Aruba Central Aruba A Hewlett Packard Enterprise Company

Health at a Glance: Latin America and the Caribbean 2020 presents key indicators on health and health systems in 33 Latin America and the Caribbean countries. This first Health at a Glance publication to cover the Latin America and the Caribbean region was prepared jointly by OECD and the World Bank. Regarded as one of the most influential management books of all time, this fourth edition of Leadership and Organizational Culture transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and change. This updated edition focuses on today's business realities. Edgar Schein draws on a wide range of contemporary research to redefine culture and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational goals. Since 2000, IOM has been producing world migration reports. The World Migration Report 2020, the tenth in the world migration report series, has been produced to contribute to increased understanding of migration throughout the world. This new edition presents key data and information on migration as well as

thematic chapters on highly topical migration issues, and is structured to focus on two key contributions for readers: Part I: key information on migration and migrants (including migration-related statistics); and Part II: balanced, evidence-based analysis of complex and emerging migration issues.

The foundational textbook on the study of virology Basic Virology, 4th Edition cements this series' position as the leading introductory virology textbook in the world. It's easily read style, outstanding figures, and comprehensive coverage of fundamental topics in virology all account for its immense popularity. This undergraduate-accessible book covers all the foundational topics in virology, including: The basics of virology Virological techniques Molecular biology Pathogenesis of human viral disease The 4th edition includes new information on the SARS, MERS and COVID-19 coronaviruses, hepatitis C virus, influenza virus, as well as HIV and Ebola. New virological techniques including bioinformatics and advances in viral therapies for human disease are also explored in-depth. The book also includes entirely new sections on metapneumoviruses, dengue virus, and the chikungunya virus.

Aruba Certified Switching Professional (ACSP) Official Certification Study Guide (Exam HPE6-A73)Aruba Certified Switching Associate Official Certification Study Guide (Exam HPE6-A72)Digital Design and Computer ArchitectureARM

EditionMorgan Kaufmann

The fifth edition of Mayhall's Hospital Epidemiology and Infection Prevention has a new streamlined focus, with new editors and contributors, a new two-color format, and a new title. Continuing the legacy of excellence established by Dr. C. Glen Mayhall, this thoroughly revised text covers all aspects of healthcare-associated infections and their prevention and remains the most comprehensive reference available in this complex field. It examines every type of healthcare-associated (nosocomial) infection and addresses every issue relating to surveillance, prevention, and control of these infections in patients and in healthcare personnel, providing unparalleled coverage for hospital epidemiologists and infectious disease specialists.

Written by locals, Fodor's travel guides have been offering expert advice for all tastes and budgets for 80 years. Travelers flock to Aruba for the sunny climate, perfect waters, and excellent beaches. Aruba presents more choices than nearly any other Caribbean island, from world-class oceanfront resorts equipped with gourmet restaurants and high-dollar casinos to intimate neighborhood motels and diners not far off the beach. Fodor's has it all covered in an easy-to-carry, full-color guide filled with everything you need to know to plan the perfect vacation. This travel guide includes: · Dozens of full-color maps · Hundreds of hotel and

restaurant recommendations, with Fodor's Choice designating our top picks · Multiple itineraries to explore the top attractions and what's off the beaten path · Coverage of Oranjestad, Manchebo and Druif Beaches, Eagle Beach, Palm Beach and Noord, Western Tip (California Dunes), Santa Cruz, Savaneta, San Nicolas, Seroe Colorado, and Arikok National Park Planning to visit more of the Caribbean? Check out Fodor's Caribbean travel guide.

In this text an experienced brand manager shows you how to turn your brand from the logo on your letterhead into the driving force behind your company's growth, operational success and long-term profitability. Drawing from methods developed in his consulting and training programmes, Scott Davis provides a thorough grounding in brand strategy.

There is long-standing debate on how population growth affects national economies. A new report from Population Matters examines the history of this debate and synthesizes current research on the topic. The authors, led by Harvard economist David Bloom, conclude that population age structure, more than size or growth per se, affects economic development, and that reducing high fertility can create opportunities for economic growth if the right kinds of educational, health, and labor-market policies are in place. The report also examines specific regions of the world and how their differing policy

environments have affected the relationship between population change and economic development.

