

Develop Your Positive Capital

Fred Luthans, Carolyn M. Youssef, Bruce J. Avolio

Professional Capital Andy Hargreaves, Michael Fullan, 2015-04-24 The future of learning depends absolutely on the future of teaching. In this latest and most important collaboration, Andy Hargreaves and Michael Fullan show how the quality of teaching is captured in a compelling new idea: the professional capital of every teacher working together in every school. Speaking out against policies that result in a teaching force that is inexperienced, inexpensive, and exhausted in short order, these two world authorities--who know teaching and leadership inside out--set out a groundbreaking new agenda to transform the future of teaching and public education. Ideas-driven, evidence-based, and strategically powerful, Professional Capital combats the tired arguments and stereotypes of teachers and teaching and shows us how to change them by demanding more of the teaching profession and more from the systems that support it. This is a book that no one connected with schools can afford to ignore. This book features: (1) a powerful and practical solution to what ails American schools; (2) Action guidelines for all groups--individual teachers, administrators, schools and districts, state and federal leaders; (3) a next-generation update of core themes from the authors' bestselling book, What's Worth Fighting for in Your School? [This book was co-published with the Ontario Principals' Council.].

How to Develop Your Edge to Produce Consistent Profits in the Stock Market ,

Opportunity Zone Millionaire Rocco Forino, 2020-03-29 Attract private equity investors and raise more capital for your business or real estate investment venture with the skills and strategies outlined in this book. Opportunity Zone Millionaire was written to educate and empower a rising generation of entrepreneurs located in America's poorest communities. Over the next decade more millionaires will be created in Opportunity Zones than in Silicon Valley and NYC combined. Rocco Forino grew up in Waterbury, Connecticut what is now one of 8762 Opportunity Zones (OZs) nationwide. He vividly describes his capital raising struggles as an entrepreneur growing up in an OZ community and is the reason why he wrote Opportunity Zone Millionaire and launched DealConnect Hub to provide underserved entrepreneurs with unprecedented access to private equity investors. He is an angel investor and entrepreneur, who shares highly effective capital raising strategies that any person or organization can use to speed up and achieve their capital raising goals. America's ultra-wealthy investors possess more than \$4 trillion of capital gains awaiting reinvestment into an attractive new investment category established by Congress called Opportunity Zones (OZs). This legislation represents a once in a generation opportunity for entrepreneurs to leverage substantial federal tax incentives to attract investors seeking to invest in their innovative start-ups and real estate development deals. Opportunity Zone Millionaire offers a competitive edge and insider knowledge on the skills and strategies needed to attract private investment and raise capital from America's ultra-wealthy investors and family offices seeking to invest in this new investment category. Connecting these two segments of America creates the potential for positive social impact and wealth-building in neglected communities across the country. Learn how to: * Leverage a consistent step-by-step framework to present investment deals * Build investor relations strategies that will move you rapidly up the investor trust curve * Create credibility and brand awareness that resonates with ultra-wealthy investors * Attract ultra-wealthy investors seeking to invest in your sector and region * Book more meetings with interested investors and close deals faster Opportunity Zone Millionaire provides in-depth capital raising strategies for underserved communities, qualified opportunity funds (QOFs) and overlooked entrepreneurs and developers seeking to raise capital. Increase your knowledge and confidence so that you're completely prepared to present your deals to the thousands of investors nationwide who seek to invest in start-ups and development projects for positive social impact. Beyond investment, Opportunity Zone Millionaire is an economic development tool that provides a blueprint to heal the division within a society increasingly polarized into the haves and have-nots -- by connecting those who have capital gains to invest with those who desperately need that capital to transform their communities. Unlock the knowledge required to learn what private equity investors are seeking in an investment deal so

you're prepared to showcase your venture. Then, take the next step to optimize what you've learned to connect with investors on DealConnect Hub at www.dealconnecthub.com.

Psychological Capital and Beyond Fred Luthans,Carolyn M. Youssef-Morgan,Bruce J. Avolio,2015-02-23 Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people, but also a brand new, untapped human resource--psychological capital, or simply PsyCap. Generated from both the positive-psychology movement and the authors' pioneering work on positive organizational behavior, PsyCap is a rigorous concept: to be included in PsyCap, a given positive construct must be based on theory, research, and valid measurement, must be open to development, and must have measurable performance impact. The positive constructs that have been determined to best meet these PsyCap criteria--efficacy (confidence), hope, optimism, and resiliency--are covered in separate chapters in *Psychological Capital and Beyond*. Following an exploration of other potential positive constructs such as creativity, wisdom, well-being, flow, humor, gratitude, forgiveness, emotional intelligence, spirituality, authenticity, and courage, the authors summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the PsyCap Intervention (PCI) as a development aid. *Psychological Capital and Beyond* provides theory, research, measurements, and methods of application for psychological capital, a resource that can be developed and sustained for competitive advantage. Each copy includes a complimentary PsyCap online self-assessment.

