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Tempered Radicals--they may not sound like the type of people who will start revolutions or topple corrupt governments, but in the corporate world it is often these quiet change advocates that get the ball rolling and the

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policies changing. In her thoughtful study of employees whose differences place them outside the mainstream organisational culture, Meyerson uses this term for those who want to succeed in their organisations without compromising their ideological beliefs and personal lives.

Tempered Radicals: How People Use Difference to Inspire ...

Tempered Radicals: How People Use Difference to Inspire Change at Work. 10/10/2001. So-called tempered radicals find themselves in the tricky situation of trying to be a part of the dominant culture while at the same time trying to change the system. These are the heroes of Debra Meyerson's *Tempered Radicals: How People Use Difference to Inspire Change at Work*.

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Buy Tempered Radicals: How People Use Difference to Inspire Change at Work: Written by Debra E Meyerson, 2001 Edition, Publisher: Harvard Business School Press [Hardcover] by Debra E Meyerson (ISBN: 8601416067643) from Amazon's Book Store. Everyday low prices and free delivery on eligible orders.

Tempered Radicals: How People Use Difference to Inspire ...

TEMPERED RADICALS: How PEOPLE USE DIFFERENCE TO INSPIRE CHANGE AT WORK BY: DEBRA E. MEYERSON Boston: Harvard Business School Press 2001, ix - 221 pp. hardcover ISBN 0875849059 Debra E. Meyerson writes a compelling

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book on the challenges and opportunities of leadership for those who find

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tempered radicals how people use difference to inspire change at work where she is quoted as saying the following effective agents of change at the grassroots level know who they are and what they are trying to accomplish tempered radicals will appeal to all those who feel uncomfortable at work

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Tempered Radicals: How People Use Difference to Inspire Change at Work. Explores the experiences of tempered

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radicals: people who want to become valued and successful members of their organizations without selling out on who they are and what they believe in.

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TEMPERED RADICALS: How PEOPLE USE DIFFERENCE TO INSPIRE CHANGE AT WORK BY: DEBRA E. MEYERSON Boston: Harvard Business School Press 2001, ix - 221 pp. hardcover ISBN 0875849059 Debra E. Meyerson writes a compelling book on the challenges and opportunities of leadership for those who find TEMPERED RADICALS: How PEOPLE USE DIFFERENCE TO Tempered ...

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Tempered Radicals: How People Use Difference to Inspire ...

A tempered radical is someone who responds to an inappropriate circumstance at work in a measured and thoughtful way, that leads to improving the situation for themselves and everyone else. They want change, but do not pursue a radical way of achieving that change. You and your spouse have busy careers.

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this from a library tempered radicals how people use difference to inspire change at work debra e meyerson based on fifteen years of research and observation tempered radicals reveals that adaptive diverse family friendly and socially responsible workplaces are built not by revolutionaries but by

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“ ‘ Tempered Radicals, ’ ” Meyerson writes in her book, “ are people who want to succeed in their organizations yet

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want to live by their values or identities, even if they are somehow at odds with the dominant culture of their organizations. ... Tempered radicals are likely to think ' out of the box ' because they are not fully in the box.

The Everyday Leadership of Tempered Radicals

tempered radicals how people use difference to inspire change at work by debra e meyersen boston harvard business school press 2001 ix 221 pp hardcover isbn 0875849059 debra e meyersen writes a compelling book on the challenges and opportunities of leadership for those who find themselves both inside a traditional organizational structure yet committed to change she shares the

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tempered radicals how people use difference to inspire whereas untempered radicals use drama and heroics to effect change these individuals work toward

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transformational ends with incremental means whereas radicals lead episodically tempered radicals lead every day with conviction patience and courage

Nearly all of us feel at odds with the organizations we work for at one time or another. Managers who are also parents struggle to succeed-and be there for their families-in companies that don't offer flextime. Women and people of color want to make their organizations better for others like themselves-without limiting their own career paths. Environmentally conscious workers seek to act on their values and climb the executive ladder at firms more

