

Work Rules Laszlo Bock Epub

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MICHAELA VALENCIA

Range Penguin

Demografischer Wandel, Fachkräftemangel, wechselwillige Angestellte – der Kampf zwischen Unternehmen um die klügsten Köpfe hat bereits begonnen und wird teilweise erbittert geführt. Mit diesem Buch verschaffen sich Unternehmen, Personalverantwortliche und Führungskräfte den entscheidenden Vorteil. Nicholas Folger und Isabell M. Welpel weisen nicht nur nach, dass sich moderne Personalentwicklung positiv auf den Unternehmenserfolg auswirkt, sondern zeigen zudem anhand von praxistauglichen Beispielen unter anderem, wie HR-Abteilungen • Künstliche Intelligenz für zukunftsfeste Personalentwicklung einsetzen, • Digitales Recruiting erfolgreich umsetzen, • und mit Employer-Branding für langfristige Mitarbeiterbindung sorgen. Mit Best-Practices von LinkedIn, Deloitte, SAP, Merck, Einhorn und weiteren Talentmanagement-Vorreitern.

Are You Smart Enough to Work at Google? John Wiley & Sons

WHERE DO YOU SPEND YOUR TIME? The answer may shock you. In fact, as much as 75 percent of the time you spend at work is probably a waste of time. That's right. 75 percent! If you're looking to the exploding field of time-management tools for answers, you're only wasting more time. After all, you can't manage time. The only thing you can truly manage is what you do with your time. If you're ready to propel your career and your life to new

heights, Time Traps is the book. And now is the time. Endorsements: "Time Traps teaches how balancing your time and using it effectively can get you the freedom you seek." –Dr. Stephen R. Covey, Author of the international bestseller The 7 Habits of Highly Effective People "Todd Duncan knows what it takes to get the most out of a day, and you would be all the wiser for heeding his advice in Time Traps. It's a career and life-changing book." –John C. Maxwell, New York Times best-selling author of The 21 Irrefutable Laws of Leadership "Don't waste another second reading these quotes! Open this book and start learning how to expand your business without sacrificing your life." –Gary Keller, Author of The Millionaire Real Estate Agent "Todd Duncan shows you how to use your time rather than abuse it. He'll teach you to make time an ally to become productive and prosperous. Make time to read this book." –Mark Sanborn, Author of The Fred Factor and president of Sanborn & Associates, Inc.

The Person You Mean to Be McGraw Hill Professional

"This definitive work on HR competencies provides ideas and tools that help HR professionals develop their career and make their organization effective." —Edward E. Lawler III, Professor, University of Southern California "This book is a crucial blueprint of what it takes to succeed. A must have for every HR professional." —Lynda Gratton, Professor, London Business School "One single concept changed the HR world forever: 'HR business partner'. Through consistent cycles of research and practical application, Dave and his team have produced and update the most comprehensive set of HR competencies ever." —Horacio Quiros, President, World Federation of People Management Associations "Packed with facts, evidence, and prescriptive advice. It is about being a business leader first, and an HR professional second." —Randy MacDonald, Senior Vice President, Human

Resources, IBM Corporation "The concepts and competencies presented in this book provide HR leaders with new insights." —Gina Qiao, Senior Vice President, HR Lenovo "Powerful, relevant and timely! Defines "new HR" in a pragmatic way. This book is a must for leaders and HR folks who seek to create sustainable competitive advantage." —Satish Pradhan, Chief, Group Human Resources, Tata Sons Limited "You can't argue with the data! This book is a definitive and practical guide to learning the HR competencies for success." —John Lynch, Senior Vice President, HR, General Electric "A must read for any HR executive. This research-based competency model is particularly compelling because it is informed by the perspective of non-HR executives and stakeholders." —Sue Meisinger, Distinguished speaker and author, former CEO of SHRM "Read this book for a unique long-term perspective on where HR competencies have brought us and must take us in future." —John Boudreau, Professor, University of Southern California and Research Director, Center for Effective Organizations

Big Feelings Carolrhoda Lab ®

What is the secret of talent? How do we unlock it? This groundbreaking work provides readers with tools they can use to maximize potential in themselves and others. Whether you're coaching soccer or teaching a child to play the piano, writing a novel or trying to improve your golf swing, this revolutionary book shows you how to grow talent by tapping into a newly discovered brain mechanism. Drawing on cutting-edge neurology and firsthand research gathered on journeys to nine of the world's talent hotbeds—from the baseball fields of the Caribbean to a classical-music academy in upstate New York—Coyle identifies the three key elements that will allow you to develop your gifts and optimize your performance in sports, art, music, math, or just about anything.

