) has been in existence for decades. It uses, complements, integrates and extends theories, methods and tools from other scientific disciplines like: strategic management, information technology, managerial accounting, operations management etc. During this period the main focus themes of researchers and professionals in BPM were: business process modeling, business process analysis, activity based costing, business process simulation, performance measurement, workflow management, the link between information technology and BPM for process automation etc. More recently the focus moved to subjects like Knowledge Management, Enterprise Resource Planning (ERP) Systems, Service Oriented Architectures (SOAs), Process Intelligence (PI) and even Social Networks. In this collection of papers we present a review of the work and the outcomes achieved in the classic BPM fields as well as a deeper insight on recent advances in BPM. We present a review of business process modeling and analysis and we elaborate on issues like business process quality and process performance measurement as well as their link to all other organizational aspects like human resources management, strategy, information technology (being SOA, PI or ERP), other managerial systems, job descriptions etc. We also present recent advances to BPR tools with special focus on information technology, workflow, business process modeling and human resources management tools. Other chapters elaborate on the aspect of business process and organizational costing and their relationship to business process analysis, organizational change and reorganization. In the final chapters we present some new approaches that use fuzzy cognitive maps and a recently developed software tool for scenario creation and simulation in strategic management, business process management, performance measurement and social networking. The audience of this book is quite wide. The first chapters can be read by professionals, academics and students who want to get some basic insight into the BPM field whereas the remaining present more elaborate and state of the art concepts methodologies and tools for an audience of a more advanced level.

Business Process Management

CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences. The database provides abstracts of journal articles and citations to book reviews drawn from over 1,800+ serials publications, and also provides abstracts of books, book chapters, dissertations, and conference papers.

Sociological Abstracts

The chapters in this book explore the methods by which the many aspects of creative pedagogy might be implemented in the context of teaching and learning. One chapter proposes a creative approach to studying local history, while another suggests a pedagogical framework for coding education that has the potential to foster the development of creative thinking abilities and equip individuals to actively participate in global affairs. The utilization of case studies in the field of Citizen Science demonstrates the implementation of a comprehensive and innovative learning framework that incorporates several sensory modalities. Another chapter demonstrates the potential of maker spaces in fostering active and creative learning as well as enhancing student engagement among underrepresented and minority populations. One chapter explores the emergence of flow in STEAM activities as a means to promote heightened levels of comprehension and active engagement in science education. The book concludes with the presentation of two scholarly studies on the implementation of creative pedagogy within the context of Higher Education. The first study explores the advantages of collaborative creativity within the bachelor of social work programs. The second delves into the pursuit of an innovative design that effectively connects the curriculum with the work environment, resulting in the integration of valuable educational content inside professional settings.

The psychological outcomes for leadership and employees in the education sector

Knowledge and Communities is the first book dedicated to a major new knowledge management topic. "Communities of Practice" are cross-organizational groups of people sharing knowledge, solving common problems, and exchanging insights and frustrations. Knowledge and Communities, a collection of authoritative articles, describes the dynamics of these groups and explains how they enable organizational knowledge to be creating, shared, and applied. The book teaches how organizations can empower both traditional and on-line communities and make them a cornerstone of a general knowledge management strategy. Readers will learn how communities can help unify an organization and its external stakeholders, such as customers and suppliers, and how they can critically support an e-commerce strategy. Knowledge and Communities will help readers understand a primary vehicle for building an organization's social capital and competitive advantage.

Pedagogy, Learning, and Creativity

This book provides a multi-stakeholder perspective on sustainable HRM for the policymakers, managers and academics, addressing issues, approaches, research studies/frameworks and emerging patterns relating to the subject. It discusses various aspects of sustainability, such as making HR more responsible for ensuring sustainability focusing on the triple bottom line, characteristics of sustainable HRM, psychological contracts, emotional intelligence, and psychological capital. The book also explores organizational citizenship behavior, employment relations, employee engagement, sustainable leadership, disruptive HR practices, sustaining employee motivation, educational sustainability, sustainable career management, sustainable environment, employer and employee branding, sustainable organizations, organization culture, training for sustainability, sustainable employee performance, business sustainability and sustainable employability. It provides an update on the concept, processes, issues and emerging paradigms from multidimensional and cross-country perspectives to showcase sustainable HR practices, and appeals to the academics, practitioners and policymakers in the area of HRM.