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concerned with profits than pollution. While many who don't "fit in" with the corporate culture choose to assimilate or leave, *Tempered Radicals* offers an inspiring alternative. In this provocative book, Debra Meyerson argues that this tension-between expressing our "whole selves" and building careers in companies that leave little room for differences-can pave the way for learning, leadership, and positive change in organizations. Based on fifteen years of research and observation, *Tempered Radicals* reveals that adaptive, diverse, family-friendly, and socially responsible workplaces are built not by revolutionaries but by those she calls "tempered radicals"-people who successfully walk the tightrope between conformity and rebellion. Whereas "untempered" radicals use drama and heroics to effect

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change, these individuals work toward transformational ends with incremental means; whereas radicals lead episodically, tempered radicals lead every day-with conviction, patience, and courage. Through stories of tempered radicals from doctors to teachers to CEOs to entrepreneurs, Meyerson illustrates how these "everyday leaders" stick to their values, assert their agendas, and provoke learning and change without jeopardizing hard-won careers. Whether one's difference stems from race, gender, sexual orientation, values, beliefs, or social perspectives, the book presents a spectrum of effective responses to the pressure to conform that range from resisting quietly to leveraging "small wins" to mobilizing others in legitimate but powerful ways. Putting self-

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realization and change within everyone's reach, this book shows how to turn threats to our identities into opportunities to make a positive difference in our companies and in the world. Debra E. Meyerson is visiting Professor of Organizational Behavior at Stanford University's Graduate School of Business, and at the Center for Work, Technology, and Organization within Stanford's School of Engineering. She is also affiliated faculty at the Center for Gender in Organizations at the Simmons Graduate School of Management. She lives in Northern California.

Most people feel at odds with their organizations at one time or another: Managers with families struggle to balance professional and personal responsibilities in often

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unsympathetic firms. Members of minority groups strive to make their organizations better for others like themselves without limiting their career paths. Socially or environmentally conscious workers seek to act on their values at firms more concerned with profits than global poverty or pollution. Yet many firms leave little room for differences, and people who don't "fit in" conclude that their only option is to assimilate or leave. In *Rocking the Boat*, Debra E. Meyerson presents an inspiring alternative: building diverse, adaptive, family-friendly, and socially responsible workplaces not through revolution but through walking the tightrope between conformity and rebellion. Meyerson shows how these "tempered radicals" work toward transformational ends through incremental

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means—sticking to their values, asserting their agendas, and provoking change without jeopardizing their hard-won careers. Whether it's by resisting quietly, leveraging "small wins," or mobilizing others in legitimate but powerful ways, tempered radicals turn threats to their identities into opportunities to make a positive difference in their companies—and in the world. Timely and provocative, *Rocking the Boat* puts self-realization and change within everyone's reach--whether your difference stems from race, gender, sexual orientation, values, beliefs, or social perspective.

This text explores the experiences of tempered radicals. These are people who want to become valued and

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successful members of their organisations without selling out on who they are and what they believe in.

Throughout her life, Gabrielle Chanel was close to the greatest artists of her time, including poets Jean Cocteau and Pierre Reverdy, painters Pablo Picasso and Salvador Dalí, and composer Igor Stravinsky. The creative heritage of the House of CHANEL has continued throughout the decades, from Gabrielle Chanel to Karl Lagerfeld, in the form of a dialogue established between artists and authors. The impact of these individuals and others on Chanel ' s designs is explored in detail throughout the book. Paintings,

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sketches, letters, documents, and rare archival photographs illustrate the influence of different eras and inspirations on the clothing, jewelry, and perfumes that have shaped fashion throughout the decades. Moving from the little black dress to the women ' s suit to CHANEL No5, CULTURE CHANEL explores the bold path of a brand that has always known how to express the essence of its times, a fashion house that continues to be an enduring symbol of modernity.