Software Defined Networks: A Comprehensive Approach, Second Edition provides in-depth coverage of the technologies collectively known as Software Defined Networking (SDN). The book shows how to explain to business decision-makers the benefits and risks in shifting parts of a network to the SDN model, when to integrate SDN technologies in a network, and how to develop or acquire SDN applications. In addition, the book emphasizes the parts of the technology that encourage opening up the network, providing treatment for alternative approaches to SDN that expand the definition of SDN as networking vendors adopt traits of SDN to their existing solutions. Since the first edition was published, the SDN market has matured, and is being gradually integrated and morphed into something more compatible with mainstream networking vendors. This book reflects these changes, with coverage of the OpenDaylight controller and its support for multiple southbound protocols, the Inclusion of NETCONF in discussions on controllers and devices, expanded coverage of NFV, and updated coverage of the latest approved version (1.5.1) of the OpenFlow specification. Contains expanded coverage of controllers Includes a new chapter on NETCONF and SDN Presents expanded coverage of SDN in optical networks

Provides support materials for use in computer networking courses
Whether you want to dive in and explore a world underwater or just relax on the white sand, paradise is yours with Moon Aruba. Inside you'll find: Strategic itineraries covering the best beaches, the outback, and budget-conscious travel, with ideas for honeymooners, scuba divers, families, and more The top activities and unique experiences: Explore geological formations and see birds with startlingly bright plumage at Arikok National Park or celebrate Carnival with the locals. Indulge in traditional favorites like keshi yena (filled cheese) or cabrito stoba (stewed goat) or feast on fresh ceviche while dining beachfront Outdoor adventures: Go off-roading through the outback, snorkel in turquoise waters, or try your hand at windsurfing or parasailing Ways to respectfully engage with culture from local author and dive instructor Rosalie Klein, from supporting small businesses to exploring ethically and sustainably from local author and former dive instructor Rosalie Klein Full-color, vibrant photos and maps throughout Helpful background on the landscape, culture, history, and environment Handy tips for health and safety, transportation, LGBTQ travelers, families with children, and more With Moon Aruba's practical tips and local perspective, you can experience the best of Aruba. Looking for more fun in the Caribbean sun? Check out Moon Jamaica or Moon Dominican Republic.

In the fall of 1930, David Packard left his hometown of Pueblo, Colorado, to enroll at Stanford University, where he befriended another freshman, Bill Hewlett. After graduation, Hewlett and Packard decided to throw their lots in together. They tossed a coin to decide whose name should go first on the notice of incorporation, then cast about in search of products to sell. Today, the one-car garage in Palo Alto that housed their first workshop is a California historic landmark: the birthplace of Silicon Valley. And Hewlett-Packard has produced thousands of innovative products for millions of customers throughout the world. Their little company employs 98,400 people and boasts constantly increasing sales that reached $25 billion in 1994. While there are many successful companies, there is only one Hewlett-Packard, because from the very beginning, Hewlett and Packard had a way of doing things that was contrary to the prevailing management strategies. In defining the objectives for their company, Packard and Hewlett wanted more than profits, revenue growth and a constant stream of new, happy customers. Hewlett-Packard's success owes a great deal to many factors, including openness to change, an unrelenting will to win, the virtue of sustained hard work and a company-wide commitment to community involvement. As a result, HP now is universally acclaimed as the world's most admired technology company; its wildly successful approach to business has

been immortalized as The HP Way. In this book, David Packard tells the simple yet extraordinary story of his life's work and of the truly exceptional company that he and Bill Hewlett started in a garage 55 years ago.

Explains how to adapt and implement the metrics-based approach developed by the Robin Hood Foundation for ensuring that money donations received by an organization are used as effectively as possible.

