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The Year Without Pants Scott Berkun, 2013-08-20 A behind the scenes look at the firm behind WordPress com and the unique work culture that contributes to its phenomenal success 50 million websites or twenty percent of the entire web use WordPress software The force behind WordPress com is a convention defying company called Automattic Inc whose 120 employees work from anywhere in the world they wish barely use email and launch improvements to their products dozens of times a day With a fraction of the resources of Google Amazon or Facebook they have a similar impact on the future of the Internet How is this possible What s different about how they work and what can other companies learn from their methods To find out former Microsoft veteran Scott Berkun worked as a manager at WordPress com leading a team of young programmers developing new ideas The Year Without Pants shares the secrets of WordPress com s phenomenal success from the inside Berkun s story reveals insights on creativity productivity and leadership from the kind of workplace that might be in everyone s future Offers a fast paced and entertaining insider s account of how an amazing powerful organization achieves impressive results Includes vital lessons about work culture and managing creativity Written by author and popular blogger Scott Berkun scottberkun.com The Year Without Pants shares what every organization can learn from the world changing ideas for the future of work at the heart of Automattic s success

The Year Without Pants Scott Berkun, 2013-09-10 A behind the scenes look at the firm behind WordPress com and the unique work culture that contributes to its phenomenal success 50 million websites or twenty percent of the entire web use WordPress software The force behind WordPress com is a convention defying company called Automattic Inc whose 120 employees work from anywhere in the world they wish barely use email and launch improvements to their products dozens of times a day With a fraction of the resources of Google Amazon or Facebook they have a similar impact on the future of the Internet How is this possible What s different about how they work and what can other companies learn from their methods To find out former Microsoft veteran Scott Berkun worked as a manager at WordPress com leading a team of young programmers developing new ideas The Year Without Pants shares the secrets of WordPress com s phenomenal success from the inside Berkun s story reveals insights on creativity productivity and leadership from the kind of workplace that might be in everyone s future Offers a fast paced and entertaining insider s account of how an amazing powerful organization achieves impressive results Includes vital lessons about work culture and managing creativity Written by author and popular blogger Scott Berkun scottberkun.com The Year Without Pants shares what every organization can learn from the world changing ideas for the future of work at the heart of Automattic s success

Flexible Working Gemma Dale, 2020-12-03 SHORTLISTED Business Book Awards 2021 HR Management Category DISTINGUISHED FAVOURITE Independent Press Awards 2021 Business General Category Flexible working is now a key concern for many employees It spans genders ages and family circumstances with 37% of millennials declining a job offer if working flexibly isn t an option and 78% of employees over 50 wanting more flexible hours Flexible Working is a practical

guide for HR practitioners showing how to develop an effective flexible working strategy to meet the needs of employees and the needs of the business This book explains how to develop effective flexibility policies and processes as well as how to communicate and train line managers on these practices It also includes advice on how to overcome barriers to flexible working dispels common myths and offers guidance on the different forms of flexible working available to organizations Flexible Working shows that working practices outside the standard 9 5 five days a week in the office can benefit a company It drives employee engagement and performance reduces costs and workplace stress and improves talent acquisition from a more diverse talent pool It also explains how a proactive flexible working strategy can have sustainability benefits and reduce a company s carbon footprint Including case studies from organizations such as Zurich Insurance and supported by rigorous analysis of flexible working data this is essential reading for all HR professionals **The Science of Growth** Sean

Ammirati,2016-04-26 In The Science of Growth venture capitalist and Carnegie Mellon professor Sean Ammirati tackles the dos and don ts of successful scaling by looking at the startups that have won and lost The lean entrepreneurship movement has captivated Silicon Valley and entrepreneurs across the country It s provided an agile framework to develop the right product solution for a given target market and is now used by almost every fledgling company to do just that The next challenge is growth to achieve the financial returns and more importantly the impact they dreamed of when starting off on their adventure Why do some companies realize the VC s goal of a 10x return on investment while others flounder What differentiates the companies that become part of the fabric of our lives and remain responsive no matter how big they get from those that quickly fade To find out Ammirati looks at 20 different companies in pairs who have achieved product market fit at about the same point in history with the same general target customer one of which has gone on to achieve real scale while the other languished As his research reveals just a handful of choices among them who to partner with how to finance growth and how to use data make all the difference in the world With such intriguing examples as LinkedIn vs Spoke Facebook vs Friendster and McDonald s vs White Castle Ammirati shows the secret of the science of growth and how to cultivate it in any organization Effective Remote Work Dr. James Stanier,2022-03-28 The office isn t as essential as it

