



BK<sup>®</sup>

**Berrett-Koehler Publishers**

# FALL 2021 CATALOG

Connecting people and ideas  
to create a world that  
works for all

BK Life

BK Currents

BK Business

BK Professional



Dear Reader,

Employee activism is on the rise, and that's a good thing. My executive partner, Johanna Vondeling, recently sent me a *WorkLife* podcast episode from Adam Grant that got me excited. In it, Grant says,

Workers are now expecting more from their employers beyond a paycheck and benefits. Employees want an employer who lines up with their values outside of work and stands up in the name of justice. And when they don't, employees are becoming more active about asking their companies to cancel partnerships or are walking out in protest—as we've seen with workers at Facebook, Google, and others.

A company is not a democracy, but it doesn't work when it's a dictatorship. Employees are embracing activism, calling on their employers to take a stand on social and political issues. How should leaders navigate these demands while addressing the concerns of other stakeholders?

Harvard Business School professor and Berrett-Koehler author Mark Albion said that taking a stand on social and political issues is the number-one theme he's discussing with business leaders today.

Many customers have long voted with their pocketbooks, choosing to purchase products from companies matching their values, such as Ben & Jerry's ice cream, Seventh Generation, and Patagonia. But since the global COVID-19 pandemic struck, with underprivileged groups dying at higher rates than others, and the murder of George Floyd by police officers, many employees became more vocal in holding their employers accountable to stand up for equality and justice in their wider communities.

How does the rise of employee activism affect Berrett-Koehler Publishers? Do our individual and corporate change-making customers want BK books on the subject? Is our longtime stance of remaining nonpartisan being challenged? Is employee activism on the rise at our company? Yes, yes, and yes.

Our staff members have challenged the company to hold itself more accountable to its core values of stewardship, quality, partnership, inclusion, and sustainability. Diversity, equity, inclusion, and justice (DEIJ) books represent a large part of our outward-focused publishing program, but what about our inward focus? How can we do more to be active anti-racists, call out microaggressions when we witness them, and act as allies to newer or younger employees whose voices may be drowned out by more confident and vocal veterans?

Is employee activism a fad that will wash over our society after the next election or global catastrophe, or is it the new normal that will jettison businesses into a more healthy and sustainable future? I hope the latter. I am energized to be in the middle of this revolution, both as a media company sharing best practices to change makers and as an incubator of these emerging best practices within our company.

Serving a world that works for all,

David Marshall  
CEO and CFO

## New Titles for Fall 2021

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Berrett-Koehler is both a B Corporation and a California Benefit Corporation—a certification and a for-profit legal status that require us to meet rigorous standards of social and environmental performance, accountability, and transparency.

Edgar Villanueva

Foreword by Bishop William J. Barber II

# Decolonizing Wealth

Indigenous Wisdom to Heal Divides and Restore Balance,  
Second Edition

This second edition expands the provocative analysis of the racist colonial dynamics at play in philanthropy and finance into other sectors and offers practical advice on how anyone can be a healer.

The world is out of balance. With increasing frequency, we are presented with the inescapable truth that systemic racism and colonial structures are foundational principles to our economies. The \$1 trillion philanthropic industry is one example of a system that mirrors oppressive colonial behavior. It's an industry whose name means "the love for humankind," yet it does more harm than good.

In *Decolonizing Wealth*, Edgar Villanueva looks past philanthropy's glamorous, altruistic façade and into its shadows: white supremacy, savior complexes, and internalized oppression. Across history and to the present day, the accumulation of wealth is steeped in trauma. How can we shift philanthropy toward social reconciliation and healing if the cornerstones are exploitation, extraction, and control?

Drawing from Native traditions, Villanueva empowers individuals and institutions to begin to repair the damage through his Seven Steps to Healing. In this second edition, Villanueva adds inspiring examples of people using their resources to decolonize entertainment, museums, libraries, land ownership, and much more.

Everyone can be a healer and a leader in restoring balance—and we need everyone to do their part. As Villanueva writes, "All our suffering is mutual. All our healing is mutual. All our thriving is mutual." Are you ready?



**Edgar Villanueva** is an award-winning author, activist, and expert on race, wealth, and philanthropy issues. He is the founder and principal of the Decolonizing Wealth Project and Liberated Capital, which use education, radical reparative giving, and narrative change to disrupt the existing systems of moving and controlling capital. Villanueva also advises a range of organizations, including national and global philanthropies, Fortune 500 companies, and entertainment and media firms on social impact strategies to advance racial equity from within and through their investments.

## Contents

### Part One: Where It Hurts

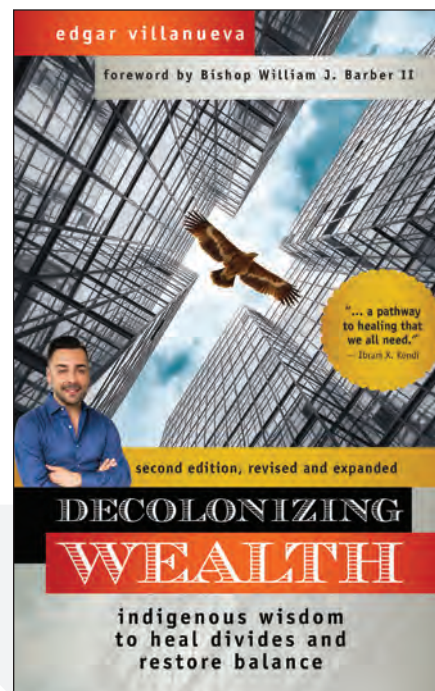
1. Stolen and Sold
2. Arriving at the Plantation
3. House Slaves
4. Field Hands
5. The Overseers
6. Freedom

### Part Two: Being a Healer

7. Medicine beyond Money
8. Story as Medicine

### Part Three: How to Heal

- Step One: Grieve
- Step Two: Apologize
- Step Three: Listen
- Step Four: Relate
- Step Five: Represent
- Step Six: Invest
- Step Seven: Repair
- Conclusion: Coming Full Circle



- **An open-hearted, universal message:** Edgar Villanueva's Seven Steps to Healing welcome everyone to begin to redress the wrongs done by centuries of colonialism.
- **Written by a practical activist:** Villanueva's Liberated Capital Fund has raised over \$5 million dollars for Indigenous and other people-of-color-led initiatives.

**Publication date: August 2021**

**\$19.95, paperback**

**272 pages, 5½" x 8½"**

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**ePub ebook ISBN 978-1-5230-9143-0**

**Digital audio ISBN 978-1-5230-9144-7**

**Current affairs**

**Rights: world**

April Rinne

# Flux

## 8 Superpowers for Thriving in Constant Change

Discover eight powerful mindset shifts that enable leaders and seekers of all ages to thrive in a time of unprecedented change and uncertainty.

Being adaptable and flexible have always been hallmarks of effective leadership and a fulfilling life. But in a world of so much—and faster-paced—change, flexibility and resilience can be stretched to their breaking points. The quest becomes how to find calm and lasting meaning in the midst of enduring chaos.

A world in flux calls for a new mindset, one that treats constant change and uncertainty as a feature, not a bug. *Flux* helps readers open this mindset—a flux mindset—and develop eight “flux superpowers” that flip conventional ideas about leadership, success, and well-being on their heads. They empower people to see change in new ways, craft new responses, and ultimately reshape their relationship to change from the inside out. April Rinne defines these eight flux superpowers:

- Run slower.
- See what’s invisible.
- Get lost.
- Start with trust.
- Know your “enough.”
- Create your portfolio career.
- Be all the more human (and serve other humans).
- Let go of the future.

Whether readers are sizing up their career, reassessing their values, designing a product, building an organization, trying to inspire their colleagues, or simply showing up more fully in the world, enjoying a flux mindset and activating their flux superpowers will keep readers grounded even when the ground is too often shifting beneath them.



**April Rinne** is a “change navigator,” speaker, investor, and adventurer whose work and travels in more than one hundred countries have given her a front-row seat to a world in flux. She is one of the fifty leading female futurists in the world, a Harvard Law School graduate, a Young Global Leader at the World Economic Forum, and a Fulbright Scholar. Rinne is a trusted advisor to well-known startups, companies, financial institutions, nonprofits, and governments worldwide. Earlier in life she was a global development executive, an international microfinance lawyer, and a hiking guide. As a certified yoga teacher, she can often be found upside-down, doing handstands around the world.

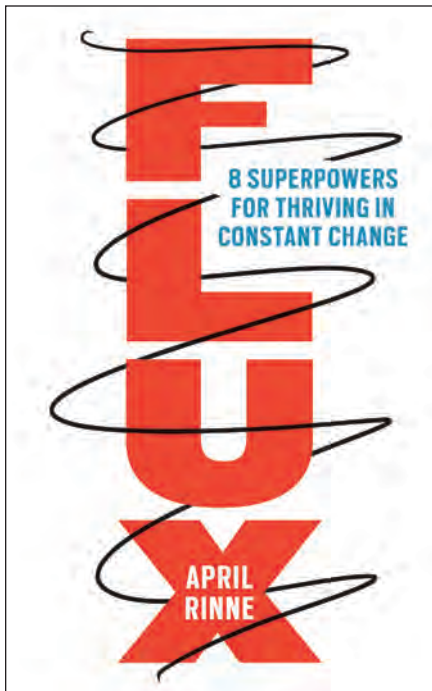
### Contents

Introduction: Who Moved My Future?

1. Run Slower
2. See What’s Invisible
3. Get Lost
4. Start with Trust
5. Know Your “Enough”

6. Create Your Portfolio Career
7. Be All the More Human (and Serve Other Humans)
8. Let Go of the Future

Conclusion: Fluxing Forward



- **Timely and timeless topic:** COVID-19, social justice movements, elections, and the climate crisis pushed the issues of constant change and chronic uncertainty to the forefront, and the future portends even more.
- **Interactive, reflective, and collaborative:** The book features self-guided exercises designed to explore the flux superpowers in real time and a discussion guide.

**Publication date:** August 2021

**\$26.95, hardcover**

**248 pages, 6" x 9"**

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**Business/Leadership**

**Rights: world**

Minal Bopaiah

Foreword by Johnnetta Betsch Cole

# Equity

## How to Design Organizations Where Everyone Thrives

A fast and engaging read, *Equity* helps leaders create more inclusive organizations using human-centered design and behavior change principles.

Even the most passionate advocates for diversity, equity, and inclusion have been known to treat equity as the middle child—the concept they skip over to get to the warm, fuzzy feelings of inclusion. But Minal Bopaiah shows throughout this book that equity is critical if organizations really want to leverage differences for greater impact.

Equity allows leaders to create organizations where employees can contribute their unique strengths and collaborate better with peers. Bopaiah explains how leaders can effectively raise awareness of systemic bias and craft new policies that lead to better outcomes and lasting behavioral changes. This book is rich in real-world examples, such as managing partners at a consulting firm who learn to retell their personal stories of success by crediting their systemic advantages and news managers at NPR who redesign their processes to support greater diversity among news sources. This slender book expands DEI past human resources initiatives and shows how leaders can embed equity into core business functions like marketing and communications.

Filled with humor, heart, and pragmatism, *Equity* is a guidebook for change, answering the question of *how* that so many leaders are asking today.