If you've been searching for a way to get up to speed on IEEE 802.11n and 802.11ac WLAN standards without having to wade through the entire specification, then look no further. This comprehensive overview describes the underlying principles, implementation details and key enhancing features of 802.11n and 802.11ac. For many of these features the authors outline the motivation and history behind their adoption into the standard. A detailed discussion of key throughput, robustness, and reliability enhancing features (such as MIMO, multi-user MIMO, 40/80/160 MHz channels, transmit beamforming and packet aggregation) is given, plus clear summaries of issues surrounding legacy interoperability and coexistence. Now updated and significantly revised, this 2nd edition contains new material on 802.11ac throughput, including revised chapters on MAC and interoperability, plus new chapters on 802.11ac PHY and multi-user MIMO. An ideal reference for designers of WLAN equipment, network managers,

and researchers in the field of wireless communications.

The CEO's Boss, originally published in 2010, is the definitive guide to a productive working relationship between corporate boards and CEOs. Speaking to an era when company directors must monitor the actions and day-to-day operations of their CEO, William M. Klepper offers eight essential lessons to help boards operate more effectively in this bold and independent role. Since the publication of the first edition, Klepper has continued to develop and apply its lessons for a variety of businesses and settings. In this second edition, Klepper renews the paradigm set forth in the first, with new case studies of companies such as Wells Fargo, BP, Hewlett-Packard, and Proctor & Gamble. Giving directors, executives, investors, and stakeholders the tools to make crucial relationships work, Klepper details the best techniques for selecting the right CEO, establishing a working relationship, and giving effective feedback. He affirms the importance of the social contract between directors and their CEOs, encourages directors to embrace their independence, and teaches executives to value tough love. He revisits the first edition's case studies and derives new insights from how these companies followed—or failed to heed—the book's precepts. He also takes a close look at the predictions he made almost ten years ago, providing new forecasts and integrating core knowledge to ensure that The

CEO's Boss remains essential in our ever-changing business landscape.
A fairy tale wedding and luxury honeymoon turn into a nightmare for Abby and Jim when they stumble upon a cave full of weapons and ammunition destined for delivery to one of the most notorious criminal masterminds of all time. Running for their lives with no help in sight, they must rely on God to be their refuge and strength, a very present help in time of trouble. Psalm 46:1
Get practical tools and guidance for financial controllership you can put to immediate use The Controller's Toolkit delivers a one-of-a-kind collection of templates, checklists, review sheets, internal controls, policies, and procedures that will form a solid foundation for any new or established financial controller. You'll get the tools and information you need to master areas like business ethics, corporate governance, regulatory compliance, risk management, security, IT processes, and financial operations. All of the tools contained in this indispensable book were recommended by corporate and business unit controllers from small to medium-sized companies and large, multinational firms. You will benefit from master-level guidance in areas like: Ethics, Codes of Conduct, and the "Tone at the Top" to support ethical behavior The operational and financial aspects of corporate governance The importance of the Committee of Sponsoring Organizations of the Treadway Commission Framework The

requirement for entity-level controls The importance of linking the business plan with the budget process The Controller's Toolkit also belongs on the bookshelves of finance and accounting students, executives, and managers who wish to know more about the often-complex world of financial controls.
As advances in technology and circuit design boost operating frequencies of microprocessors, DSPs and other fast chips, new design challenges continue to emerge. One of the major performance limitations in today's chip designs is clock skew, the uncertainty in arrival times between a pair of clocks. Increasing clock frequencies are forcing many engineers to rethink their timing budgets and to use skew-tolerant circuit techniques for both domino and static circuits. While senior designers have long developed their own techniques for reducing the sequencing overhead of domino circuits, this knowledge has routinely been protected as trade secret and has rarely been shared. Skew-Tolerant Circuit Design presents a systematic way of achieving the same goal and puts it in the hands of all designers. This book clearly presents skew-tolerant techniques and shows how they address the challenges of clocking, latching, and clock skew. It provides the practicing circuit designer with a clearly detailed tutorial and an insightful summary of the most recent literature on these critical clock skew issues. * Synthesizes the most recent advances in skew-tolerant design in one cohesive

tutorial * Provides incisive instruction and advice punctuated by humorous illustrations * Includes exercises to test understanding of key concepts and solutions to selected exercises