used to be Flexible working hours and distributed teams are replacing decades of on site open plan office culture Wherever you work from nowadays your colleagues are likely to be somewhere else No more whiteboards No more water coolers And certainly no Ping Pong So how can you organize yourself ship software communicate and be impactful as part of a globally distributed workforce We ll show you how It s time to adopt a brand new mindset Remote working is here to stay Come and join us Remote working is on the rise Whether or not we are remote workers it is likely we are all part of a global workforce We need to learn to interact remotely because we are all remote from someone in some way Rather than simply simulating the way we d usually work together via digital means we have to learn new communication skills and adopt a different mindset in order to work remotely effectively efficiently and most importantly healthily We ll start by getting you set up with

the right equipment and habits Then we ll learn the mindset of treating everyone as remote and conquer both synchronous and asynchronous communication You ll learn how to produce amazing artifacts how to communicate clearly and how to manage yourself and your teams Then we ll look at the bigger picture from measuring the remote readiness of your workplace to creating a handbook for your team to exploring remote first culture and tackling burnout and mental well being Fundamentally we ll see that adopting a remote working mindset can do wonders for our organization our effectiveness and our impact in our careers It can even create a more diverse and inclusive industry for us all to work in So what are you waiting for The remote future is now Be a part of it What You Need There are no prerequisites to reading this book other than having had some experience of working in the software industry and a healthy curiosity

Reimagining

Collaboration Phil Simon,2021-01-20 Never attribute to malice that which can be adequately explained by ignorance Hanlon s Razor Over the past five years organizations adopted Slack Zoom and Microsoft Teams in droves Think of COVID 19 as pouring gasoline on the fire The pandemic didn t start a trend as much as it accelerated an existing one Unfortunately far too many of us mistakenly view these applications as Email 2 0 As a result we are missing out on extraordinary opportunities to create more collaborative work environments increase organizational transparency reduce manual work make our work lives less stressful simplify core business processes and much more Blame ignorance not malice We have lacked a holistic framework to understand the remarkable power of new collaboration technologies much less unleash them At least until now In Reimagining Collaboration award winning author and recognized technology expert Phil Simon provides this essential framework He advances a new bold and holistic model of work one based upon hubs and spokes No theoretical text Simon offers concrete tips for companies and groups on how to transform the way they work

Out of Office Charlie Warzel,Anne

Helen Petersen,2021-12-07 This book will challenge you to rethink what it takes to make remote work work not just for companies but for people Adam Grant 1 New York Times bestselling author of Think Again and host of the TED podcast WorkLife The future isn t about where we will work but how For years we have struggled to balance work and life with most of us feeling overwhelmed and burned out because our relationship to work is broken This isn t just a book about remote work It s a book that helps us imagine a future where our lives at the office and home are happier more productive and genuinely meaningful Charles Duhigg best selling author of The Power of Habit Out of Office is a book for every office worker from employees to managers currently facing the decision about whether and how to return to the office The past two years have shown us that there may be a new path forward one that doesn t involve hellish daily commutes and the demands of jam packed work schedules that no longer make sense But how can we realize that future in a way that benefits workers and companies alike Based on groundbreaking reporting and interviews with workers and managers around the world Out of Office illuminates the key values and questions that should be driving this conversation trust fairness flexibility inclusive workplaces equity and work life balance Above all they argue that companies need to listen to their employees and that this

will promote rather than impede productivity and profitability As a society we have talked for decades about flexible work arrangements this book makes clear that we are at an inflection point where this is actually possible for many employees and their companies Out of Office is about so much more than zoom meetings and hybrid schedules it aims to reshape our entire relationship to the office

Work Together Anywhere Lisette Sutherland, Kirsten Janene-Nelson, 2020-06-02 An excellent guide on how teams can effectively work together regardless of location STEPHANE KASRIEL former CEO of Upwork IN TODAY S MODERN GLOBAL ECONOMY companies and organizations in all sectors are embracing the game changing benefits of the remote workplace Managers benefit by saving money and resources and by having access to talent outside their zip codes while employees enjoy greater job opportunities productivity independence and work life satisfaction But in this new digital arena companies need a plan for supporting efficiency and fostering streamlined engaging teamwork In Work Together Anywhere Lisette Sutherland an international champion of virtual team strategies offers a complete blueprint for optimizing team success by supporting every member of every team including EMPLOYEES small advocating for work from home options MANAGERS small seeking to maximize productivity and profitability TEAMS small collaborating over complex projects and long term goals ORGANIZATIONS small reliant on sharing confidential documents and data COMPANY OWNERS small striving to save money and attract the best brainpower Packed with hands on materials and actionable advice for cultivating agility camaraderie and collaboration Work Together Anywhere is a thorough and inspiring must have guide for getting ahead in today s remote working world