- **Deep Practice** Everyone knows that practice is a key to success. What everyone doesn't know is that specific kinds of practice can increase skill up to ten times faster than conventional practice.
- **Ignition** We all need a little motivation to get started. But what separates truly high achievers from the rest of the pack? A higher level of commitment—call it passion—born out of our deepest unconscious desires and triggered by certain primal cues. Understanding how these signals work can help you ignite passion and catalyze skill development.
- **Master Coaching** What are the secrets of the world's most effective teachers, trainers, and coaches? Discover the four virtues that enable these "talent whisperers" to fuel passion, inspire deep practice, and bring out the best in their students. These three elements work together within your brain to form myelin, a microscopic neural substance that adds vast amounts of speed and accuracy to your movements and thoughts. Scientists have discovered that myelin might just be the holy grail: the foundation of all forms of greatness, from Michelangelo's to Michael Jordan's. The good news about myelin is that it isn't fixed at birth; to the contrary, it grows, and like anything that grows, it can be cultivated and nourished. Combining revelatory analysis with illuminating examples of regular people who have achieved greatness, this book will not only change the way you think about talent, but equip you to reach your own highest potential.

The Road Less Stupid Canongate Books

Embrace Diversity and Thrive As An Organization In the rapidly changing business landscape, harnessing the power of diversity and inclusion is essential for the very viability and sustainability of every organization. Talent who feel fully welcomed, valued, respected, and heard by their colleagues and their organizations will fuel this growth. We will only succeed in this transformation if those in leadership pivot from command and control management styles to reinvent how we look at people, every organization's greatest asset. It's also critical that we build systems that embrace diversity in all its forms, from identity and background to diversity of thought, style, approach, and experience, tying it directly to the bottom line. Inclusion: Diversity, the New Workplace & the Will to Change stands up and embraces what true diversity and inclusion represent to any organization in any industry—an opportunity. Open your heart and prepare to be inspired as award-winning entrepreneur, dynamic speaker, and respected diversity and inclusion expert Jennifer Brown shares proven strategies to empower members of your entire organization to utilize all of their talents and potential to drive positive organizational change and the future of work.

Work Rules! John Wiley & Sons

From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work -- and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of *Work Rules!*, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, *Work Rules!* also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. *Work Rules!* shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

The WEIRDest People in the World Thomas Nelson

Don't simply show your data—tell a story with it! *Storytelling with Data* teaches you the fundamentals of data visualization and how to communicate effectively with data. You'll discover the power of storytelling and the way to make data a pivotal point in your story. The lessons in this illuminative text are grounded in theory, but made accessible through numerous real-world examples—ready for immediate application to your next graph or presentation. Storytelling is not an inherent skill, especially when it comes to data visualization, and the tools at our disposal don't make it any easier. This book demonstrates how to go beyond conventional tools to reach the root of your data, and how to use your data to create an engaging, informative, compelling story. Specifically, you'll learn how to: Understand the importance of context and audience Determine the appropriate type of graph for your situation Recognize and eliminate the clutter clouding your information Direct your audience's attention to the most important parts of

your data Think like a designer and utilize concepts of design in data visualization Leverage the power of storytelling to help your message resonate with your audience Together, the lessons in this book will help you turn your data into high impact visual stories that stick with your audience. Rid your world of ineffective graphs, one exploding 3D pie chart at a time. There is a story in your data—*Storytelling with Data* will give you the skills and power to tell it!

The Alliance HarperCollins

Discover how the same traits that make us feel uneasy in social situations also provide the seeds for extraordinary success. As humans, we all need to belong. While modern social life can make even the most charismatic of us feel gawky, for roughly one in five of us, navigating its challenges is overwhelming. Psychologist and interpersonal relationship expert Ty Tashiro knows what it's like to be awkward. Growing up, he could do complex arithmetic in his head and memorize the earned run averages of every National League starting pitcher. But he struggled to add up social cues during interactions with other kids and was prone to forget routine social expectations. In *Awkward*, Ty unpacks decades of research in the fields of psychology, neuroscience, and sociology to help us better understand this widely shared trait and its origins. He considers how awkward people view our complex world and explains how we can more comfortably engage with it, delivering a welcome, counterintuitive message: the same characteristics that make people socially clumsy can be harnessed to produce remarkable achievements. Interweaving the latest research with personal tales and real-world examples, *Awkward* provides valuable insights into how we can embrace our personal quirks and unique talents to realize our awesome potential.