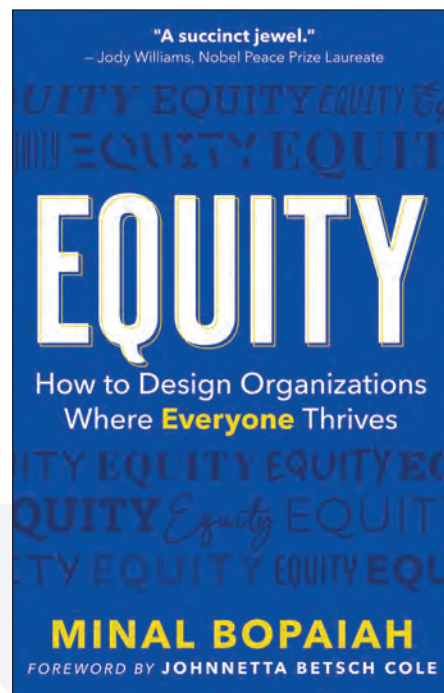
**Minal Bopaiah** is the founder of Brevity & Wit, a strategy and design firm that helps organizations achieve the change they wish to see in the world through a unique approach that combines human-centered design, behavior change science, and the principles of inclusion, diversity, equity, and accessibility. Bopaiah has written for the *Stanford Social Innovation Review* and *TheHill.com* and has been a featured guest on numerous podcasts and shows, including the Kojo Nnamdi Show on WAMU. She has also been a keynote speaker for many conferences, inspiring thousands with her credible, authentic, and engaging talks.

### Contents

Introduction: The Virtue of Equity

1. The Relationship between Bias, Systems, and Equity
2. A Design Approach to IDEA
3. Engaged and Equitable Leadership
4. Bridging the Gap
5. Communicating the Change
6. Creating Equity through Media and Marketing

Conclusion: Cocreating an Equitable World



- **Designing Your Life meets How to Be an Inclusive Leader:** Minal Bopaiah takes the concept of human-centered design, developed at Stanford University, and brilliantly applies it to designing inclusive organizations.
- **A major contribution for today's DEI challenges:** Bopaiah shows that diversity efforts have been stymied because the field has focused too much on motivation and too little on providing clear direction. *Equity* offers an innovative solution.

**Publication date:** September 2021

**\$19.95, paperback**

**176 pages, 6" x 9"**

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**Business**

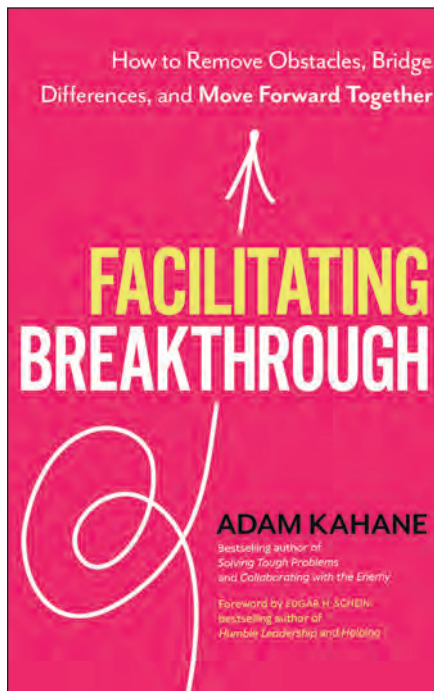
**Rights: world**

Adam Kahane

Foreword by Edgar H. Schein

# Facilitating Breakthrough

How to Remove Obstacles, Bridge Differences, and Move Forward Together



- **Bestselling author:** Adam Kahane's previous books have sold nearly 100,000 copies worldwide.
- **Master facilitator:** Kahane has worked with top leaders of global companies, national governments, United Nations agencies, and foundations in more than fifty countries, including throughout North America, Latin America, Europe, the Middle East, Africa, and Asia.

Publication date: August 2021

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Business/Communication

Rights: world

**Making progress on complex, problematic situations requires a new approach to working together: transformative facilitation, a structured and creative process for removing the obstacles to fluid forward movement.**

It is becoming harder for people to move forward together. They face increasing complexity and decreasing control. They need to work with more people from across more divides. The usual ways of advancing—some people telling others what to do, or everyone just doing what they think they need to—aren't adequate.

One better way is through facilitating. But the most common approaches to facilitating—bossy vertical directing from above or collegial horizontal accompanying from alongside—aren't adequate. They often leave the participants frustrated and yearning for breakthrough.

This book describes a new approach: transformative facilitation. It doesn't choose either the bossy vertical or the collegial horizontal approach: it cycles back and forth between them. Rather than forcing or cajoling, the facilitator removes the obstacles that stand in the way of people contributing and connecting equitably.

This book is for anyone who helps people work together to transform their situation, be it a professional facilitator, manager, consultant, coach, chairperson, organizer, mediator, stakeholder, or friend. It offers a broad and bold vision of the contribution that facilitation can make to helping people collaborate to make progress.



**Adam Kahane** is director of Reos Partners, an organization that helps people move forward together on their most important and intractable issues. He has facilitated teams of executives, politicians, philanthropists, generals, guerillas, civil servants, trade unionists, community activists, clergy, and artists. His work has been praised by Nobel Peace Prize-winners Nelson Mandela and Juan Manuel Santos.

## Contents

Introduction: "You Are Removing the Obstacles to the Expression of the Mystery!"

### Part 1: The Theory of Transformative Facilitation

1. Facilitation Helps People Collaborate to Create Change
2. Conventional Vertical and Horizontal Facilitation Both Constrain Collaboration
3. Unconventional Transformative Facilitation Breaks through Constraints
4. The Facilitator Enables Breakthrough by Making Ten Moves
5. The Facilitator Knows What Move to Make Next by Paying Attention

### Part 2: The Practice of Transformative Facilitation

6. How Do We See Our Situation? Advocating and Inquiring
  7. How Do We Define Success? Concluding and Advancing
  8. How Do We Get from Here to There? Mapping and Discovering
  9. How Do We Decide Who Does What? Directing and Accompanying
  10. How Do We Understand Our Role? Standing Outside and Inside
- Conclusion: Removing the Obstacles to Love, Power, and Justice

Kim Cameron

# Positively Energizing Leadership

## Virtuous Actions and Relationships That Create High Performance

**This practical guide, the first to show how leaders can achieve extraordinary results through the positive energy generated by virtuous interactions with employees, is written by one of the giants in the study of positive leadership.**

This book reveals one of the most important but frequently ignored factors that lead to spectacular performance in organizations. Kim Cameron, a true pioneer in the study of positive leadership, offers validated scientific evidence that all individuals are inherently attracted to and flourish in the presence of positive energy, a principle known in biology as heliotropism. Further, he shows that the positive relational energy generated by leaders' virtuous behaviors—such as generosity, compassion, gratitude, trustworthiness, forgiveness, and kindness—is tightly linked to extraordinary organizational outcomes like greater innovation, higher profits, and increased engagement and retention.

Cameron has not written a feel-good tome about the power of positive thinking, “happiology,” or unbridled optimism. This research-based explanation shows how to achieve performance that exceeds expectations. He provides practical suggestions, assessments, and exercises showing how leaders can improve their own positive energy and increase positive relational energy in their organizations. *Positively Energizing Leadership* is a major contribution to the theory and practice of leadership.



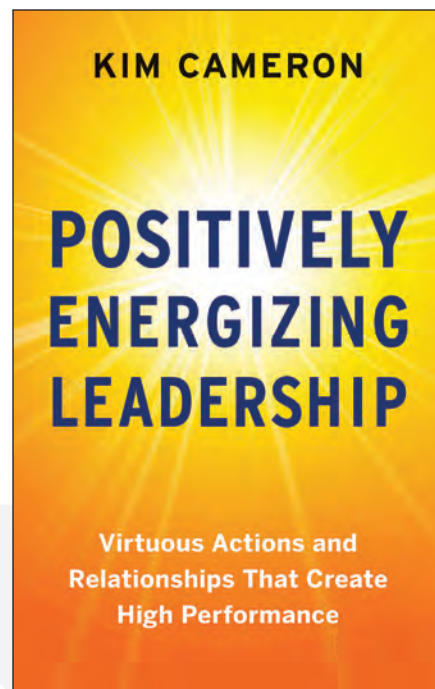
**Kim Cameron** is professor of management and organizations at the Stephen M. Ross School of Business, cofounder of the Center for Positive Organizational Scholarship, and professor of higher education in the School of Education, all at the University of Michigan. Previously, Cameron served as dean and professor of management in the Weatherhead School of Management at Case Western Reserve University and associate dean and Ford Motor Company/Richard E. Cook Professor in the Marriott School of Management at Brigham Young University.

### Contents

Introduction: Leading through Positive Relational Energy

1. Forms of Energy and the Heliotropic Effect
2. Positive Energy in Organizations
3. Attributes of Positively Energizing Leaders

4. Developing Positively Energizing Leadership
  5. Examples of Positively Energizing Leadership
  6. Yeah, But: Objections and Responses
- Conclusion: Principles and Action Implications



- **Pioneering scholar:** Kim Cameron is one of the originators of the field of positive organizational scholarship, which focuses on what makes organizations and the individuals within them flourish rather fail.
- **Concise and practical:** While it is based on considerable empirical research, this short, action-oriented book is a hands-on guide.

**Publication date:** August 2021

**\$21.95, paperback**

**240 pages, 5½" x 8½"**

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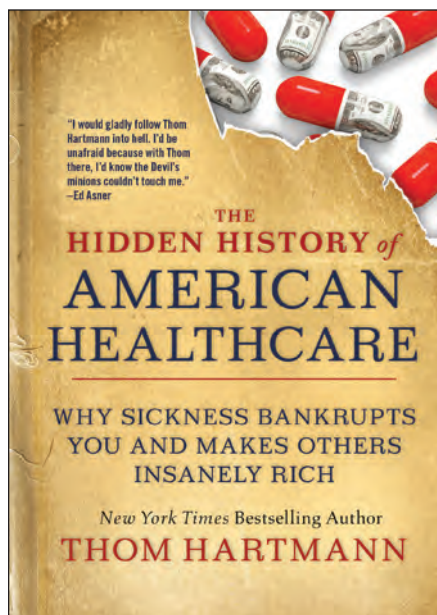
**Business/Leadership**

**Rights: world**

Thom Hartmann

# The Hidden History of American Healthcare

## Why Sickness Bankrupts You and Makes Others Insanely Rich



- **Leading progressive voice:** Senator Bernie Sanders sent one of Thom Hartmann's previous books to all fellow senators, and the author cowrote and narrated four documentaries with Leonardo DiCaprio.
- **Topic is hot:** Healthcare is one of the most hotly debated topics in American politics today—one that is likely to intensify with the advent of a new administration that has pledged to expand healthcare coverage.

**Publication date:** September 2021

**\$17.00, paperback**

**176 pages, 5" x 7"**

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**Current Affairs**

**Rights: world**

Popular progressive radio host and *New York Times* bestselling author Thom Hartmann reveals how and why attempts to implement affordable universal healthcare in the United States have been thwarted and what we can do to finally make it a reality.

"For-profit health insurance is the largest con job ever perpetrated on the American people—one that has cost trillions of dollars and millions of lives since the 1940s," says Thom Hartmann.