Subcommittee Hearing on Improving the SBA's Access to Capital Programs for Our Nation's Small Businesses United States. Congress. House. Committee on Small Business. Subcommittee on Finance and Tax,2008

Social Capital David Halpern,2005 This work presents an introduction to the concept of social capital - a term which refers to the social networks, informal structures and norms that facilitate individual and collective action.

Pricing and Human Capital Stephan M Liozu,2015-07-03 The pricing profession has come a long way: from having a pure clerical function back in the 1970s to a more strategic one today, pricing professionals are increasingly accepted as fully fledged members of marketing and finance teams. However, in many of these organizations, pricing professionals are often misunderstood and neglected from a career and talent perspective. Furthermore, the literature is still silent on how to manage and develop pricing teams. *Pricing and Human Capital* explores the specific nature of pricing human resources and focuses on how to manage pricing teams, pricing talent, pricing careers and how to organize the pricing function for success. It is dedicated to the pricing function and is aimed at helping pricing professionals manage their career within marketing, finance, sales or IT departments. By focusing on specific practical tips, tools and recommendations that pricing and HR teams can adopt to improve their relationships, and including extensive interviews with senior pricing executives, it is the perfect toolkit for both HR and pricing professionals. This valuable textbook with its collection of cases in pricing will also be essential for students and tutors of marketing and sales.

Psychological Capital: Developing the Human Competitive Edge Fred Luthans,Carolyn M. Youssef,Bruce J. Avolio,2006-08-04 Although there are as many answers to the question of how organizations can gain competitive advantage in today's global economy as there are books and experts, one lesson seems very clear: traditional answers and resources are no longer sufficient. This seminal book offers not only an answer regarding how to gain competitive advantage through people, but also a brand new, untapped human resource--psychological capital, or simply PsyCap. Generated from both the positive psychology movement and the authors' pioneering work on positive organizational behavior, PsyCap goes beyond traditionally recognized human and social capital. But PsyCap is not a vague or unscientific concept: to be included in PsyCap, a given positive construct must be

based on theory, research, and valid measurement, must be open to development, and must have measurable performance impact. The positive constructs that have been determined to best meet these PsyCap criteria, efficacy (confidence), hope, optimism, and resiliency, are covered in separate chapters in Psychological Capital. After exploring other potential positive constructs such as creativity, wisdom, well being, flow, humor, gratitude, forgiveness, emotional intelligence, spirituality, authenticity, and courage, the authors summarize the research demonstrating the performance impact of PsyCap. They go on to provide the PsyCap Questionnaire (PCQ) as a measurement tool, and the PsyCap Intervention (PCI) as a development aid. Utility analysis indicates that investing in the development of PsyCap as presented in this book can result in a very substantial return. In total, Psychological Capital provides theory, research, measurements, and methods of application for the new resource of psychological capital, a resource that can be developed and sustained for competitive advantage.

Yes, You Can-- Find More Meaning in Your Life Jack Jonathan, Sheelagh G. Manheim, 2005 We are so busy earning a living, raising our family, and just getting through life, sometimes we don't pay attention to why we are doing what we are doing. Yes, You Can . . . Find More Meaning in Your Life will inspire those of all ages who wonder in quiet moments, What is life all about? and Is this all there is? Yes, You Can . . . Find More Meaning in Your Life will help people answer important questions such as: How can I face life in a more positive way? What do I need to do to feel physically alive? How can I manage my finances in order to feel secure? How can I find time to reach out and stay close to my friends and family? What roles do curiosity and creativity have in helping me feel excited about life? Yes, You Can . . . Find More Meaning in Your Life adds another level of inspiration and motivation to the Yes, You Can . . . series. The first three books, Yes, You Can . . . Achieve Financial Independence, . . . Raise Financially Aware Kids, and . . . Afford to Raise a Family dealt with the importance of understanding the value of money. Yes, You Can . . . Find More Meaning in Your Life picks up where the other three left off and explores the values that enhance our overall well being.