Digital Design and Computer Architecture: ARM Edition covers the fundamentals of digital logic design and reinforces logic concepts through the design of an ARM microprocessor. Combining an engaging and humorous writing style with an updated and hands-on approach to digital design, this book takes the reader from the fundamentals of digital logic to the actual design of an ARM processor. By the end of this book, readers will be able to build their own microprocessor and will have a top-to-bottom understanding of how it works. Beginning with digital logic gates and progressing to the design of combinational and sequential circuits, this book uses these fundamental building blocks as the basis for designing an ARM processor. SystemVerilog and VHDL are integrated throughout the text in examples illustrating the methods and techniques for CAD-based circuit design. The companion website includes a chapter on I/O systems with practical examples that show how to use the Raspberry Pi computer to communicate with peripheral devices such as LCDs, Bluetooth radios, and motors. This book will be a valuable resource for students taking a course that combines digital logic and computer architecture or students taking a two-quarter

sequence in digital logic and computer organization/architecture. Covers the fundamentals of digital logic design and reinforces logic concepts through the design of an ARM microprocessor. Features side-by-side examples of the two most prominent Hardware Description Languages (HDLs)—SystemVerilog and VHDL—which illustrate and compare the ways each can be used in the design of digital systems. Includes examples throughout the text that enhance the reader's understanding and retention of key concepts and techniques. The Companion website includes a chapter on I/O systems with practical examples that show how to use the Raspberry Pi computer to communicate with peripheral devices such as LCDs, Bluetooth radios, and motors. The Companion website also includes appendices covering practical digital design issues and C programming as well as links to CAD tools, lecture slides, laboratory projects, and solutions to exercises.

OECD's Innovation Strategy calls upon all sectors in the economy and society to innovate in order to foster productivity, growth and well-being. Education systems are critically important for innovation through the development of skills that nurture new ideas and technologies.

The devastating impacts of coronavirus (COVID-19) on developing countries have tested the limits, ingenuity and flexibility of development co-operation while

also uncovering best practices. This 58th edition of the Development Co-operation Report draws out early insights from leaders, OECD members, experts and civil society on the implications of coronavirus (COVID-19) for global solidarity and international co-operation for development in 2021 and beyond. This report looks at payment reform, one of many policy tools being used to improve health system performance.

Despite efforts to redress the prejudice and discrimination faced by people with mental illness, a pervasive stigma remains. Many well-meant programs have attempted to counter stigma with affirming attitudes of recovery and self-determination. Yet the results of these efforts have been mixed. In The Stigma Effect, psychologist Patrick W. Corrigan examines the unintended consequences of mental health campaigns and proposes new policies in their place. Corrigan analyzes the agendas of government agencies, mental health care providers, and social service agencies that work with people with mental illness, dissecting how their best intentions can misfire. For example, a campaign to change the language around mental illness by replacing supposedly stigmatizing words with empowering ones has made little difference in how people with mental health conditions are viewed. Educational programs that frame mental illness as a brain disorder have made the general public less likely to blame people for their illnesses, but also skeptical that such conditions can be cured. Ultimately, Corrigan argues that effective strategies require leadership by those with

lived experience, as their recovery stories replace ideas of incompetence and dangerousness with ones of hope and empowerment. As an experienced clinical researcher, as an advocate, and as a person who has struggled with such prejudices, Corrigan challenges readers to carefully examine anti-stigma programs and reckon with their true effects.

Longlisted for the National Book Award New York Times Bestseller A former Wall Street quant sounds an alarm on the mathematical models that pervade modern life -- and threaten to rip apart our social fabric We live in the age of the algorithm. Increasingly, the decisions that affect our lives--where we go to school, whether we get a car loan, how much we pay for health insurance--are being made not by humans, but by mathematical models. In theory, this should lead to greater fairness: Everyone is judged according to the same rules, and bias is eliminated. But as Cathy O'Neil reveals in this urgent and necessary book, the opposite is true. The models being used today are opaque, unregulated, and uncontestable, even when they're wrong. Most troubling, they reinforce discrimination: If a poor student can't get a loan because a lending model deems him too risky (by virtue of his zip code), he's then cut off from the kind of education that could pull him out of poverty, and a vicious spiral ensues. Models are propping up the lucky and punishing the downtrodden, creating a "toxic cocktail for democracy." Welcome to the dark side of Big Data. Tracing the arc of a person's life, O'Neil exposes the black box models that shape our future, both as individuals and as a