Knowledge and Communities

In this controversial new book, Daisy Christodoulou offers a thought-provoking critique of educational orthodoxy. Drawing on her recent experience of teaching in challenging schools, she shows through a wide range of examples and case studies just how much classroom practice contradicts basic scientific principles. She examines seven widely-held beliefs which are holding back pupils and teachers: - Facts prevent understanding - Teacher-led instruction is passive - The 21st century fundamentally changes everything - You can always just look it up -We should teach transferable skills - Projects and activities are the best way to learn - Teaching knowledge is indoctrination. In each accessible and engaging

chapter, Christodoulou sets out the theory of each myth, considers its practical implications and shows the worrying prevalence of such practice. Then, she explains exactly why it is a myth, with reference to the principles of modern cognitive science. She builds a powerful case explaining how governments and educational organisations around the world have let down teachers and pupils by promoting and even mandating evidence-less theory and bad practice. This blisteringly incisive and urgent text is essential reading for all teachers, teacher training students, policy makers, head teachers, researchers and academics around the world.

Sustainable Human Resource Management

Popular Mechanics inspires, instructs and influences readers to help them master the modern world. Whether it's practical DIY home-improvement tips, gadgets and digital technology, information on the newest cars or the latest breakthroughs in science -- PM is the ultimate guide to our high-tech lifestyle.

Seven Myths About Education

This book features a diverse set of perspectives all focused towards questioning the role schools actually play in society and, more importantly, the role they could potentially play. Containing papers presented at the 1st International Conference on Reimagining Schooling which took place in Thessaloniki, Greece, June 2013, bringing together international and multi-disciplinary perspectives on the future of education and schools. Combines diverse specialties analyzing schools as organizations and questions the purpose of schools. The book explores the current purpose of schooling and debates what roles and values young people currently learn from schooling. It examines such issues as the impact of Neoliberalism, the pursuit of the socially just school, and imagining contemporary schools beyond their consumerist mentality. Tackling development in the growing economic and social crisis in Europe, and offering transformative analysis of the psychology and decision-making involved for innovating teaching, learning, socio-economic and policy contexts. In addition, the book shows different ways young people can be creatively involved in reimagining schooling. It also details both innovative and radical ideas that currently exist about school transformation such as building learning partnerships for all and creating synergies across formal and informal settings of learning. Raising important questions for the future of the relationship between teacher and pupil and positive and pro-active behavior. There is a growing realization that schools fail to accommodate diverse types of learning and that their purpose is not simply about education. Featuring academics and practitioners from many different disciplines, this book boldly questions the values that currently permeate school walls and suggests ways that schooling itself can be made better.

Popular Mechanics

First released in the Spring of 1999, *How People Learn* has been expanded to show how the theories and insights from the original book can translate into actions and practice, now making a real connection between classroom activities and learning behavior. This edition includes far-reaching suggestions for research that could increase the impact that classroom teaching has on actual learning. Like the original edition, this book offers exciting new research about the mind and the brain that provides answers to a number of compelling questions. When do infants begin to learn? How do experts learn and how is this different from non-experts? What can teachers and schools do-with curricula, classroom settings, and teaching methods--to help children learn most effectively? New evidence from many branches of science has significantly added to our understanding of what it means to know, from the neural processes that occur during learning to the influence of culture on what people see and absorb. *How People Learn* examines these findings and their implications for what we teach, how we teach it, and how we assess what our children learn. The book uses exemplary teaching to illustrate how approaches based on what we now know result in in-depth learning. This new knowledge calls into question concepts and practices firmly entrenched in our current education system. Topics include: How learning actually changes the physical structure of the brain. How existing knowledge affects what people notice and how they learn. What the thought processes of experts tell us about how to teach. The amazing learning potential of infants. The relationship of classroom learning and everyday settings of community and workplace. Learning needs and opportunities for teachers. A realistic look at the role of technology in education.

Affect and cognition in upper echelons' strategic decision making: Empirical and theoretical studies for advancing corporate governance.