Social Capital in Developing Democracies Leslie E. Anderson, 2010-03-08 Drawing on extensive field work in Nicaragua and Argentina, as well as public opinion and elite data, Leslie E. Anderson's *Social Capital in Developing Democracies* explores the contribution of social capital to the process of democratization and the limits of that contribution. Anderson finds that in Nicaragua, strong, positive, bridging social capital has enhanced democratization while in Argentina the legacy of Peronism has created bonding and non-democratic social capital that perpetually undermines the development of democracy. Faced with the reality of an anti-democratic form of social capital, Anderson suggests that Argentine democracy is developing on the basis of an alternative resource – institutional capital. Anderson concludes that social capital can and does enhance democracy under historical conditions that have created horizontal ties among citizens, but that social capital can also undermine democratization where historical conditions have created vertical ties with leaders and suspicion or non-cooperation among citizens.

An Introduction to Contemporary Work Psychology Maria C.W. Peeters, Jan de Jonge, Toon W. Taris, 2013-10-07 This is the first comprehensive overview of work psychology, with coverage of classic models, current theories, and contemporary issues affecting the 21st-century worker. Examines the positive aspects of work-motivation, performance, creativity, and engagement—instead of focusing only on adverse effects Edited by leaders in the field with chapters written by a global team of experts from the US, UK, Europe, and Australia Discusses topics such as safety at work, technology, working times, work-family interaction, working in teams, recovery, job demands and job resources, and sickness absence Suitable for advanced courses focused on work psychology as a sub discipline of work and organizational psychology Didactic features include questions for discussion, boxes with practical applications, further reading sections, and a glossary

Professional Studies for Secondary Teaching Leigh Hoath, Ed Podesta, 2023-04-05 Develop your professional identity and feel prepared to teach! This core text for the Professional Studies module is linked to the CCF and supports trainees to develop their knowledge, understand their role

as a professional and to engage with practice and theory. Using real experiences, it helps tackle common pitfalls of the early stages of secondary teaching. Each chapter outlines the topic, describes any debates or alternate perspectives and suggests further reading or study. Readers are supported with ideas for reflection, learning activities, and assignment support in this easy-to-use title, enabling a clear intent and a structured implementation of a professional studies curriculum.

Mental Wellbeing in Schools Arif Mahmud, Liam Satchell, 2022-06-22 Teachers see the impact of pupils' mental wellbeing on the experience of school every day. But often there is not enough practical advice on what can be done to support pupils who might need help and especially for pupils from diverse backgrounds, who might face unique challenges. This important book is a practice-facing, evidence-based guide for teachers, support staff, education students, and schools, giving advice on the ways in which we can support the mental wellbeing of pupils from diverse backgrounds. Bringing together advice and strategies for supporting pupil mental health and wellbeing, this book makes accessible key knowledge about mental health and examines how this might vary in different pupil populations by exploring the unique challenges for disadvantaged and minority pupils. Offering valuable insights into the diverse nature of pupils' mental health experiences, each chapter provides practical suggestions and approaches that teachers can use in the classroom, and schools can adopt into their pastoral care systems. Including real-life case studies and key takeaways, *Mental Wellbeing in Schools* will be valuable reading for teachers in primary and secondary schools as well as school leaders.

Jobs with Zero-Capital (Vol. One) Amusa Abdulateef, 2012-06-01 The book proffers solution to the scourge of unemployment. It is written to give succor to the unemployed who desires to start a job but for dearth of capital. It contains EIGHT major ways to source for funds without borrowing. A must read and the inevitable item in libraries!

Venture Capital For Dummies Nicole Gravagna, Peter K. Adams, 2013-09-10 Secure venture capital? Easy. Getting a business up and running or pushing a brilliant product to the marketplace requires capital. For many entrepreneurs, a lack of start-up capital can be the single biggest roadblock to their dreams of success and fortune. *Venture Capital For Dummies* takes entrepreneurs step by step through the process of finding and securing venture capital for their own projects. Find and secure venture capital for your business Get your business up and running Push a product to the marketplace If you're an entrepreneur looking for hands-on guidance on how to secure capital for your business, the information in *Venture Capital For Dummies* gives you the edge you need to succeed.