Other countries have shown us that affordable universal healthcare is not only possible but also effective and efficient. Taiwan's single-payer system saved the country a fortune as well as saving lives during the coronavirus pandemic, enabling the country to implement a nationwide coronavirus test-and-contact-trace program without shutting down the economy. This resulted in just ten deaths, while more than 500,000 people have died in the United States.

Hartmann offers a deep dive into the shameful history of American healthcare, showing how greed, racism, and oligarchic corruption led to the current "sickness for profit" system. Modern attempts to create versions of government healthcare have been hobbled at every turn, including Obamacare.

There is a simple solution: Medicare for all. Hartmann outlines the extraordinary benefits this system would provide the American people and economy and the steps we need to take to make it a reality. It's time for America to join every industrialized country in the world and make health a right, not a privilege.



**Thom Hartmann** is a four-time winner of the Project Censored Award, a *New York Times* bestselling author of thirty-two books, and America's #1 progressive talk radio show host. His show is syndicated on local for-profit and nonprofit stations and broadcasts nationwide and worldwide. It is also simulcast on television into nearly 60 million US and Canadian homes.

### Contents

Introduction: How a Single-Payer Healthcare System Helped Stop COVID-19  
Part One: How Bad Things Are in America

Part Two: The Origins of America's Sickness-for-Profit System  
Part Three: The Modern Fight for a Human Right to Healthcare  
Part Four: Saving Lives with a Real Healthcare System



R. Dutt

# Radical Product Thinking

## The New Mindset for Innovating Smarter

Iteration rules product development, but it isn't enough to produce dramatic results. This book champions Radical Product Thinking, a systematic methodology for building visionary, game-changing products.

Methodologies such as lean and agile have democratized innovation by teaching us to harness the power of iteration to innovate faster, but our ability to set a clear destination hasn't kept up with the pace. When we iterate without a clear vision or strategy, our products become bloated, fragmented, and driven by irrelevant metrics. They catch "product diseases" that are often fatal to true innovation.

In Radical Product Thinking (RPT), product development is led by the vision for the change it's intended to create. This methodology helps leaders reimagine the problems they face and align their team to find creative solutions using five elements: Vision, Strategy, Prioritization, Execution, and Culture. R. Dutt guides readers through these elements so they can develop a clear process for achieving their desired change, incorporate it into daily activities, and turn RPT skills into muscle memory.

This book gives organizations a repeatable model for building vision-driven products by helping us systematically translate vision and strategy into everyday actions so our product becomes a vehicle for creating the change we want to see in the world. Dutt shows us that you don't have to be a natural-born visionary to produce extraordinary results.



**R. Dutt** cofounded Radical Product Thinking as a movement of leaders creating vision-driven change and is a frequent speaker at business events and conferences around the world. She has built products in industries including broadcasting, media, advertising technology, government, consumer, robotics, and wine. Dutt advises organizations from high-tech startups to government agencies on building radical products that create a fundamental change instead of optimizing the status quo. She also teaches entrepreneurship and innovation at Northeastern University's D'Amore-McKim School of Business. She graduated from MIT with a master's degree in electrical engineering and speaks nine languages, currently learning her tenth.

### Contents

Introduction: A Repeatable Model for Building World-Changing Products

#### Part I: Innovating Smarter Requires a New Mindset

1. Why We Need Radical Product Thinking
2. Product Diseases: When Good Products Go Bad

#### Part II: The Five Elements of Radical Product Thinking

3. Vision: Envisioning Change
4. Strategy: Connect the *Why* with the *How*

5. Prioritization: Bringing Balance to the Force

6. Execution and Measurement: Taking Action (Finally!)

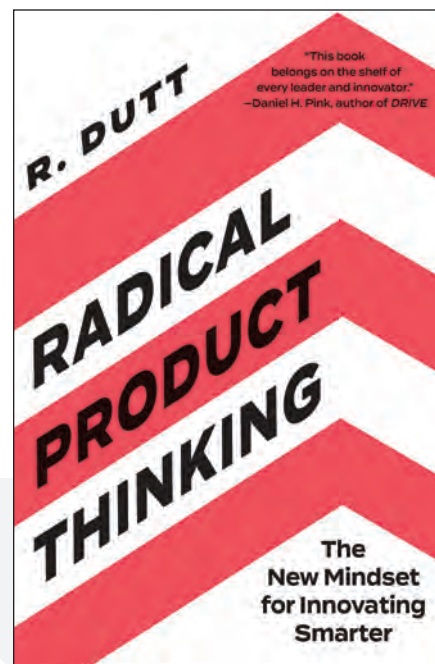
7. Culture: Radical Product Thinking Your Organization

#### Part III: Making Our World a Little More Like the One We Want to Live In

8. Digital Pollution: The Collateral Damage to Society

9. Ethics: The Hippocratic Oath of Product

Conclusion: Radical Product Thinkers Creating Change



- **Guidance on an urgent topic:** This book gives organizations a systematic approach to adapt to market changes made by COVID-19 and build transformative products.
- **Unique take:** This is the first book to offer a nontechnical, general guide to creating visionary products instead of a purely professional manual.

**Publication date:** September 2021

**\$24.95, paperback**

**216 pages, 6" x 9"**

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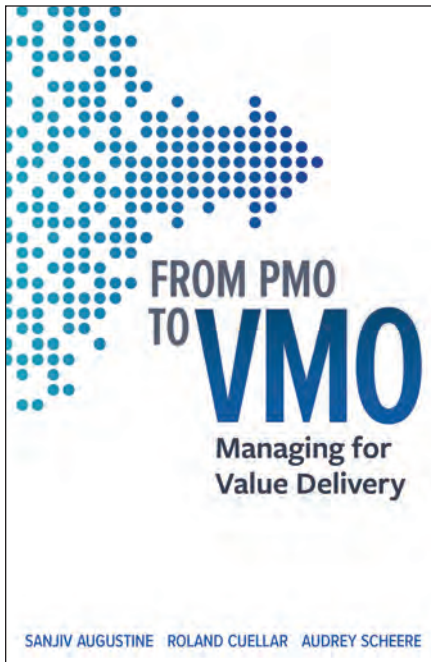
**Business**

**Rights: world**

Sanjiv Augustine, Roland Cuellar, and Audrey Scheere

# From PMO to VMO

## Managing for Value Delivery



- **Expert author team with a tested model:** LitheSpeed has helped many Fortune 100 companies change their project management offices into agile workplaces.
- **Adaptable tool kit:** The authors offer a flexible choice of processes and tools to help PMs visualize and implement a new path where middle management and the VMO are valued leaders in the age of business agility.

**Publication date:** September 2021

**\$34.95, paperback**

**240 pages, 6" x 9"**

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**Business/Project Management**

**Rights: world**

**“By the end of this book, you will understand what is valuable, how to measure value, and how to optimize the flow of value—from idea to your customer.”**

**—Evan Leybourn, cofounder and CEO, Business Agility Institute**

Agile methods have brought about dramatic changes in how organizations manage and deliver not only IT services, but their entire product and service value streams. As legacy organizations transition to newer, end-to-end agile operating models, the project management office (PMO) needs to redesign its mission and operation to be more in line with these modern ways of working.

That requires being more customer-focused and value-adding, and less hidebound, bureaucratic, and tied to antiquated processes and mindsets. Visionary leaders are transitioning into enablers of this change and maximizing value through the entire organization. Middle management, including program and project managers (PMs), are racing to maximize their professional relevancy in this new world.

Regardless of implementation methodology, success at all levels is inextricably linked back to a clear understanding of customer value and customer-driven outcomes across the entire organization, from teams to programs and portfolios.

This book defines the role of the agile value management office (VMO), using case studies and a clear road map to help PMs visualize and implement a new path where middle management and the VMO are valued leaders in the age of business agility.

**Sanjiv Augustine** is founder and CEO of LitheSpeed LLC and the Agile Leadership Academy. He is an entrepreneur, industry-leading agile and lean expert, author, speaker, management consultant, and trainer. Augustine has served as a trusted advisor over the past twenty years to executives and management at leading firms and agencies. He is author of the books *Managing Agile Projects* and *Scaling Agile*.

**Roland Cuellar** was the senior vice president of business agility at LitheSpeed, where he helps large organizations move toward end-to-end agility. Cuellar focused exclusively on agile software development and lean business process improvement.

**Audrey Scheere** is the senior vice president of marketing and training at LitheSpeed, where she directs the team’s strategic initiatives and portfolio of services. Scheere has been a project consultant for ten years, focusing on media and communications.

### Contents

1. Introducing the Agile VMO
2. Defining an Agile Process
3. Organizing around Value Streams
4. Adaptive Planning
5. Tracking and Monitoring Program Flow
6. Prioritizing and Selecting MMPs
7. Evolving a Funding and Governance Strategy
8. Managing Organizational Change
9. Setting Up Your Agile VMO

Sarah C. Miller and Shelley A. Kirkpatrick, PhD

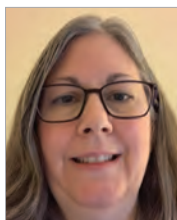
# The Government Leader's Field Guide to Organizational Agility

## How to Navigate Complex and Turbulent Times

This is the first book to fully adapt the principles of agility for government leaders who want to make their organizations more effective and nimble while better serving their public mission.

This practical resource will equip government leaders at all levels with evidence-based, hands-on guidance for transforming their organizations, enabling them to better serve the public and their customers. While many books focus on organizational agility for leaders of for-profit companies, this is the first one tailored to the unique requirements government leaders face. They must find a way to accomplish their mission while navigating constant change.

Government leaders at all levels must maneuver their organizations through new, often complex challenges, ranging from new laws that impact their agencies, new technologies, changes in leadership, and unexpected events. By explaining how to manage and organize work differently, this guide will help leaders weather the storm of that constant change so they can help their agencies realize their missions and serve the public interest.



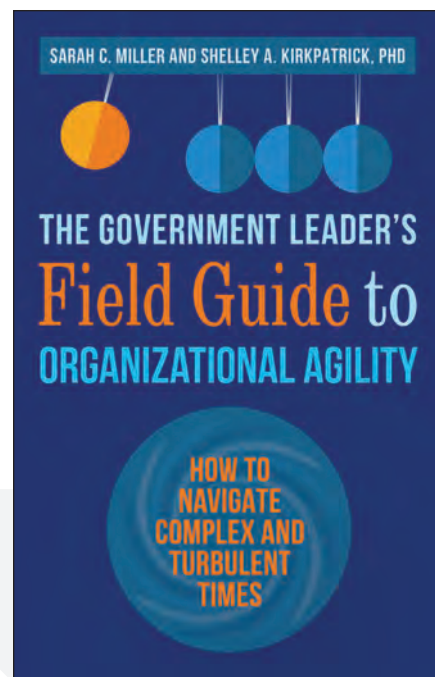
**Sarah C. Miller** is an organization development consultant at the MITRE Corporation, a not-for-profit organization that operates research and development centers for the federal government. She has worked with individuals and groups in the corporate, education, government, and

nonprofit sectors internationally through coaching, leadership development, and organizational effectiveness initiatives. She previously worked at the Center for Creative Leadership and Red Hat as well as in her own consulting practice.

**Shelley A. Kirkpatrick, PhD**, is a principal at the MITRE Corporation. She is also an adjunct professor of human resource management at George Mason University and a former professor at Carnegie Mellon University and American University. As founder of Visiontelligence LLC, she applies her research on company vision statements to help entrepreneurs grow their businesses. She is the author of *Build a Better Vision Statement*.