society. These "weapons of math destruction" score teachers and students, sort r sum s, grant (or deny) loans, evaluate workers, target voters, set parole, and monitor our health. O'Neil calls on modelers to take more responsibility for their algorithms and on policy makers to regulate their use. But in the end, it's up to us to become more savvy about the models that govern our lives. This important book empowers us to ask the tough questions, uncover the truth, and demand change. -- Longlist for National Book Award (Non-Fiction) -- Goodreads, semi-finalist for the 2016 Goodreads Choice Awards (Science and Technology) -- Kirkus, Best Books of 2016 -- New York Times, 100 Notable Books of 2016 (Non-Fiction) -- The Guardian, Best Books of 2016 -- WBUR's "On Point," Best Books of 2016: Staff Picks -- Boston Globe, Best Books of 2016, Non-Fiction

(Black & White version) Fundamentals of Business was created for Virginia Tech's MGT 1104 Foundations of Business through a collaboration between the Pamplin College of Business and Virginia Tech Libraries. This book is freely available at: http://hdl.handle.net/10919/70961 It is licensed with a Creative Commons-NonCommercial ShareAlike 3.0 license.

Lea's Chemistry of Cement and Concrete deals with the chemical and physical properties of cements and concretes and their relation to the practical problems that arise in manufacture and use. As such it is addressed not only to the chemist and those concerned with the science and technology of silicate materials, but also to those

interested in the use of concrete in building and civil engineering construction. Much attention is given to the suitability of materials, to the conditions under which concrete can excel and those where it may deteriorate and to the precautionary or remedial measures that can be adopted. First published in 1935, this is the fourth edition and the first to appear since the death of Sir Frederick Lea, the original author. Over the life of the first three editions, this book has become the authority on its subject. The fourth edition is edited by Professor Peter C. Hewlett, Director of the British Board of Agrement and visiting Industrial Professor in the Department of Civil Engineering at the University of Dundee. Professor Hewlett has brought together a distinguished body of international contributors to produce an edition which is a worthy successor to the previous editions.

Provides the fundamentals, technologies, and best practices in designing, constructing and managing mission critical, energy efficient data centers Organizations in need of high-speed connectivity and nonstop systems operations depend upon data centers for a range of deployment solutions. A data center is a facility used to house computer systems and associated components, such as telecommunications and storage systems. It generally includes multiple power sources, redundant data communications connections, environmental controls (e.g., air conditioning, fire suppression) and security devices. With contributions from an international list of experts, The Data Center Handbook instructs readers to: Prepare strategic plan that includes location

plan, site selection, roadmap and capacity planning Design and build "green" data centers, with mission critical and energy-efficient infrastructure Apply best practices to reduce energy consumption and carbon emissions Apply IT technologies such as cloud and virtualization Manage data centers in order to sustain operations with minimum costs Prepare and practice disaster reovery and business continuity plan The book imparts essential knowledge needed to implement data center design and construction, apply IT technologies, and continually improve data center operations.

An inside look at what makes a successful financial services company Irv Rothman may not have considered a career in the financial services early on, but he ended up in leadership positions at AT&T, Compaq and, for over a decade, Hewlett-Packard. His consistent record of success and insider perspective make him the perfect guide to the art of building and growing a financial services company, and in Out-Executing the Competition he shares his remarkable story and years of experience, giving readers a glimpse into his numerous accomplishments and providing takeaways they can apply to their own companies, whatever the industry. An engaging and lively account of Rothman's career focusing on his work at financial services companies during some of the most economically challenging periods of the past thirty years, the book explores the methods and tactics he used to help his companies not only weather financial uncertainty, but to thrive. Tells the story of financial services company expert Irv Rothman, in his own words Includes invaluable insights into how to build a financial

services company that can survive and thrive in even the toughest economic climate Helps readers working at financial services companies and in other industries to construct solid businesses that can outperform their competition Part biography, part how-to guide, Out-Executing the Competition is the ultimate inside look at building a financial services company that's sure to succeed.