In years past, the keywords for leaders were confidence, single-minded purpose, and strategic planning. But today's vastly complex, globalized, and fast-evolving world requires a different kind of leadership. This game-changing book details a new approach—entrepreneurial leadership—developed at Babson College, the number-one school for entrepreneurship in the world. Entrepreneurial leadership is inspired by, but is separate from, entrepreneurship. It can be applied in any organizational situation, not just start-ups. Based on two years of extensive research, it embraces three principles that add up to a fundamentally new worldview of business and a new logic of decision making. First, rapid change and increasing uncertainty require leaders to be “cognitively ambidextrous,” able to shift between traditional “prediction logic” (choosing actions based on analysis) and “creation logic” (taking action despite considerable unknowns). Guiding this different way of thinking and acting is a new view of business, where simultaneous creation of social, environmental, and economic value is the order of the day. Finally, entrepreneurial leaders leverage their understanding of themselves and their social context to guide effective action. Each chapter offers concrete examples of how educators across all disciplines are integrating these ideas into their courses—and even their entire curricula. The New Entrepreneurial Leader lays out a comprehensive new paradigm for reinventing management education in order to mold leaders who will shape social and economic opportunity.

Reimagining the Purpose of Schools and Educational Organisations

A broad examination of the rise of nationalism, populism, xenophobia, and racism throughout the world The Wiley Blackwell Companion to Race, Ethnicity, and Nationalism provides expert insight into the complex, interconnected factors that are influencing patterns of human relations worldwide in a time of rising populist nationalism, intensified racial and religious tensions, and mounting hostilities towards immigrants and minorities. Analyzing the underlying forces which continue to drive global trends, this volume examines contemporary patterns based on the most recent evidence spanning five continents—offering a diversity of interpretations, models and perspectives that address the challenges facing the study of race, ethnicity, and nationalism. The Companion features original contributions by both established experts and emerging scholars that explore an expansive range of theoretical, historical, and empirical case studies. Organized into five sections, the text first discusses growing trends in the United States, the significance of populism in major societies around the globe, and how global changes are influencing regional variations in race, ethnicity, and nationalism. An investigation of global migration patterns is followed by examination of conflict and violence, from urban riots and boundary disputes to warfare and genocide. The final section focuses on the policy debates resulting from changing patterns and their impact on politics, the economy, and society. Timely and highly relevant, this book: Discusses contemporary issues such as the failure of school systems to provide equal opportunities to minorities, the evolution of the School-to-Prison pipeline, and the Black Lives Matter movement Explores shifts in American race relations, the influence of social media and the internet, and the links between increased globalization and contemporary forms of nationalism, racism, and populism Features essays on national and ethnic identity in China, Japan, and South Korea, India, Central Asia, Africa, Latin America, and Europe Analyzes policies regarding borders, immigration, refugees, and human rights in different countries and regions Offers perspectives on the radicalization of social movements, the creation of ethnic, linguistic and other boundaries between groups, and the models used to understand intractable conflicts in many global settings The Wiley Blackwell Companion to Race, Ethnicity, and Nationalism is an indispensable resource for scholars, researchers, instructors, and students across the social sciences, including sociology, political science, global affairs, economics, comparative race and ethnic relations, international migration, social change, and sociological theory.

British Education Index

Focuses on processes related to recovery and unwinding from job stress. This book demonstrates that recovery research is a very promising approach for understanding the processes of job stress and relieve from job stress more fully.

Index to Theses with Abstracts Accepted for Higher Degrees by the Universities of Great Britain and Ireland and the Council for National Academic Awards

The present book collects, integrates, and discusses the range of perspectives and discourses on agency at work. In addition, the book compiles the empirical research that has been generated by various perspectives. The chapters deal with the relationship between (a) agency at work, and (b)

professional learning and development. They encompass a wide variety of working life domains and/or contexts, and are based on a broad range of epistemological and theoretical standpoints. This volume is not only thought to bring together current research, but also to foster the contemporary discourse on workplace agency a few steps further. Although the book strongly focuses on research originating in the field of workplace learning, its contents may be of interest to researchers from other scientific domains, such as socio-cognitive and development psychology, organisational behaviour, leadership, economics, life-course research, and philosophy.

Daily Graphic

This book contains the refereed proceedings of the 13th International Conference on Knowledge Management in Organizations, KMO 2018, held in Žilina, Slovakia, in August 2018. The theme of the conference was "Emerging Research for Knowledge Management in Organizations." The 59 papers accepted for KMO 2018 were selected from 141 submissions and are organized in topical sections on: Knowledge management models and analysis; knowledge sharing; knowledge transfer and learning; knowledge and service innovation; knowledge creation; knowledge and organization; information systems and information science; knowledge and technology management; data mining and intelligent science; business and customer relationship management; big data and IoT; and new trends in IT.