Is That a Fact? Penguin

Wall Street Journal Bestseller Is it possible to be at your best even when you are underqualified or doing something for the first time? Is it still possible, even after decades of experience, to recapture the enthusiasm, curiosity, and fearlessness of youth to take on new challenges? With the right mindset—with *Rookie Smarts*—you can. In a rapidly changing world, experience can be a curse. Careers stall, innovation stops, and strategies grow stale. Being new, naïve, and even clueless can be an asset. For today's knowledge workers, constant learning is more valuable than mastery. In this essential guide, leadership expert Liz Wiseman explains how to reclaim and cultivate this curious, flexible, youthful mindset called *Rookie Smarts*. She argues that the most successful rookies are hunter-gatherers—alert and seeking, cautious but quick like firewalkers, and hungry and relentless like pioneers. Most importantly, she identifies a breed of leaders she refers to as "perpetual rookies." Despite years of experience, they retain their rookie smarts, thinking and operating with the mindsets and practices of these high-performing rookies. *Rookie Smarts* addresses the questions every experienced professional faces: "Will my knowledge and skills become obsolete and irrelevant? Will a young, inexperienced newcomer upend my company or me? How can I keep up?" The answer is to stay fresh, keep learning, and know when to think like a rookie. *Rookie Smarts* isn't just for professionals seeking personal renewal; it is an indispensable resource for all leaders who must ensure their workforces remains vital and competitive.

Influence Is Your Superpower Bantam

You are shrunk to the height of a nickel and thrown in a blender. The blades start moving in 60 seconds. What do you do? If you want to work at Google, or any of America's best companies, you need to have an answer to this and other puzzling questions. *ARE YOU SMART ENOUGH TO WORK AT GOOGLE?* guides readers through the surprising solutions to dozens of the most challenging interview questions. The book covers the importance of creative thinking, ways to get a leg up on the competition, what your Facebook page says about you, and much more. *ARE YOU SMART ENOUGH TO WORK AT GOOGLE?* is a must read for anyone who wants to succeed in today's job market.

Famous Puzzles of Great Mathematicians Crown Currency

The New York Times Bestselling guide for managers and executives. Introducing the new, realistic loyalty pact between employer and employee. The employer-employee relationship is broken, and managers face a seemingly impossible dilemma: the old model of guaranteed long-term employment no longer works in a business environment defined by continuous change, but neither does a system in which every employee acts like a free agent. The solution? Stop thinking of employees as either family or as free agents. Think of them instead as allies. As a manager you want your employees to help transform the company for the future. And your employees want the company to help transform their careers for the long term. But this win-win scenario will happen only if both sides trust each other enough to commit to mutual investment and mutual benefit. Sadly, trust in the business world is hovering at an all-time low. We can rebuild that lost trust with straight talk that recognizes the realities of the modern economy. So, paradoxically, the alliance begins with managers acknowledging that great employees might leave the company, and with employees being honest about their own career aspirations. By putting this new alliance at the heart of your talent management strategy, you'll not only bring back trust, you'll be able to recruit and retain the entrepreneurial individuals you need to adapt to a fast-changing world. These individuals, flexible, creative, and with a bias toward action, thrive when they're on a specific "tour of duty"—when they have a mission that's mutually beneficial to employee and company that can be completed in a realistic period of time. Coauthored by the founder of LinkedIn, this bold but practical guide for managers and executives will give you the tools you need to recruit, manage, and retain the kind of employees who will make your company thrive in today's world of constant innovation and fast-paced change.

Writers CRC Press

"Finally: an engaging, evidence-based book about how to battle biases, champion diversity and inclusion, and advocate for those who lack power and privilege. Dolly Chugh makes a convincing case that being an ally isn't about being a good person—it's about constantly striving to be a better person." —Adam Grant, New York Times bestselling author of *Give and Take*, *Originals*, and *Option B* with Sheryl Sandberg Foreword by Laszlo Bock, the bestselling author of *Work Rules!* and former Senior Vice President of People Operations at Google An inspiring guide from Dolly Chugh, an award-winning social psychologist at the New York University Stern School of Business, on how to confront difficult issues including sexism, racism, inequality, and injustice so that you can make the world (and yourself) better. Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? *The Person You Mean to Be* is the smart, "semi-bold" person's guide to fighting for what you believe in. Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively

talk politics with family, to be a better colleague to people who don't look like you, and to avoid being a well-intentioned barrier to equality. Being the person we mean to be starts with a look at ourselves. She argues that the only way to be on the right side of history is to be a good-ish— rather than good—person. Good-ish people are always growing. Second, she helps you find your "ordinary privilege"—the part of your everyday identity you take for granted, such as race for a white person, sexual orientation for a straight person, gender for a man, or education for a college graduate. This part of your identity may bring blind spots, but it is your best tool for influencing change. Third, Dolly introduces the psychological reasons that make it hard for us to see the bias in and around us. She leads you from willful ignorance to willful awareness. Finally, she guides you on how, when, and whom, to engage (and not engage) in your workplaces, homes, and communities. Her science-based approach is a method any of us can put to use in all parts of our life. Whether you are a long-time activist or new to the fight, you can start from where you are. Through the compelling stories Dolly shares and the surprising science she reports, Dolly guides each of us closer to being the person we mean to be.