Research Handbook of International Talent Management Yipeng Liu, 2019 International talent management has become a critically important topic for scholarly discussion in policy debates and among the business community Despite this however research into talent management tends to lack theoretical underpinnings especially from an international multidisciplinary and comparative perspective This Research Handbook fills this gap bringing together a range of leading researchers scholars and thinkers to debate and advance the conceptualization and understanding of this multifaceted subject

International Conference on Education and Management Science (ICEMS2014) , 2014-09-24 2014 International Conference on Education and Management Science ICEMS2014 will be held in Beijing China on August 19 20 2014 The main purpose of this conference is to provide a common forum for researchers scientists and students from all over the world to present their recent findings ideas developments and application in the border areas of Education and Management Science It will also report progress and development of methodologies technologies planning and implementation tools and standards in information systems Education is an internal topic It is a process of delivering knowledge in a basic meaning Humans are hard to define the actual definition of education But it is the key point for our society to step forward Management science is the discipline that adapts the scientific approach for problem solving to help managers making informed decisions The goal of management science is to recommend the course of action that is expected to yield the best outcome with what is available

Message Not Received Phil Simon, 2015-02-18

Get your message across the right way with clear communication Message Not Received provides the tools and techniques that make an effective writer and public speaker Particularly on topics related to data and technology effective communication can present a challenge in business settings This book shows readers how those challenges can be overcome and how to keep the message from getting lost in the face of mismatched levels of knowledge various delivery media and the library of jargon that too often serves as a substitute for real meaningful language Coverage includes idea crystallization the rapidly changing business environment Kurzweil s law of accelerating change and our increasing inability to understand what we are saying to each other Rich with visuals including diagrams slides graphs charts and infographics this guide provides accessible information and actionable guidance toward more effectively conveying the message Today few professionals can ignore the tsunami of technology that permeates their lives advancing far more rapidly than most of us can handle As a result too many people think that successful speaking means using buzzwords jargon and invented words that sound professional but don t actually communicate meaning This book provides a path through the noise helping readers get their message across succinctly efficiently and effectively Adapt your approach for more effective communication Learn the critical skill of crystallizing ideas Tailor your style to the method of delivery Ensure that your message is heard understood and internalized It doesn t matter whether you re pitching to a venture capitalist explaining daily challenges to a non tech manager or speaking to hundreds of people jargon filled word salad uses a lot of words to say very little Better communication requires a different approach and Message Not Received gives you a roadmap to more effective speaking and writing for any audience or medium

Tools of Titans Timothy Ferriss, 2016 Fitness money and wisdom here are the tools Over the last two years Tim Ferriss has collected the routines and tools of world class performers around the globe while interviewing them for his self titled podcast Now the distilled notebook of tips and tricks that helped him double his income flexibility happiness and more is available as *Tools of Titans*

[Indistractable, Updated Edition](#) Nir Eyal, 2025-11-04

Discover the award winning book that has improved hundreds of thousands of lives by changing how we approach distractions You sit down at your desk to work on an important project but a notification on your phone interrupts your morning Later as you re about to get back to work a colleague taps you on the shoulder to chat At home screens get in the way of quality time with your family Another day goes by and once again your most important personal and professional goals are put on hold What would be possible if you followed through on your best intentions What could you accomplish if you could stay focused What if you had the power to become indistractable In *Indistractable* international bestselling author of *Hooked* and behavioral design expert Nir Eyal reveals the hidden psychology driving us to distraction and the keys to getting the best out of technology without letting it get the best of us Inside Eyal overturns conventional wisdom and reveals Why distraction at work is a symptom of a dysfunctional company culture and how to fix it How traditional to do lists can do more harm than good New distraction challenges related to remote work and videoconferencing and ways to minimize their impact

What really drives human behavior and why time management is pain management Case studies and expert guidance for effective timeboxing Why your relationships and your sex life depend on you becoming indistractable How to raise indistractable children in an increasingly distracting world Solving the problem of technology driven distraction is not as simple as swearing off our devices Abstinence is impractical and often makes us want more Empowering and optimistic Indistractable provides practical novel techniques to control your time and attention helping you live the life you really want

Blending Leadership Stephen J. Valentine, Dr. Reshan Richards, 2016-06-09 An organizational approach to more effective school leadership online and off Leadership especially in a school setting is too important to be merely intuitive In this generous book Steve and Reshan outline a new way of thinking for a new kind of leader Recommended Seth Godin author of What to Do When it's Your Turn and it's Always Your Turn If you're a school leader Blending Leadership is the book you need to guide your thinking in today's increasingly networked educational environment Your students and staff may have varying degrees of comfort with technology but this book will give you solid guidance on how to lead them both online and offline and chart a path to the future Daniel H Pink author of Drive Blending Leadership provides all school leaders with a unique approach to utilizing technology for more effective learning and leadership As the online aspects of schools become just as important as their brick and mortar counterparts leaders must be as effective screen to screen as they are face to face Drawing from research experience and real world examples this book explores and unpacks six core beliefs necessary for the blended leader to succeed Between email websites apps updates tweets attachments infographics YouTube and unceasing notifications most people are inundated with digital detritus and they either grow to ignore it or get swept under it Effective blended leaders see these distractions as spurs to action models test cases remixable commodities and learning opportunities Blending Leadership gives you the perspective you need to excel and the knowledge to leverage the tools at your disposal