### Contents

- |   |                                   |
|---|-----------------------------------|
| 1. Constant Change Requires a Different Way of Organizing | 5. Promote Collaborative Learning |
| 2. Build a Foundation of Psychological Safety             | 6. Create Stability               |
| 3. Lead with Agility                                      | 7. Create Flexibility             |
| 4. Make Decisions at the Right Level                      | 8. Encourage the Routines         |
|   | 9. Invest in People               |
|   | 10. Putting It All Together       |



- **Expert authors:** Sarah Miller and Shelley Kirkpatrick have decades of experience helping public and nonprofit sector organizations achieve agility.
- **Organizational agility model tailored for government:** The appendix contains an overview of the organizational agility model the authors developed specifically for government organizations.

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**\$37.95, paperback**

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**Digital audio ISBN 978-1-5230-9344-1**

**Business/Government**

**Rights: world**

Terrence Metz

# Meetings That Get Results

## A Facilitator's Guide to Building Better Meetings

This practical, comprehensive guide to designing and running more effective meetings will result in less time wasted, more collaborative decision-making, and measurably improved business outcomes.

There's nothing more frustrating than an unproductive meeting—except when it leads to another unproductive meeting. Yet every day millions of people conduct meetings—in person or online—without the critical understanding or formal training on how to plan and lead them effectively. This book offers a structured method to ensure that meetings will produce clear and actionable results. Meetings that are profitable and productive ultimately lead to fewer meetings. This book offers leaders a significant edge by

- Empowering readers to help their groups create, innovate, and break through the barriers of miscommunication, politics, and intolerance
- Making it easier for them to help others forge consensus and shared understanding
- Providing them with proven agenda steps, tools, and detailed procedures

Readers will learn how to resolve or manage common problems, inspire creativity, and transfer ownership to their meeting participants while managing interpersonal conflicts and other disruptions that arise. In a world of back-to-back meetings, this book explains the how-to details behind game-changing tools and techniques.



**Terrence Metz** expertly coaches and instructs professionals on how to lead meetings that produce clear and actionable results every time. A graduate of Northwestern University's Kellogg School of Management, he has spent more than 20,000 hours teaching the facilitation of planning, prioritizing, and problem-solving. He has taught professors at the Broad Institute (Massachusetts Institute of Technology and Harvard), Duke, University of Maryland, Purdue, Stanford, University of North Carolina, and many other universities—along with many of their best students.

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  2. Leading: Be a Servant, Not a Senator
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  5. Structuring: Meeting Design Made Easy
  6. Planning Approach for Any Group: Who Does What, by When?
  7. Deciding about Anything Approach: Agree on the *Why*
  8. Creative Problem-Solving Approach: Managing More Than One Right Answer
  9. Controlling: Online Challenges and Special Tools: Online Challenges and Special Situation Tools

# MEETINGS THAT GET RESULTS

A Facilitator's Guide  
to Building Better  
Meetings

TERRENCE METZ

- **Evidence-based approach:** This book's advice for planning, deciding, and solving by actively leading meetings is supported by hundreds of thousands of hours from meeting leaders in varying industries and organizations around the world.
- **Over 100 tools and procedures:** Terrence Metz offers practical tools for tackling the most important meeting topics in a way that overcomes the tyranny of hierarchy, the painfulness of a slow pace, and failure, which often besets consensus.

**Publication date: September 2021**

**\$44.95, paperback**

**312 pages, 7" x 10"**

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**Business/Communication**

**Rights: world**

Tamara Winfrey Harris

# The Sisters Are Alright

## Changing the Broken Narrative of Black Women in America, Second Edition

A slew of harmful stereotypes continues to follow Black women. The second edition of this bestseller debunks vicious misconceptions rooted in long-standing racism and shows that Black women are still alright.

When African women arrived on American shores, the three-headed hydra—servile Mammy, angry Sapphire, and lascivious Jezebel—followed close behind. These stereotypes persist to this day through newspaper headlines, Sunday sermons, social media memes, cable punditry, government policies, big screen portrayals, and hit song lyrics. Author Tamara Winfrey Harris explores the evolution of stereotypes of Black women, revealing that while emancipation may have happened more than 150 years ago, America still won't let a sister be free from this coven of caricatures.

The second edition includes a new chapter on Black women and power that interrogates media coverage of Stacey Abrams, Vice President Kamala Harris, and others, exploring how persistent stereotypes challenge Black women's achievements. It also features new interviews with diverse Black women about marriage, motherhood, health, sexuality, and beauty, as well as new real-life examples of stereotypes in popular culture, such as the rise of blackfishing and digital blackface and the media's continued fascination with Black women's sexuality (as with Cardi B or Megan Thee Stallion).

Winfrey Harris exposes anti-Black woman propaganda and shows how real Black women are pushing back against racist, distorted cartoon versions of themselves. She counters warped prejudices with the straight-up truth about being a Black woman in America.



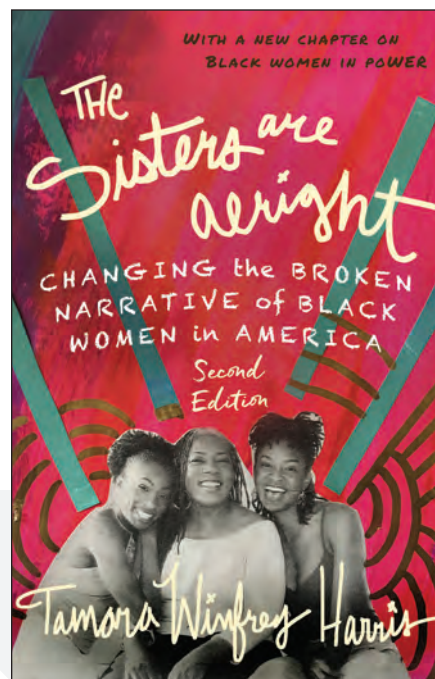
**Tamara Winfrey Harris** is a writer who specializes in race and gender and their intersection with politics, popular culture, and current events. She is the author of *Dear Black Girl: Letters from Your Sisters on Stepping into Your Power*, and she has been called to share her analyses in media outlets such as *Weekend Edition* and Janet Mock's *So POPular!* on MSNBC.com. Winfrey Harris is vice president of community leadership and effective philanthropy at the Central Indiana Community Foundation, and she speaks at university campuses nationwide.

### Contents

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1. Beauty: Pretty for a Black Girl
2. Sex: Wet-Ass Pussy
3. Marriage: Witches, Thornbacks, and Sapphires
4. Motherhood: Between Mammy and a Hard Place

5. Anger: Twist and Shout
  6. Strength: Precious Mettle
  7. Health: Fat, Sick, and Crazy
  8. Power: Fuck It, I'll Do It!
- Epilogue: The Sisters Are Alright



- **Media maven:** Tamara Winfrey Harris's work has appeared in countless outlets such as the *New York Times*, the *Atlantic*, *Los Angeles Times*, *Bitch Magazine*, *Ms.*, and other media. This new book has great potential for cross-promotion on digital platforms as well as traditional print media.
- **An advocate for the vulnerable:** The author has dedicated her life's work to advocating for Black women and girls and defying destructive social narratives that limit their potential.

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**Digital audio ISBN 978-1-5230-9391-5**

**Social Sciences/Feminism**

**Rights: world**

Delatorro McNeal II

Foreword by Brian Tracy

# Shift into a Higher Gear

**Better Your Best and Live Life to the Fullest**

**Kick fear-based living to the curb and discover exactly how to manifest the life of your dreams!**

Is there another level of life that you want to live? Are there goals you've been struggling to achieve? Have you settled for excuses instead of excellence?

With close to two decades of experience working with high achievers globally, peak performance expert Delatorro McNeal II is passionate about teaching people how to live life full throttle. A motorcycle enthusiast, McNeal uses biking metaphors to vividly illustrate how to reject the monotony of living on cruise control. Packed with exercises, journaling activities, compelling questions, and thought-provoking stories, analogies, and examples, this book teaches you the psychology and methodology of shifting into a higher gear. Each of the twelve chapters starts with the word *Shift* and invites you to make a simple but profound change that will accelerate your results and expand the horizons of your possibilities. You'll discover how to

- Lean into the curves of life and business
- Sever your dependency on the "kickstands of life"
- Steer the flow of your emotional states
- Shift your core relationships to invite the right posse to your biker club
- Avoid the potholes that stop most people from succeeding

This book is a transformational seminar on paper! Join Delatorro McNeal as he takes you on the personal development journey of a lifetime.



**Delatorro McNeal II** is an internationally renowned peak performance expert, keynote speaker, bestselling author, and media personality. He is the founder of the Full Throttle Experience and partners with Fortune 500 corporations, professional associations, and entrepreneurs to drastically improve organizational effectiveness, employee morale and productivity, training and development, sales performance, and more. He delivered more than

4,000 presentations over the past fifteen years, across the United States and abroad.

## Contents

Introduction: Your Invitation to the Ride of Your Life

1. Shift Small Things to Make a Big Difference
2. Shift from Coasting to Living 3-D
3. Shift Requires Change . . . Will You Spare Some?
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5. Shift from Excuses to Declarations, Because You Can't Ride with the Kickstand Down
6. Shift from Fear-Based Living to Faith-Based Living

7. Shift from Task Mastery to Emotional Mastery

8. Shift Your Posse, Because Who You Ride with Matters

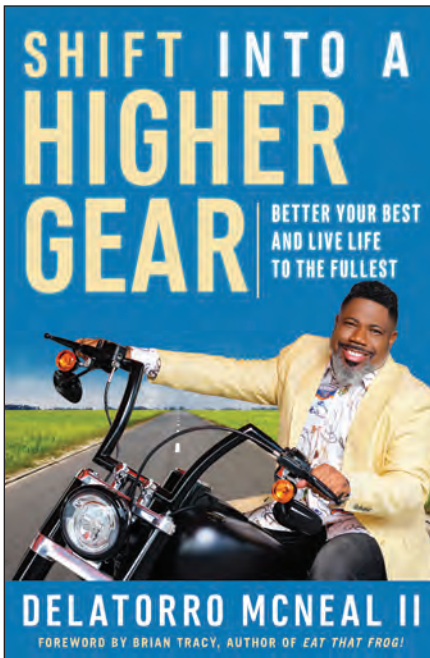
9. Shift into Drive and Avoid the Three Gears of Mediocrity

10. Shift Your Position to Shift Your Condition

11. Shift to Defensive Driving to Avoid the Three Potholes You'll Encounter along Your Journey

12. Shift from Simple Goal Setting to Transformational Goal Getting

Conclusion: I'll See You on the Open Road



• **Proven method:** Delatorro McNeal has presented the methods of peak performers to major corporations, including Johnson & Johnson, New York Life, Prudential, JPMorgan Chase, the Million Dollar Round Table, and a host of others.

• **Expert author:** At the age of forty-four, McNeal has been a highly sought and well-respected figure within the motivational circuit for twenty years. He holds the prestigious CSP designation and has been featured globally on FOX, NBC, ABC, BET, TBN, Amazon Prime, and Roku.

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**Self Help/Personal Growth**

**Rights: world**

Erika Andersen

# Change from the Inside Out

## Making You, Your Team, and Your Organization Change-Capable

Change initiatives fail because humans are hardwired to return to what's worked for us in the past. This book offers a straightforward process for rewiring ourselves and those we lead to be more change-capable.