Community Practice David A. Hardcastle, 2011-02-18 For almost two decades, *Community Practice* has been a definitive text for social workers, community practitioners, and students eager to help individuals contribute to and use community resources or work to change oppressive community structures. In this third edition, a wealth of new charts and cases spotlight the linkages between theoretical orientations and practical skills, with an enhanced emphasis on the inherently political nature of social work and community practice. Boxes, examples, and exercises illustrate the range of skills and strategies available to savvy community practitioners in the 21st century, including networking, marketing and staging, political advocacy, and leveraging information and communication technologies. Other features include: - New material on community practice ethics, critical practice skills, community assessment and assets inventory and mapping, social problem analysis, and applying community practice skills to casework practice - Consideration of post-9/11 community challenges - Discussion on the changing ethnic composition of America and what this means for practitioners - An exploration of a vastly changed political landscape following the election of President Obama, the Great Recession, the rise of the Tea Party, and the increasing political and corporate use of pseudo-grassroots endeavors - A completely revamped instructor's manual available online at www.oup.com/us/communitypractice This fully revised classic text provides a comprehensive and integrated overview of the community theory and skills fundamental to all areas of social work practice. Broad in scope and intensive in analysis, it is suitable for undergraduate as well as graduate

study. Community Practice offers students and practitioners the tools necessary to promote the welfare of individuals and communities by tapping into the ecological foundations of community and social work practice.

How to Be More Successful Selling Capital Goods Christian Korte, Dirk Kreuter, Yan-Tobias Ramb, 2021-07-12 Learn from a long-time and successful sales professional the basic rules of selling capital goods. From the inner attitude to the successful conclusion, you will learn in easy language how you can continuously improve. Use the book as a reference and companion in your daily work and you will significantly increase your success.

How to Build Your Antiracist Classroom Orlene Badu, 2023-05-12 Taking on the pervasive issue of racism within education Badu offers a practical, no-nonsense guide on building an antiracist classroom. This book takes the reader on a journey from examining their own bias and racial literacy, to developing a diverse curriculum and improving the culture, to effecting wider changes across the school. Whether as an ally or recipient of bias in our society; this book will offer educators a guide to all the things we can do in the classroom to effect profound social change. If you seek to disrupt the cycles of systemic inequality that have existed in society and education for decades, this is the book for you. Orlene Badu is a Leadership & Education Consultant.

Capital, capabilities and culture: a human development approach to student and school transformation Cliona Hannon, 2020-01-15 This book applies the capability approach as an evaluative lens through which to explore the range of capabilities that emerged over a three-year period, through the Trinity Access 21 – College for Every Student (TA21-CFES) higher education access project in four schools. Qualitative analysis is presented from a longitudinal study of four schools over a three-year period, drawing on data from four student focus groups involving 21 student participants and 14 individual student interviews. An additional sixteen school personnel contributed in interviews. There are three main findings: first, specific student capabilities emerge because of their engagement in the TA21-CFES core practices of Leadership, Mentoring and Pathways to College. These are: autonomy, practical reason/college knowledge, identity, social relations and networks and hope. Second, students encounter a range of inhibiting social conversion factors in developing capabilities and persisting with higher education aspirations. These are: the negative pull of peer relations; pressure related to the Junior Certificate; limited subject choice and conflicting family expectations. Third, it is the combination of their own emerging capability set along with a network of trusted relationships with others that enables them to overcome potentially corrosive disadvantage and translate their experiences into fertile functionings. It is proposed that these findings have national and international relevance for widening participation interventions. The research makes a methodological contribution as it is the first use of qualitative longitudinal research (QLR) in Ireland within a ‘lived’ project aimed at working-class students over a three-year period. It contributes empirically as it provides new knowledge about the impact of interventions aimed at developing students’ capability set and how these might help them to develop navigational capital and post-secondary educational aspirations. It also makes a conceptual contribution to how we frame the design and evaluation of impact of widening participation initiatives, as it takes a capability approach to considering how students develop higher education aspirations over time, towards what they consider ‘a life of value’. It is useful to researchers, practitioners and policy makers who are interested in taking an evidence-based approach to developing higher education access programmes.

Leading to Occupational Health and Safety E. Kevin Kelloway, Karina Nielsen, Jennifer K. Dimoff, 2017-04-17 Leading to Occupational Health and Safety brings together prominent researchers to explore the pervasive roles that leaders play in determining the health, safety and mental well-being of employees in organizations. The first text to directly link organizational leadership behaviours with health and safety outcomes, covering theory, research and evidence-based best practice Argues that a leader’s impact can be far more far-reaching than is commonly realized, and

examines the effects of leadership on safety, physical wellness and wellbeing, and psychological wellbeing Explores the theoretical underpinnings of effective leadership styles and behaviors, and advances both research and practice in order to encourage better leadership and healthier, safer organizations Features contributions from internationally known and respected researchers including Sharon Clarke, Kara Arnold, Fred Luthans, Ståle Einarsen, Julian Barling, and Emma Donaldson-Feilder

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