How People Learn

How are new forms of management received and adapted in Scandinavia? What are the consequences for workers and unions? And for productivity? And what are specific Scandinavian contributions to a decent and productive working life? Do the Swedish, Scandinavian and Nordic experiences discussed here show that another world of work is possible? This book has grown out of research based in a long Swedish and Scandinavian experience of and belief in welfare, qualifications, dialogue, equality and democracy at work, both as goals in themselves and as means to economic development. It gives critical Scandinavian perspectives, Nordic lights, on management and the new working life, in Scandinavia and elsewhere.

The New Entrepreneurial Leader

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."

The Wiley Blackwell Companion to Race, Ethnicity, and Nationalism

Deals with a different dimension of workplace psychology, which is the basis of fulfilling, productive work.

Research in Occupational Stress and Well being

This book shows how psychology is related to life in an interesting way and incorporates more laboratory findings, more clinical findings, more reports of research in social and applied fields, and more related information from anthropology, sociology, and biology as it has become increasingly apparent that science of behavior must include all these approaches.

Agency at Work

Across the social sciences, scholars are increasingly showing how people 'work' to construct organizational life, including the rules and routines that shape and enable organizational activity, the identities of people who occupy organizations, and the societal norms and assumptions that provide the context for organizational action. The idea of work emphasizes the ways in which people and groups engage in purposeful, reflexive efforts rooted in an awareness of organizational life as constructed in human interaction and changeable through human effort. Studies of these efforts have identified new forms of work including emotion work, identity work, boundary work, strategy work, institutional work, and a host of others. Missing in these conversations, however, is a recognition that these forms of work are all part of a broader phenomenon driven by historical shifts that began with modernity and dramatically accelerated through the twentieth century. This book introduces the social-symbolic work perspective, which addresses this broader phenomenon. The social-symbolic work perspective integrates diverse streams of research to examine how people purposefully and reflexively work to construct organizational life, including the identities, technologies, boundaries, and strategies that constitute their organizations. In this book, the authors define social-symbolic work and introduce three forms - self work, organization work, and institutional work. Social-symbolic work highlights people's efforts to construct the social world, and focuses attention on the motivations, practices, resources, and effects of those efforts. This book explores eight distinct streams of social-symbolic work research, drawing on a broad range of examples from the worlds of business, politics, sports, social movements, and many others. It provides researchers, students, and practitioners with an integrative theoretical framework useful in understanding social-symbolic work, a survey of the main forms of social-symbolic work, a rich set of theoretical opportunities to inspire new studies, and practical methodological guidance for empirical research on social-symbolic work.

Knowledge Management in Organizations

Three decades into the 'digital age', the promises of emancipation of the digital 'revolution' in education are still unfulfilled. Furthermore, digitalization seems to generate new and unexpected challenges – for example, the unwarranted influence of digital monopolies, the radicalization of political communication, and the facilitation of mass surveillance, to name a few. This volume is a study of the downsides of digitalization and the re-organization of the social world that seems to be associated with it. In a critical perspective, technological development is not a natural but a social process: not autonomous from but very much dependent upon the interplay of forces and institutions in society. While influential forces seek to establish the idea that the practices of formal education should conform to technological change, here we support the view that education can challenge the capitalist appropriation of digital technology and, therefore, the nature and direction of change associated with it. This volume offers its readers intellectual prerequisites for critical engagement. It addresses themes such as Facebook's response to its democratic discontents, the pedagogical implications of algorithmic knowledge and quantified self, as well as the impact of digitalization on academic profession. Finally, the book offers some elements to develop a vision of the role of education: what should be done in education to address the concerns that new communication technologies seem to pose more risks than opportunities for freedom and democracy.

Nordic Lights

This text examines a variety of important knowledge-related topics, such as the use of informal networks, communities of practice, the impact of knowledge on successful alliances, and social capital and trust.

Acta Anaesthesiologica Scandinavica

The author of the bestseller "A Whole New Mind" is back with a paradigm-changing examination of how to harness motivation to find greater satisfaction in life. This book of big ideas discusses the surest pathway to high performance, creativity, and well-being.