Enhancing Campus Capacity for Leadership contributes to the growing tradition of giving voice to grassroots leaders, focusing on the largely untapped potential of faculty and staff on college campuses. In an increasingly corporatized

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environment, grassroots leadership can provide a balance to the prestige- and revenue-seeking impulses of traditional campus leaders, create changes in the teaching and learning core, build greater equity, improve relationships among campus stakeholders, and enhance the student experience. This book documents the stories of grassroots leaders, including their motivation and background, the tactics and strategies that they use, the obstacles that they overcome, and the ways that they navigate power and join with formal authority. This investigation also highlights the fact that grassroots leaders, particularly in more marginalized groups, can face significant backlash. The authors end with a discussion of the future of leadership on college campuses, examining the possibilities for shared and

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collaborative forms of guidance and governance.

Inspiring portraits of contemporary African women leaders.

Debra Meyerson, a Stanford University professor, shares her emotionally powerful journey to rebuild her identity and redefine herself after suffering a debilitating stroke, written for anyone who has experienced the loss of identity following injury. She effectively blends her expertise about personal identity with her own journey and that of other survivors into a story that can help and inspire anyone robbed of capabilities that challenge their sense of self.

An innovative professional development strategy that

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facilitates change, improves instruction, and transforms school culture! Instructional coaching is a research-based, job-embedded approach to instructional intervention that provides the assistance and encouragement necessary to implement school improvement programs. Experienced trainer and researcher Jim Knight describes the "nuts and bolts" of instructional coaching and explains the essential skills that instructional coaches need, including getting teachers on board, providing model lessons, and engaging in reflective conversations. Each user-friendly chapter includes: First-person stories from successful coaches
Sidebars highlighting important information
A "Going Deeper" section of suggested resources
Ready-to-use forms, worksheets, checklists, logs, and reports

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It is a common—and fundamental—misconception that Paul told people how to live. Apart from forbidding certain abusive practices, he never gives any precise instructions for living. It would have violated his two main social principles: human freedom and dignity, and the need for people to love one another. Paul was a Hellenistic Jew, originally named Saul, from the tribe of Benjamin, who made a living from tent making or leatherworking. He called himself the “Apostle to the Gentiles” and was the most important of the early Christian evangelists. Paul is not easy to understand. The Greeks and Romans themselves probably misunderstood him or skimmed the surface of his arguments when he used terms such as “law” (referring to

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the complex system of Jewish religious law in which he himself was trained). But they did share a language—Greek—and a cosmopolitan urban culture, that of the Roman Empire. Paul considered evangelizing the Greeks and Romans to be his special mission. “ For you were called to freedom, brothers and sisters; only do not use your freedom as an opportunity for self-indulgence, but through love become slaves to one another. For the whole law is summed up in a single commandment, ‘ You shall love your neighbor as yourself. ’ ” The idea of love as the only rule was current among Jewish thinkers of his time, but the idea of freedom being available to anyone was revolutionary. Paul, regarded by Christians as the greatest interpreter of Jesus ’ mission, was the first person to

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explain how Christ ' s life and death fit into the larger scheme of salvation, from the creation of Adam to the end of time. Preaching spiritual equality and God ' s infinite love, he crusaded for the Jewish Messiah to be accepted as the friend and deliverer of all humankind. In *Paul Among the People*, Sarah Ruden explores the meanings of his words and shows how they might have affected readers in his own time and culture. She describes as well how his writings represented the new church as an alternative to old ways of thinking, feeling, and living. Ruden translates passages from ancient Greek and Roman literature, from Aristophanes to Seneca, setting them beside famous and controversial passages of Paul and their key modern interpretations. She writes about Augustine; about George Bernard Shaw ' s

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misguided notion of Paul as “ the eternal enemy of Women ” ; and about the misuse of Paul in the English Puritan Richard Baxter ’ s strictures against “ flesh-pleasing. ” Ruden makes clear that Paul ’ s ethics, in contrast to later distortions, were humane, open, and responsible. Paul Among the People is a remarkable work of scholarship, synthesis, and understanding; a revelation of the founder of Christianity.

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