The Culture Code ECW Press

"The approaches outlined in this volume will help expand the narrow focus on academic success to include psychological well-being for students and educators alike. It is a must-read for anyone interested in how positive outcomes such as life satisfaction, positive emotion, and meaning and purpose can be optimized in the educational settings." -- Judith Moskowitz, PhD MPH, Northwestern University Feinberg School of Medicine, USA, IPPA President 2019-2021 This open access handbook provides a comprehensive overview of the growing field of positive education, featuring a broad range of theoretical, applied, and practice-focused chapters from leading international experts. It demonstrates how positive education offers an approach to understanding learning that blends academic study with life skills such as self-awareness, emotion regulation, healthy mindsets, mindfulness, and positive habits, grounded in the science of wellbeing, to promote character development, optimal functioning, engagement in learning, and resilience. The handbook offers an in-depth understanding and critical consideration of the relevance of positive psychology to education, which encompasses its theoretical foundations, the empirical findings, and the existing educational applications and interventions. The contributors situate wellbeing science within the broader framework of education, considering its implications for teacher training, education and developmental psychology, school administration, policy making, pedagogy, and curriculum studies. This landmark collection will appeal to researchers and practitioners working in positive psychology, educational and school psychology, developmental psychology, education, counselling, social work, and public policy. Margaret (Peggy) L. Kern is Associate Professor at the Centre for Positive Psychology at the University of Melbourne's Graduate School of Education, Australia. Dr Kern is Founding Chair of the Education Division of the International Positive Psychology Association (IPPA). You can find out more about Dr Kern's work at www.peggkern.org. Michael L. Wehmeyer is Ross and Mariana Beach Distinguished Professor of Special Education; Chair of the Department of Special Education; and Director and Senior Scientist, Beach Center on Disability, at the University of Kansas, United States. Dr Wehmeyer is Publications Lead for the Education Division of the International Positive Psychology Association (IPPA). He has published more than 450 peer-reviewed journal articles and book chapters and is an author or editor of 42 texts. .

The Palgrave Handbook of Positive Education Crown

The letters went out in mid-February. Each letter invited its recipient to spend a week at Camp So-and-So, a lakeside retreat for girls nestled high in the Starveling Mountains. Each letter came with a glossy brochure with photographs of young women climbing rocks, performing Shakespearean theatre under the stars, and spiking volleyballs. Each letter was signed in ink by the famed and reclusive businessman and philanthropist, Inge F. Yancey IV. By the end of the month, twenty-five applications had been completed, signed, and mailed to a post office box in an obscure Appalachian town. Had any of these girls tried to follow the directions in the brochure and visit the camp for themselves on that day in February, they would have discovered that there was no such town and no such mountain and that no one within a fifty-mile radius had ever heard of Camp So-and-So. "The DNA of this singular book winds strands of M. C. Escher, Joss Whedon, and Heathers—Mary McCoy has created something wonderful, wild, and weird. Don't miss it."—Martha Brockenbrough, author of *The Game of Love and Death*

Saving Mercy HarperCollins

The Sixth Edition of a classic in organic chemistry continues its tradition of excellence Now in its sixth edition, March's *Advanced Organic Chemistry* remains the gold standard in organic chemistry. Throughout its six editions, students and chemists from around the world have relied on it as an essential resource for planning and executing synthetic reactions. The Sixth Edition brings the text completely current with the most recent organic reactions. In addition, the references have been updated to enable readers to find the latest primary and review literature with ease. New features include: More than 25,000 references to the literature to facilitate further research Revised mechanisms, where required, that explain concepts in clear modern terms Revisions and updates to each chapter to bring them all fully up to date with the latest reactions and discoveries A revised Appendix B to facilitate correlating chapter sections with synthetic transformations
Mindshift Twelve

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- Ionic Bonding Worksheet Pdf Answers : [click here](#)