Erika Andersen says avoiding change has been a historical imperative. In this book, she shows how we can overcome that reluctance and get good at making necessary change. Using a fictional story about a jewelry business changing generational hands, Andersen lays out a five-step model for addressing both this human side of change and its practical aspects:

*Step 1: Clarify the change and why it's needed*—Get clear on what the change is and the benefits it will bring.

*Step 2: Envision the future state*—Build a shared picture of the post-change future.

*Step 3: Build the change*—Bring together a change team, engage key stakeholders, and plan the change.

*Step 4: Lead the transition*—Build a transition plan that supports the human side of the change, then engage the whole organization in making the change.

*Step 5: Keep the change going*—Work to make your organization permanently more change-capable.

With opportunities to self-reflect and try out the ideas and approaches throughout, this book is a practical guide to thriving in this era of nonstop change.



**Erika Andersen** is founding partner of Proteus, a coaching, consulting, and training firm that focuses on leader readiness. Much of her recent work has focused on organizational vision and strategy, executive coaching, and management and leadership development. In these capacities, she serves as consultant and advisor to the top executives of a number of organizations, including Spectrum, Revolt Media, Spotify, Amazon, Madison Square Garden, and the Yale School of Public Health. She is the author of four previous bestselling books, including *Growing Great Employees* and *Be Bad First*.

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| 4. Changing on Three Levels—Leaders, Individuals, Organizations | Step 3: Build the Change            |
| 5. The Five-Step Change Model                                   | 9. Engaging the Whole Organization— |
| 6. Start at the Beginning—                                      | Step 4: Lead the Transition         |
| Step 1: Clarify the Change and Why It's Needed                  | 10. To the Future—                  |
|   | Step 5: Keep the Change Going       |
|   | 11. On Becoming Change-Capable      |



- **First book to crack the code on overcoming our built-in reluctance to change:** Erika Andersen explains the mindset-based shift that allows each of us to change—what the shift is, how to make it, and how to cascade that shift throughout an entire organization.
- **Eminently practical:** Andersen's approach is jargon-free and easy to understand, and she provides detailed advice and a compelling fictional story to show how to implement it.

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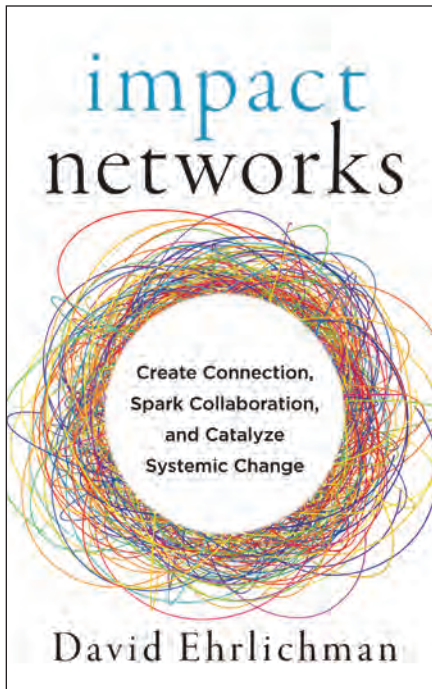
**Business/Leadership**

**Rights: world**

David Ehrlichman

# Impact Networks

## Create Connection, Spark Collaboration, and Catalyze Systemic Change



- **Expert author:** David Ehrlichman has been creating successful impact networks for the past decade as co-founder of the Converge network and shares that expertise in this book.
- **Huge need:** We face so many complex and critical problems today. This book offers an elegant and proven way to collectively mobilize to resolve them.

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**Business/Nonprofit**

**Rights: world**

**This practical guide shows how to facilitate collaboration among diverse individuals and organizations to navigate complexity and create change in our interconnected world.**

The social and environmental challenges we face today are not only complex, they are also systemic and structural and have no obvious solutions. They require diverse combinations of people, organizations, and sectors to coordinate actions and work together even when the way forward is unclear. Even so, collaborative efforts often fail because they attempt to navigate complexity with traditional strategic plans, created by hierarchies that ignore the way people naturally connect.

By embracing a living-systems approach to organizing, impact networks bring people together to build relationships across boundaries; leverage the existing work, skills, and motivations of the group; and make progress amid unpredictable and ever-changing conditions. As a powerful and flexible organizing system that can span regions, organizations, and silos of all kinds, impact networks underlie some of the most impressive and large-scale efforts to create change across the globe.

David Ehrlichman draws on his experience as a network builder; interviews with dozens of network leaders; and insights from the fields of network science, community building, and systems thinking to provide a clear process for creating and developing impact networks. Given the increasing complexity of our society and the issues we face, our ability to form, grow, and work through networks has never been more essential.



**David Ehrlichman** is cofounder and coordinator of Converge, a network of systems strategists, designers, facilitators, educators, and evaluators committed to cocreating positive impact. Converge practitioners have helped develop over fifty impact networks across the United States and the world, taking action on issues as diverse as economic mobility, human rights, access to science, and healthcare reform. Ehrlichman previously worked as a consultant at the Monitor Institute and was a network coordinator for the Fresno New Leadership Network, the Santa Cruz Mountains Stewardship Network, and Sterling Network NYC.

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7. Cultivate Trust
8. Coordinate Actions
9. Collaborate for Systems Change
10. The Enabling Infrastructure



Jackie Stavros and Cheri Torres

Introduction by David L. Cooperrider

# Conversations Worth Having

Using Appreciative Inquiry to Fuel Productive and Meaningful Engagement, Second Edition

Now in a second edition, this classic book shows how to make conversations generative and productive rather than critical and destructive so people, organizations, and communities flourish.

We know that conversations influence us, but we rarely stop to think about how much impact they have on our well-being and ability to thrive. This book is the first to show how Appreciative Inquiry—a widely used change method that focuses on identifying what's working and building on it rather than just trying to fix what's broken—can help us communicate more effectively and flourish in all areas of our lives.

By focusing on what we want to happen instead of what we want to avoid and asking questions to deepen understanding and increase possibilities, we expand creativity, improve productivity, and unleash potential at work and home. Jackie Stavros and Cheri Torres use real-life examples to illustrate how these two practices and the principles that underlie them foster connection, innovation, and success.

This edition has been revised throughout with new examples; updates on the latest supporting research in neuroscience, positive science, and positive psychology; and a discussion guide. It also features a new chapter on what the authors call tuning in: cultivating awareness of how our physical and mental state affect our perceptions, emotions, and thoughts as we engage in conversation.

This book teaches you how to use the practices and principles of Appreciative Inquiry to strengthen relationships, build effective teams, and generate possibilities for a future that works for everyone.

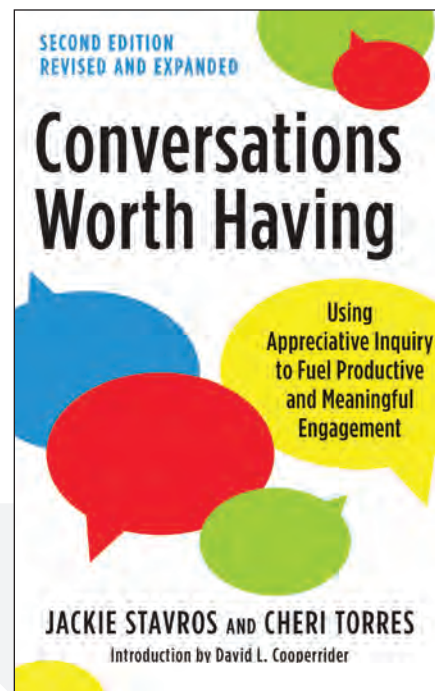


**Jackie Stavros** is a professor in the College of Business and Information Technology at Lawrence Technological University and an Appreciative Inquiry advisor at the David L. Cooperrider Center for Appreciative Inquiry. Stavros has more than thirty years of leadership, strategic planning,

and change management experience. **Cheri Torres** is CEO and lead catalyst of Collaborative by Design, a consulting firm that helps organizations improve performance, retain talent, and transform communication and culture. Stavros and Torres have been researching, writing, consulting, and speaking on Appreciative Inquiry since 1996.

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1. Shifting Conversations
2. What Kind of Conversations Are You Having?
3. Who's Driving: Tune In
4. Two Simple Appreciative Practices
5. What's Fueling Your Conversations?
6. Scaling Up Great Conversations
7. It's Not Magic, It's Science!
8. Any Time, Any Place, Any Situation



- **New edition of a seminal book:** This is an updated edition of the first book to apply Appreciative Inquiry—one of the most respected and established methods for organizational change—to transform relationships and outcomes.
- **Universal applicability:** Examples in the book include people in corporations, nonprofits, universities, law enforcement, parents and children, and teachers and students.

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**Business**

**Rights: world**

Edited by David Cooperrider and Audrey Selian  
Foreword by Jesper Brodin, CEO, Ingka Group (IKEA),  
and Halla Tómasdóttir, CEO, B-Team

# The Business of Building a Better World

## The Leadership Revolution That Is Changing Everything

Twenty-eight leading scholars and executives provide a visionary look at the future of business, propelling past damaging industrial-age values to uncover the key ingredients of humanistic, ecologically sustainable, and intergenerational prosperity.

Through the exploration of robust cases and stories packed with deep insight and vital science, this extraordinary collection explores how we can adapt our notions of value, markets, and models of cooperation and collective action to create a world where economies and businesses excel, all people thrive, and nature flourishes.

In part I, “The Business of Business Is Betterment,” the contributors show how enterprises today are further developing—and even taking a quantum leap beyond—the multistakeholder logic of “shared value creation.” Part II, “Net Positive = Innovation’s New Frontier,” is focused on what companies can and are doing to move away from “doing no harm” to playing an active role in *solving* environmental, social, and economic problems. The final section, “Ultimate Advantage: A Leadership Revolution That Is Changing Everything,” looks at new leadership paradigms—characterized by unexpected qualities like virtue, love, compassion, and connection—that are crucial to creating engaged, innovative, and out-performing enterprises.

This book is designed to galvanize change and unite a global community of inquiry and action. It establishes the conceptual cornerstones for a new kind of business practice that will lead the way to an equitable, sustainable, and flourishing future.



**David L. Cooperrider** is a distinguished university professor at Case Western Reserve University and holds two chaired professorships there. He is the founder and faculty director of the Fowler Center for Business as an Agent of World Benefit and is the honorary chairman of Champlain College’s David L.

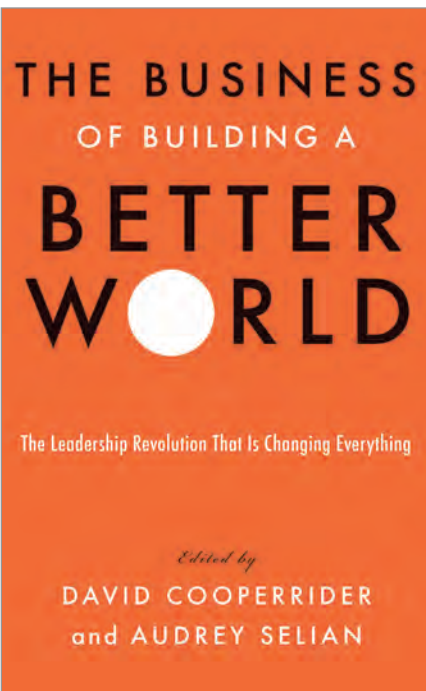
Cooperrider Center for Appreciative Inquiry. **Audrey Selian** is director at Artha Impact (the impact investing arm of Rianta Capital Zurich) and cofounder of Artha Networks Inc. She has been working in the field of impact finance for more than fifteen years.