Indistractable Nir Eyal, 2019-09-10 Indistractable provides a framework that will deliver the focus you need to get results James Clear author of Atomic Habits If you value your time your focus or your relationships this book is essential reading I'm putting these ideas into practice Jonathan Haidt author of The Righteous Mind National Bestseller Winner of the Outstanding Works of Literature OWL Award Included in the Top 5 Best Personal Development Books of the Year by Audible Included in the Top 20 Best Business and Leadership Books of the Year by Amazon Featured in The Amazon Book Review Newsletter January 2020 Goodreads Best Science Technology of 2019 Finalist You sit down at your desk to work on an important project but a notification on your phone interrupts your morning Later as you're about to get back to work a colleague taps you on the shoulder to chat At home screens get in the way of quality time with your family Another day goes by and once again your most important personal and professional goals are put on hold What would be possible if you followed through on your best intentions What could you accomplish if you could stay focused What if you had the power to become indistractable International bestselling author former Stanford lecturer and behavioral design expert Nir Eyal wrote

Silicon Valley's handbook for making technology habit forming Five years after publishing *Hooked* Eyal reveals distraction's Achilles heel in his groundbreaking new book *Indistractable* Eyal reveals the hidden psychology driving us to distraction He describes why solving the problem is not as simple as swearing off our devices Abstinence is impractical and often makes us want more Eyal lays bare the secret of finally doing what you say you will do with a four step research backed model *Indistractable* reveals the key to getting the best out of technology without letting it get the best of us Inside Eyal overturns conventional wisdom and reveals Why distraction at work is a symptom of a dysfunctional company culture and how to fix it What really drives human behavior and why time management is pain management Why your relationships and your sex life depend on you becoming indistractable How to raise indistractable children in an increasingly distracting world Empowering and optimistic *Indistractable* provides practical novel techniques to control your time and attention helping you live the life you really want

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Table of Contents The Year Without Pants Wordpresscom And The Future Of Work

1. Understanding the eBook The Year Without Pants Wordpresscom And The Future Of Work
 - The Rise of Digital Reading The Year Without Pants Wordpresscom And The Future Of Work
 - Advantages of eBooks Over Traditional Books
2. Identifying The Year Without Pants Wordpresscom And The Future Of Work
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Year Without Pants Wordpresscom And The Future Of Work
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Year Without Pants Wordpresscom And The Future Of Work
 - Personalized Recommendations
 - The Year Without Pants Wordpresscom And The Future Of Work User Reviews and Ratings
 - The Year Without Pants Wordpresscom And The Future Of Work and Bestseller Lists
5. Accessing The Year Without Pants Wordpresscom And The Future Of Work Free and Paid eBooks
 - The Year Without Pants Wordpresscom And The Future Of Work Public Domain eBooks
 - The Year Without Pants Wordpresscom And The Future Of Work eBook Subscription Services
 - The Year Without Pants Wordpresscom And The Future Of Work Budget-Friendly Options

6. Navigating The Year Without Pants Wordpresscom And The Future Of Work eBook Formats
 - ePub, PDF, MOBI, and More
 - The Year Without Pants Wordpresscom And The Future Of Work Compatibility with Devices
 - The Year Without Pants Wordpresscom And The Future Of Work Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Year Without Pants Wordpresscom And The Future Of Work
 - Highlighting and Note-Taking The Year Without Pants Wordpresscom And The Future Of Work
 - Interactive Elements The Year Without Pants Wordpresscom And The Future Of Work
8. Staying Engaged with The Year Without Pants Wordpresscom And The Future Of Work
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Year Without Pants Wordpresscom And The Future Of Work
9. Balancing eBooks and Physical Books The Year Without Pants Wordpresscom And The Future Of Work
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Year Without Pants Wordpresscom And The Future Of Work
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine The Year Without Pants Wordpresscom And The Future Of Work
 - Setting Reading Goals The Year Without Pants Wordpresscom And The Future Of Work
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of The Year Without Pants Wordpresscom And The Future Of Work
 - Fact-Checking eBook Content of The Year Without Pants Wordpresscom And The Future Of Work
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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