Google Executive Chairman and ex-CEO Eric Schmidt and former SVP of Products Jonathan Rosenberg came to Google over a decade ago as proven technology executives. At the time, the company was already well-known for doing things differently, reflecting the visionary--and frequently contrarian--principles of founders Larry Page and Sergey Brin. If Eric and Jonathan were going to succeed, they realized they would have to relearn everything they thought they knew about management and business. Today, Google is a global icon that regularly pushes the boundaries of innovation in a variety of fields. HOW GOOGLE WORKS is an entertaining, page-turning primer containing lessons that Eric and Jonathan learned as they helped build the company. The authors explain how technology has shifted the balance of power from companies to consumers, and that the only way to succeed in this ever-changing landscape is to create superior products and attract a new breed of multifaceted employees whom Eric and Jonathan dub "smart creatives." Covering topics including corporate culture, strategy, talent, decision-making, communication, innovation, and dealing with disruption, the authors illustrate management maxims ("Consensus requires dissension," "Exile knaves but fight for divas," "Think 10X, not 10%") with numerous insider anecdotes from Google's history, many of which are shared here for the first time. In an era when everything is speeding up, the best way for businesses to succeed is to attract smart-creative people and give them an environment where they can thrive at scale. HOW GOOGLE WORKS explains how to do just that.

Inclusion Little, Brown

"This book will restore your sense of control - and make you feel less alone in the world' ADAM GRANT *Big Feelings* addresses anyone intimidated by oversized feelings they can't predict or control, offering the tools to understand what's really going on, find comfort and face the future with a sense of new-found agency. Weaving surprising science with personal stories and original illustrations, each chapter lays out strategies for turning big emotions into manageable ones and will help you understand: - how to end the cycle of intrusive thoughts brought on by regret, and instead use this feeling as a compass for making decisions - how to identify what's behind your anger and communicate it productively, without putting people on the defensive - how to spot the warning signs for burnout and take the necessary steps to balance your life - why you might be suffering from perfectionism even if we feel far from perfect, and how to detach your self-worth from what you do

Talentmanagement 5.0 Campus Verlag

Mindshift reveals how we can overcome stereotypes and preconceived ideas about what is possible for us to learn and become. At a time when we are constantly being asked to retrain and reinvent ourselves to adapt to new technologies and changing industries, this book shows us how we can uncover and develop talents we didn't realize we had—no matter what our age or background. We're often told to "follow our passions." But in *Mindshift*, Dr. Barbara Oakley shows us how we can broaden our passions. Drawing on the latest neuroscientific insights, Dr. Oakley shepherds us past simplistic ideas of "aptitude" and "ability," which provide only a snapshot of who we are now—with little consideration about how we can change. Even seemingly "bad" traits, such as a poor memory, come with hidden advantages—like increased creativity. Profiling people from around the world who have overcome learning limitations of all kinds, Dr. Oakley shows us how we can turn perceived weaknesses, such as impostor syndrome and advancing age, into strengths. People may feel like they're at a disadvantage if they pursue a new field later in life; yet those who change careers can be fertile cross-pollinators: They bring valuable insights from one discipline to another. Dr. Oakley teaches us strategies for learning that are backed by neuroscience so that we can realize the joy and benefits of a learning lifestyle. *Mindshift* takes us deep inside the world of how people change and grow. Our biggest stumbling blocks can be our own preconceptions, but with the right mental insights, we can tap into hidden potential and create new opportunities.

You Can Do Anything Penguin Random House India

A look deep inside the new Silicon Valley, from the New York Times bestselling author of *The Everything Store*. Ten years ago, the idea of getting into a stranger's car, or a walking into a stranger's home, would have seemed bizarre and dangerous, but today it's as common as ordering a book online. Uber and Airbnb have ushered in a new era: redefining neighborhoods, challenging the way governments regulate business, and changing the way we travel. In the spirit of iconic Silicon Valley renegades like Steve Jobs and Bill Gates, another generation of entrepreneurs is using technology to upend convention and disrupt entire industries. These are the upstarts, idiosyncratic founders with limitless drive and an abundance of self-confidence. Led by such visionaries as Travis Kalanick of Uber and Brian Chesky of Airbnb, they are rewriting the rules of business and often sidestepping serious ethical and legal obstacles in the process. *The Upstarts* is the definitive story of two new titans of business and a dawning age of tenacity, conflict and wealth. In Brad Stone's riveting account of the most radical companies of the new Silicon Valley, we discover how it all happened and what it took to change the world.

Um novo jeito de trabalhar Harvard Business Review Press

This volume is a timely and comprehensive description of the many facets of DNA and RNA modification-editing processes and to some extent repair mechanisms. Each chapter offers fundamental principles as well as up to date information on recent advances in the field (up to end 2008). They ended by a shortconclusion and future prospect' section and