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- **Features a wide range of distinguished contributors:** This book features contributions from prominent scholars, top executives, best-selling authors, and innovative entrepreneurs.
- **Critical message:** Business can and must become an integral part of solving crises like climate change, economic inequality, racial injustice, mass migration, environmental degradation, and so many others. This book shows how.

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**Business**

**Rights: world**

Devora Zack

# The Cactus and Snowflake at Work

## How the Logical and Sensitive Can Thrive Side by Side

This hilarious and profound workplace guide proves the rigorously rational and the supremely sympathetic can meet in the middle and merge their strengths. Readers will discover how blending with their opposite opens the pathway to be-ing their truest selves.

The famed Myers-Briggs personality scale says that Feelers (who lead with their hearts) put more weight on personal concerns and the people involved, and Thinkers (who lead with their heads) are guided by objective principles and impartial facts. This book calls them Cacti and Snowflakes—each singularly transcendent. But can people with such fundamentally different ways of making sense of and engaging with the world work together?

Yes, says Devora Zack! The key is not to try to change each other. Zack says we can directly control only three things: what we say, what we think, and what we do. The best use of our energy is to focus on our own reactions and perceptions rather than try to “fix” other people.

This book includes an assessment so readers can learn where they are on the Thinker/Feeler spectrum—and because it’s a spectrum, readers might well be a snowcactus or a cactusflake. Then Zack helps them figure out where other people might be, guiding them through myriad modes of communication and motivation based on personality type. She includes real-life scenarios that show how to nurture one’s nature while successfully connecting with those on the other side.

As always, Zack fearlessly and entertainingly dispels myths, squashes stereotypes, and transforms perceived liabilities into strengths. And she once again affirms that, like chocolate and peanut butter, we are better together.

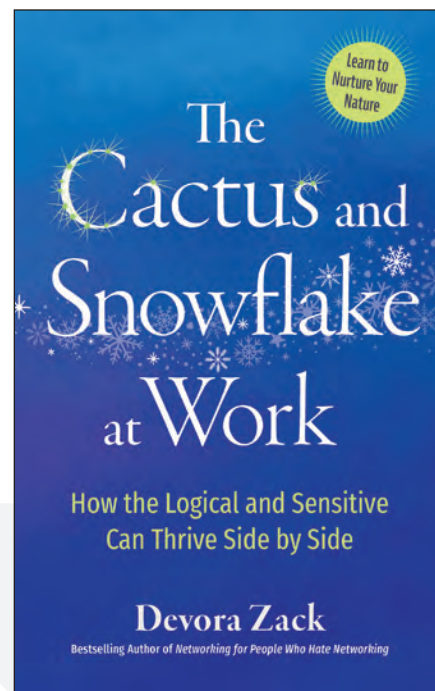


**Devora Zack** is CEO of Only Connect Consulting, a *Washington Post* bestselling author, and a global keynote speaker with books in forty-five languages. Her clients include Deloitte, the Smithsonian, Delta Airlines, the FDA, Johns Hopkins, and the National Institutes of Health. She has been featured in the *Wall Street Journal*, *USA Today*, *US News & World Report*, *Forbes*, *Cosmopolitan*, *Self*, *Redbook*, *Fast Company*, and many others. She is also the author of *Managing for People Who Hate Managing* and *Singletasking*.

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2. Getting Acquainted  
3. Respect

4. The Non-Event  
5. Thoughts, Words, Actions  
6. Stress & Shadows  
7. Leaders in the Tundra & Sahara  
8. Introverts & Extroverts in the Mix  
9. Beyond Business



- **First book for thinkers and feelers:** Devora Zack’s groundbreaking classic *Networking for People Who Hate Networking* made space for introverts at work. This book puts thinkers and feelers on the map.
- **Urgent need:** As our ways of working together continue to evolve, it is more important than ever that we have tools to help us understand and work with those unlike ourselves.

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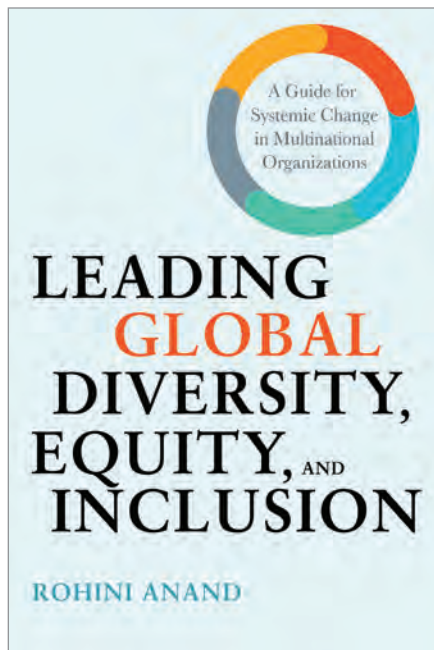
**Business/Workplace Culture**

**Rights: world**

Rohini Anand

# Leading Global Diversity, Equity, and Inclusion

**A Guide for Systemic Change in Multinational Organizations**



**This book offers five proven principles so multinational companies can advance diversity, equity, and inclusion with a nuanced understanding of local contexts across countries and cultures.**

It's easy to fall into the trap of using a single-culture worldview when implementing global DEI in organizations. But what makes DEI change efforts successful in one country may have opposite, unintended consequences in another. How do companies find the right balance between anchoring their efforts locally while pushing for change that may disrupt existing power dynamics?

This is the question at the heart of global DEI work. Along with practical advice and examples, Rohini Anand offers five overarching principles derived from her own experience leading global DEI transformation and interviews with more than sixty-five leaders to provide a through line for leading global DEI transformation in divergent cultures.

Local relevance—understanding markets and acknowledging local beliefs, regulations, and history—is essential for global success. This groundbreaking book explicitly details how to take local histories, laws, and practices into account in DEI transformation work while promoting social justice worldwide.

- **Expert author:** For nineteen years Rohini Anand was senior vice president of corporate responsibility and global diversity officer for Sodexo, a French-based global food services and facilities management company and the nineteenth largest employer worldwide.
- **Fills a critical need:** DEI is now a globally important consideration for corporations, but there are no up-to-date resources aimed at working executives rather than academics.

**Publication date:** November 2021

**\$29.95, hardcover**

**288 pages, 6" x 9"**

**ISBN 978-1-5230-0024-1**

**PDF ebook ISBN 978-1-5230-0025-8**

**ePub ebook ISBN 978-1-5230-0026-5**

**Digital audio ISBN 978-1-5230-0027-2**

**Business/Human Resources**

**Rights: world**



**Dr. Rohini Anand** is CEO of Rohini Anand LLC, a company focused on strategic global diversity, equity, and inclusion, coaching and consulting. She was previously the senior vice president for corporate responsibility and global chief diversity officer for Sodexo. She is the recipient of many accolades, including the Mosaic Woman Leadership Award, the Women's Foodservice Forum Trailblazer Award, the Who's Who in Asian American

Communities Award, and more. Anand serves on the boards of the Gates Foundation's WomenLift Health, Tent Partnership for Refugees, and Galt Foundation.

## Contents

Introduction: From Class Action to Best in Class: A Personal Journey

### Principle 1—Make It Local

1. Localizing a Global Change Strategy
2. Understanding Race and Ethnicity

### Principle 2—Leaders Change to Lead Change

3. Transformational Leadership Across Cultures
4. Dealing with Resistance

### Principle 3—And it's Good Business, Too

5. Compelling Rationales for Change

6. Creating Competitive Advantage through DEI

### Principle 4—Go Deep, Wide, and Inside-Out

7. The Scaffolding for Change: Governance and Champions
8. Embedding Change: Internal and External Ecosystems

### Principle 5—Know What Matters and Count It

Conclusion: Elevating Diversity, Equity, and Inclusion for the Long Haul

Joseph W. Weiss

# Business Ethics

## A Stakeholder and Issues Management Approach, Seventh Edition

The seventh edition of this pragmatic guide to determining right and wrong in the workplace is updated with new case studies, exercises, and ancillary materials.

Joseph Weiss's *Business Ethics* is a pragmatic, hands-on guide for determining right and wrong in the business world. To be socially responsible and ethical, Weiss maintains, businesses must acknowledge the impact their decisions can have on the world beyond their walls. An advantage of the book is the integration of a stakeholder perspective with an issues and crisis management approach so students can look at how a business's actions affect not just share price and profit but the well-being of employees, customers, suppliers, the local community, the larger society, other nations, and the environment.

Weiss includes twenty-three cases that immerse students directly in contemporary ethical dilemmas. Eight new cases in this edition include Facebook's (mis)use of customer data, the impact of COVID-19 on higher education, the opioid epidemic, the rise of Uber, the rapid growth of AI, safety concerns over the Boeing 737, the Wells Fargo false saving accounts scandal, and plastics being dumped into the ocean.

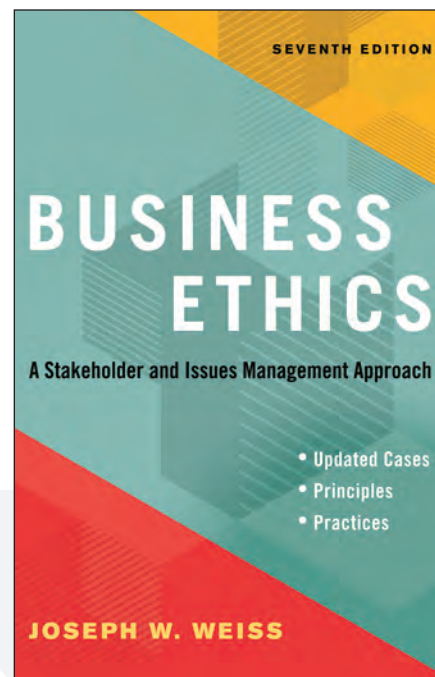
Several chapters feature a unique point/counterpoint exercise that challenges students to argue both sides of a heated ethical issue. This edition has eleven new point/counterpoint exercises, addressing questions like, Should tech giants be broken apart? What is the line between free speech and dangerous disinformation? Has the Me Too movement gone too far? As with previous editions, the seventh edition features a complete set of ancillary materials for instructors: teaching guides, test banks, and PowerPoint presentations.



**Joseph W. Weiss** is professor of management at Bentley University, where he teaches leadership skills, business ethics, and careers. He received an Innovation Teaching Award and is on the honor roll of the Organizational Behavior Teaching Society. He has been a Fulbright Program Specialist, was past chair of the Academy of Management's Management Consulting Division, and was minitrack chair of the Hawaii International Conference on System Sciences' IT/project management track. He consults and advises companies and organizations as a 360-degree leadership assessment consultant.

### Contents

1. Business Ethics, the Changing Environment, and Stakeholder Management
2. Ethical Principles, Quick Tests, and Decision-Making Guidelines
3. Stakeholder and Issues Management Approaches
4. The Corporation and External Stakeholders: Corporate Governance: From the Boardroom to the Marketplace
5. Corporate Responsibilities, Consumer Stakeholders, and the Environment
6. The Corporation and Internal Stakeholders: Values-Based Moral Leadership, Culture, Strategy, and Self-Regulation
7. Employee Stakeholders and the Corporation
8. Business Ethics and Stakeholder Management in the Global Environment



- **Widely adopted:** Now in its seventh edition, this book has become popular in MBA programs and undergraduate courses and at community colleges and professional training institutions and spheres of influence.
- **Thoroughly updated hands-on guide:** *Business Ethics* includes new research, new cases and exercises, and a complete suite of ancillary materials for instructors: teaching guides, test banks, and PowerPoint presentations.

**Publication date: November 2021**

**\$89.95, paperback**

**648 pages, 6 1/8" x 9 1/4"**

**ISBN 978-1-5230-9154-6**

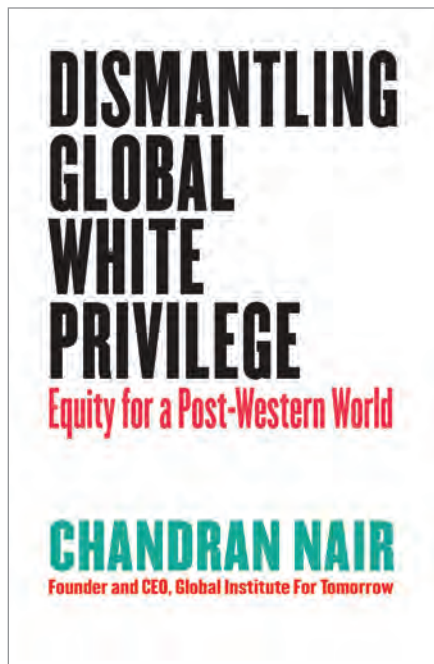
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**Business**

**Rights: world**



- **International expert:** Chandran Nair is an internationally recognized expert on sustainability and leadership who has lived and worked all over the world and regularly writes for publications like the *Guardian*, the *New York Times*, the *Financial Times*, *Time* magazine, and many more.
- **Fills a critical gap:** White supremacy and white privilege are global issues, something that has not yet been explored outside of rarified academic circles.

**Publication date:** January 2022

**\$24.95, paperback**

**232 pages, 6 1/8" x 9 1/4"**

**ISBN 978-1-5230-0000-5**

**PDF ebook ISBN 978-1-5230-0001-2**

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**Digital audio ISBN 978-1-5230-0003-6**

**Social Science/Race Relations**

**Rights: world**

Chandran Nair

Foreword by Winnie Byanyima, executive director of UNAIDS and undersecretary-general of the United Nations,

## Dismantling Global White Privilege

Equity for a Post-Western World

**White privilege damages and distorts societies around the world, not just in the United States. This book exposes its pervasive global reach and creates a new space for discourse on worldwide racial equality.**

As Chandran Nair shows in this uncompromising new book, a belief in the innate superiority of White people and Western culture, once the driving force behind imperialism, is now woven into the very fabric of globalization. As Nair points out, many non-White people have internalized it, judging themselves by an alien standard.

Nair takes a comprehensive look at the destructive influence of global White privilege. He examines its impact on geopolitics, the reframing of world history, and international business practices. In the soft-power spheres of White privilege—entertainment, the news media, sports, and fashion—he offers example after example of how White cultural products remain the aspirational standard. Even environmentalism has been corrupted, dominated by a White savior mentality whereby technologies and practices built in the West will save the supposedly underdeveloped, poorly governed, and polluted non-Western world.

For all these areas, Nair gives specific suggestions for breaking the power of White privilege. It must be dismantled—not just because it is an injustice but also because we will be creating a post-Western world that has less conflict, is more united, and is better able to respond to the existential challenges facing all of us.



**Chandran Nair** is the founder and CEO of the Global Institute for Tomorrow, an independent pan-Asian think tank committed to understanding the dynamic relationship between business, society, and the state and reshaping the rules of global capitalism. He is a member of the executive committee of the Club of Rome and was former chairman of Environmental Resources Management for Asia Pacific. Nair is a regular speaker at global

forums including the World Economic Forum, Asia-Pacific Economic Cooperation summits, and Organization for Economic Co-operation Development events.

### Contents

Preface: White Privilege: It's Woven into the Fabric of Globalization

Introduction: Black Lives Matter and the Tip of the Iceberg

1. Geopolitics of Dominance: The White Knights of Chess

2. The Retelling of History: This Version Ain't Mine

3. The World of Business: Uneven Playing Fields

4. Media and Publishing: Captive Minds

5. Education: Schooling and Grooming

6. Culture and Entertainment: Gone with the Wind

7. Sports: Match Fixing

8. Fashion: Little Black Dress

9. Environment, Sustainability, and Climate

Change: Zero Carbon and Other Myths

Conclusion: How Change Happens: No

Whitewash, Please!

Tom C. W. Lin

# The Capitalist and the Activist

## Corporate Social Activism and the New Business of Change

This is the first in-depth examination of the important ongoing fusion of activism, capitalism, and social change masterfully told through a compelling narrative filled with vivid stories and striking studies.

Today, corporations and their executives are at the front lines of some of the most important and contentious social and political issues of our time, such as voting rights, gun violence, racial justice, immigration reform, climate change, and gender equality. Why is this sea change in business and activism happening? How should executives and activists engage one another to create meaningful progress? What are potential pitfalls and risks for each side? What can they learn from each other? What first principles should guide leaders moving forward?

*The Capitalist and the Activist* offers an engaging and thoughtful look at the new reality of corporate social activism—its driving forces, promises and perils, and implications for our businesses and personal lives. Weaving deep research and fascinating stories that span business, entertainment, history, science, and politics, Tom Lin provides an insightful road map for how society arrived here and a practical compass for moving forward. Drawing together examples from the civil rights movement, campaign finance litigation, gun regulation, Black Lives Matter, the Confederate flag controversy, the Trump presidency, and other historical events, Lin brilliantly reveals and charts the course for a changing society of capitalists and activists seeking both profit and progress.

*The Capitalist and the Activist* is a must-read for anyone trying to understand the emerging future of activism, business, and politics.



**Tom C. W. Lin** is an award-winning law professor at Temple University's Beasley School of Law. He is also an academic fellow at George Washington University's Center for Law, Economics & Finance. He is an expert in business organizations, corporate governance, and financial regulation. His scholarship has been published in many leading academic law journals. His expertise has been featured in major media

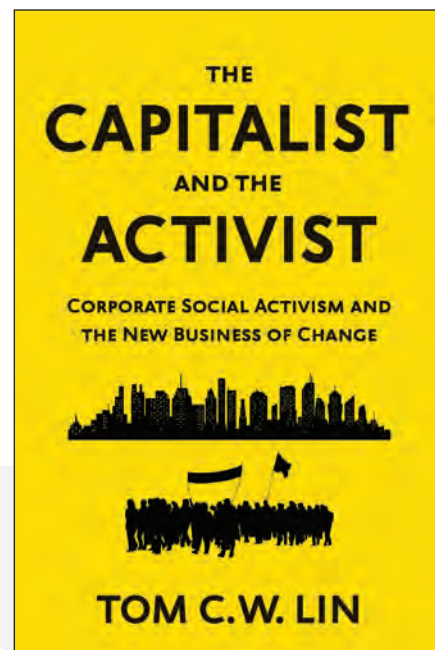
outlets like *Bloomberg News*, *CNN*, *Fortune*, the *Financial Times*, the *Wall Street Journal*, and the *Washington Post*. His research has also been cited by courts and regulators around the world.

### Contents

Introduction: Reimagining Capitalism and Activism

1. Profit, Purpose, and Progress
2. Government Incorporated
3. Corporate Rights, Money, and Activism
4. Everything Is Your Business
5. Restraining a President

6. Original Sins
  7. Better Activism, Better Business
  8. The Perils of Corporate Social Activism
  9. The New Business of Change
  10. The Journey Forward
- Conclusion: We Are More Than



- **First in-depth study:** From LGBTQ-friendly Oreo commercials to social media companies shutting down supporters of the January 6, 2021, Capitol riot, we have seen a major rise in corporate social activism, but this is the first major study of the phenomenon.
- **Written by a fast-rising academic star:** At forty-one, Tom Lin is a full professor with an endowed chair at Temple University who wrote a seminal paper on corporate social responsibility in the *Boston University Law Review*.

**Publication date:** January 2022

**\$29.95, hardcover**

**224 pages, 6" x 9"**

**ISBN 978-1-5230-9199-7**

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**Business/Activism**

**Rights: world**

# 286 Berrett-Koehler Bestsellers

Berrett-Koehler Publishers has an impressive track record of sales of our publications. Already 286 Berrett-Koehler books—approximately one-third of our total booklist—have sold over 20,000 copies, which is our definition of a bestseller. And 66 of these books have sold more than 100,000 copies. These figures include sales of all US and foreign editions in all formats.

This is a remarkable track record at a time when the average new book published in the US sells less than 2,000 copies over its lifetime. The number one bestselling BK title is *Eat That Frog!* by Brian Tracy, which has sold over 2.9 million copies. And *Eat That Frog!* is available in 53 different languages!

Listed below are total sales of each bestseller and the number of languages in which each title is available. As you can see, most of these BK titles are available in multiple languages—often in 10 or more languages.

NUMBER OF BOOKS SOLD AND NUMBER OF LANGUAGES IN WHICH EACH TITLE IS AVAILABLE

BK CURRENTS			BK LIFE					
1.6 million	38	Confessions of an Economic Hit Man and The New Confessions of an Economic Hit Man	20,000+	5	Infinite Vision	170,000+	24	Prisoners of Our Thoughts
190,000+	5	The Body Is Not an Apology	20,000+	4	The Divine Right of Capital	170,000+	23	Be a Sales Superstar
170,000+	10	Affluenza	20,000+	4	Capitalism 3.0	160,000+	25	Flight Plan
150,000+	22	When Corporations Rule the World	20,000+	3	The Shareholder Value Myth	160,000+	12	The Hamster Revolution
85,000+	12	One from Many	20,000+	3	The Small-Mart Revolution	130,000+	15	Networking for People Who Hate Networking
65,000+	2	Screwed	20,000+	2	Walk Out Walk On	130,000+	14	Getting Things Done When You Are Not in Charge
60,000+	11	A Game As Old As Empire	20,000+	1	Corporations Are Not People	130,000+	11	Turning to One Another
55,000+	9	Solving Tough Problems				130,000+	6	Shifting Sands
50,000+	1	Decolonizing Wealth	2.9 million+	53	Eat That Frog!	110,000+	18	Love It, Don't Leave It
45,000+	5	How the Poor Can Save Capitalism	770,000+	39	Goals!	100,000+	18	Singletasking
40,000+	11	Power and Love	640,000+	19	The Anatomy of Peace	100,000+	16	PeopleSmart
40,000+	11	The Post-Corporate World	570,000+	20	Repacking Your Bags	100,000+	15	Catch!
40,000+	11	Agenda for a New Economy	390,000+	25	A Peacock in the Land of Penguins	100,000+	13	The Nonverbal Advantage
40,000+	6	The Great Turning	380,000+	22	Change Your Questions, Change Your Life	95,000+	13	Stepping Up
40,000+	1	Best Care Anywhere	340,000+	22	The Five Secrets You Must Discover Before You Die	95,000+	11	The Resiliency Advantage
35,000+	10	Alternatives to Economic Globalization	260,000+	26	The 21 Success Secrets of Self-Made Millionaires	95,000+	4	On the Brink of Everything
35,000+	4	Out of Poverty	240,000+	17	The Laws of Lifetime Growth	90,000+	11	Be Your Own Brand
35,000+	2	Unequal Protection	230,000+	6	Trauma Stewardship	90,000+	9	Creating Personal Presence
30,000+	3	Global Mind Change	210,000+	26	I Moved Your Cheese	80,000+	11	Accidental Genius
25,000+	8	The Fourth Wave	210,000+	24	How to Get Ideas	80,000+	9	Be the Hero
25,000+	5	This Changes Everything	200,000+	18	The Power of Purpose	75,000+	15	Get Paid More and Promoted Faster
25,000+	5	Gangs of America	185,000+	10	No More Regrets!	75,000+	13	What to Do When There's Too Much to Do
25,000+	5	Ten Years to Midnight	175,000+	12	The Referral of a Lifetime	75,000+	12	Being Buddha at Work
25,000+	2	Black Fatigue	170,000+	28	Kiss That Frog!	75,000+	11	Whistle While You Work
20,000+	8	Macroshift				75,000+	6	It's the Way You Say It
20,000+	5	Making Sustainability Work				70,000+	11	The Answer to How Is Yes
						70,000+	10	The Highest Goal
						65,000+	13	Quiet Influence



## NUMBER OF BOOKS SOLD AND NUMBER OF LANGUAGES IN WHICH EACH TITLE IS AVAILABLE

## BK LIFE, continued

60,000+	12	The Power of Failure
60,000+	10	Prosper
55,000+	5	Life Reimagined
50,000+	12	What Would Buddha Do at Work?
50,000+	5	Be BIG
45,000+	4	Embrace the Chaos
45,000+	2	Calling Cards
40,000+	15	Find Your Balance Point
40,000+	6	Eat That Frog! Action Workbook
40,000+	5	The Age of Overwhelm
40,000+	3	Perseverance
35,000+	9	The Mood Elevator
35,000+	7	Aligned Thinking
35,000+	7	The Pause Principle
35,000+	5	Whale Done Parenting
30,000+	9	Refire! Don't Retire
30,000+	8	Fear Your Strengths
30,000+	5	Living in More Than One World
30,000+	4	We Are All Self-Employed
30,000+	4	Why Wait to Be Great
30,000+	2	I'm Stuck, You're Stuck
30,000+	2	The Memo
25,000+	13	Eat That Frog! for Students
25,000+	12	Sprout
25,000+	11	Being Buddha at Work
25,000+	11	Downshifting
25,000+	10	The Five Thieves of Happiness
25,000+	8	Three Deep Breaths
25,000+	8	You Are What You Believe
25,000+	7	Get to the Point
25,000+	7	The Serious Business of Small Talk
25,000+	5	Be the Best Bad Presenter Ever
25,000+	5	50 Jobs in 50 States
25,000+	5	The Discomfort Zone
25,000+	3	Who Do We Choose to Be?
25,000+	2	Communicate Like a Leader
20,000+	12	Reawakening the Spirit in Work
20,000+	9	Zenobia

20,000+	8	The Connect Effect
20,000+	8	Emotional Discipline
20,000+	7	The Genius of Opposites
20,000+	5	Second Innocence
20,000+	4	Ask Outrageously
20,000+	4	Teaching That Changes Lives
20,000+	3	The Seven Paths
20,000+	3	The Greater Goal
20,000+	3	The She Spot
20,000+	3	So You're New Again
20,000+	2	Your Body Is Not an Apology Workbook
20,000+	2	Claiming Your Place at the Fire
20,000+	1	Zip Tips
20,000+	1	The Sisters Are Alright

## BK BUSINESS

2.5 million+	35	Leadership and Self-Deception
750,000+	25	Love 'Em or Lose 'Em
640,000+	30	The Secret
420,000+	20	Empowerment Takes More Than a Minute
410,000+	22	Leadership and the New Science
360,000+	21	The Outward Mindset
310,000+	23	Full Steam Ahead!
250,000+	29	The 100 Absolutely Unbreakable Laws of Business Success
240,000+	21	Managing By Values
240,000+	23	A Complaint Is a Gift
220,000+	19	Humble Inquiry
200,000+	17	Synchronicity
200,000+	5	Leadership from the Inside Out
190,000+	8	Stewardship
180,000+	17	Know Can Do!
160,000+	10	The Serving Leader
160,000+	5	Breaking through Gridlock
155,000+	10	Change Is Everybody's Business
150,000+	14	Go Team!
150,000+	12	Managers As Mentors
140,000+	16	Theory U

## BK BUSINESS, continued

135,000+	17	Managing
130,000+	7	Help Them Grow or Watch Them Go
130,000+	7	On-the-Level
120,000+	16	Great Leaders Grow
120,000+	12	Got Your Attention?
120,000+	5	Community
110,000+	7	The Heart of Leadership
105,000+	7	Performance Consulting
100,000+	17	Managers Not MBAs
100,000+	14	The World Café
100,000+	13	Helping
100,000+	11	301 Ways to Have Fun at Work
95,000+	7	The Secret of Teams
85,000+	17	The 3 Keys to Empowerment
85,000+	10	The Leadership Wisdom of Jesus
80,000+	10	The Courageous Follower
80,000+	9	I'm Sorry I Broke Your Company
80,000+	9	The Introverted Leader
80,000+	6	Evaluating Training Programs
80,000+	6	The 8 Dimensions of Leadership
75,000+	14	Why Motivating People Doesn't Work . . . and What Does
75,000+	4	A Simpler Way
70,000+	13	A Higher Standard of Leadership
70,000+	10	Negotiating the Impossible
70,000+	8	Appreciative Inquiry
70,000+	6	Chess Not Checkers
65,000+	13	Leading from the Emerging Future
65,000+	6	Finding Our Way
60,000+	16	Hire and Keep the Best People
60,000+	12	Open Space Technology
60,000+	11	The Daily Edge
60,000+	11	Corporate Creativity
60,000+	9	Servant Leadership in Action
60,000+	8	Ideas Are Free
55,000+	9	How to Change Minds
55,000+	7	Positive Leadership

NUMBER OF BOOKS SOLD AND NUMBER OF LANGUAGES IN WHICH EACH TITLE IS AVAILABLE

BK BUSINESS, continued		
55,000+	6	Trust and Betrayal in the Workplace
55,000+	6	Customers As Partners
55,000+	4	Leaders Make the Future
50,000+	15	The One Minute Negotiator
50,000+	15	Collaborating with the Enemy
50,000+	15	The Essentials of Theory U
50,000+	11	Fun Works
50,000+	9	The B Corp Handbook
50,000+	9	Your Leadership Legacy
50,000+	6	Humble Consulting
50,000+	7	Attracting Perfect Customers
50,000+	3	Customer at the Crossroads
50,000+	2	The 4-Dimensional Manager
45,000+	11	Hot Spots
45,000+	7	The Power of Appreciative Inquiry
45,000+	7	Cultural Intelligence
45,000+	6	The Path of Least Resistance for Managers
45,000+	5	Dare to Serve
45,000+	4	Be the Boss Everyone Wants to Work for
45,000+	3	Speaking Up
45,000+	2	Seeing Systems
40,000+	11	Humble Leadership
40,000+	6	Intrinsic Motivation at Work
40,000+	5	The Change Handbook
40,000+	5	Future Search
40,000+	4	Make Their Day!
40,000+	2	How to Be an Inclusive Leader
40,000+	2	The Power of Servant Leadership
35,000+	10	Simply Managing
35,000+	10	Branded Customer Service
35,000+	8	The Intelligent Organization
35,000+	8	Mother Teresa, CEO
35,000+	5	Abolishing Performance Appraisals
35,000+	4	Leaders Made Here
35,000+	4	How to Make Collaboration Work
35,000+	4	Managers As Facilitators
35,000+	1	Salsa, Soul, and Spirit
30,000+	9	The New Organizational Wealth
30,000+	7	The Driver in the Driverless car
30,000+	7	The Long-Distance Leader
30,000+	6	Seeing Red Cars
30,000+	5	The Critical Few
30,000+	5	Putting Total Quality Management to Work
30,000+	3	The Art of Community
30,000+	3	Co-Active Leadership
30,000+	3	Selling with Integrity
30,000+	2	We Can't Talk about That at Work
30,000+	2	The Disciplined Leader
30,000+	1	Cultural Diversity in Organizations
25,000+	15	Bedtime Stories for Managers
25,000+	11	The Blind Men and the Elephant
25,000+	9	The New Organizational Wealth
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25,000+	6	Lead More, Control Less
25,000+	5	Talent Magnet
25,000+	5	A Great Place to Work for All
25,000+	5	Get There Early
25,000+	5	Fusion Leadership
25,000+	5	Driving Growth Through Innovation
25,000+	5	The Change Cycle
25,000+	4	Analysis for Improving Performance
25,000+	4	Bootstrap Leadership
25,000+	4	Getting to Resolution
25,000+	4	You Don't Have to Do It Alone
25,000+	4	Action Inquiry
25,000+	4	Leadership and the Art of the Struggle
25,000+	3	Conversations Worth Having
25,000+	3	Imaginization
25,000+	3	Strategic Business Partner
25,000+	3	The Appreciative Inquiry Handbook
25,000+	3	Terms of Engagement
25,000+	3	The New Leadership Literacies
25,000+	2	The Influence Edge
25,000+	1	Hello, My Name Is Awesome
25,000+	1	Images of Organization Executive Edition
20,000+	12	Ideaship
20,000+	7	Practicing Positive Leadership
20,000+	7	Managing for People Who Hate Managing
20,000+	7	Emotional Value
20,000+	6	Working at Warp Speed
20,000+	6	Structured On-the-Job Training
20,000+	6	Supply Chain Optimization
20,000+	5	Execution IS the Strategy
20,000+	5	The Idea-Driven Organization
20,000+	5	301 More Ways to Have Fun at Work\
20,000+	5	Accountability
20,000+	5	Real Leadership
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20,000+	4	Making Sustainability Work
20,000+	4	Real Time Strategic Change
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20,000+	3	Intrapreneuring in Action
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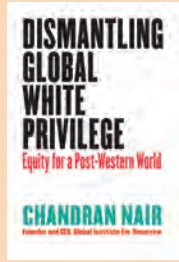
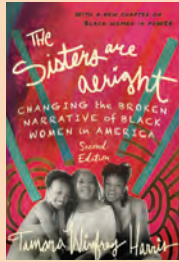
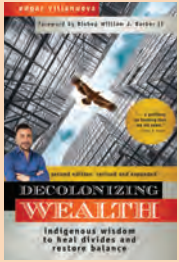
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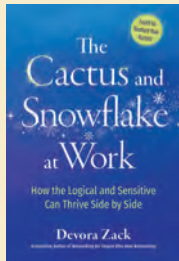
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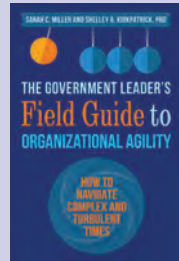
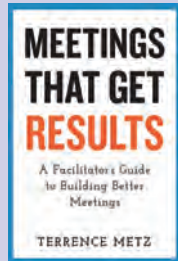
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