Waste Electrical and Electronic Equipment (WEEE) Handbook, Second Edition, is a one-stop reference on current electronic waste legislation initiatives, their impact, and the latest technological considerations for reducing electronic waste (e-waste) and increasing the efficiency of materials recovery. It also provides a wide-range of global and corporate examples and perspectives on the challenges that face specific regions and companies, along with the solutions they are implementing in managing e-waste, offering further insights on how discarded products can be treated. Sections introduce the reader to legislation and initiatives to manage WEEE and discuss technologies for the refurbishment, treatment and recycling of waste electronics. Further sections focus on electronic products that present particular challenges for recyclers, explore sustainable design of electronics and supply chains, discuss national and regional WEEE management schemes, and more. Addresses the latest challenges and opportunities for electronic waste (e-waste) management, including e-waste collection models, circular economy implications, rare earth metal recovery, and much more Draws lessons for waste electrical and electronic equipment (WEEE) policy and

practice from around the world Discusses legislation and initiatives to manage WEEE, including global e-waste initiatives, EU legislation relating to electronic waste, and eco-efficiency evaluation of WEEE take-back systems

This book goes beneath the surface of what it means to be the Female Breadwinner. Jenny Garrett, award-winning coach, shares her personal experience and that of 8 other women, on how to have a successful family life and career. The book contains a series of interactive transformative exercises drawing from the world of coaching and psychology and will support personal and professional development for all individuals. Find out: where your guilt button is and who is pressing it, what you love about being breadwinner that you were afraid to admit, how you tackle the thorny subject of money, and how to cure yourself of Superwoman Syndrome!

The goal of image synthesis is to create, using the computer, a visual experience that is identical to what a viewer would experience when viewing a real environment. Radiosity and Realistic Image Synthesis offers the first comprehensive look at the radiosity method for image synthesis and the tools required to approach this elusive goal. Basic concepts and mathematical fundamentals underlying image synthesis and radiosity algorithms are covered thoroughly. (A basic knowledge of undergraduate calculus is assumed). The algorithms that have been developed to implement the radiosity method ranging from environment subdivision to final display are discussed. Successes and difficulties in implementing and using these algorithms are highlighted. Extensions to

the basic radiosity method to include glossy surfaces, fog or smoke, and realistic light sources are also described. There are 16 pages of full colour images and over 100 illustrations to explain the development and show the results of the radiosity method. Results of applications of this new technology from a variety of fields are also included. Michael Cohen has worked in the area of realistic image synthesis since 1983 and was instrumental in the development of the radiosity method. He is currently an assistant professor of computer science at Princeton University. John Wallace is a software engineer at 3D/EYE, Inc., where he is the project leader for the development of Hewlett-Packard's ATRCore radiosity and ray tracing library. A chapter on the basic concepts of image synthesis is contributed by Patrick Hanrahan. He has worked on the topic of image synthesis at Pixar, where he was instrumental in the development of the Renderman software. He has also led research on the hierarchical methods at Princeton University, where he is an associate professor of computer science. All three authors have written numerous articles on radiosity that have appeared in the SIGGAPH proceedings and elsewhere. They have also taught the SIGGRAPH course on radiosity for 5 years. * The first comprehensive book written about radiosity - Features applications from the fields of computer graphics, architecture, industrial design, and related computer aided design technologies - Offers over 100 illustrations and 16 pages of full-color images demonstrating the results of radiosity methods - Contains a chapter authored by Pat Hanrahan on the basic concepts of image

synthesis and a foreword by Donald Greenberg
In the last ten years IT has brought fundamental changes to the way the world works.
Not only has it increased the speed of operations and communications, but it has also
undermined basic assumptions of traditional business models and increased the
number of variables. Today, the survival of major corporations is challenged by a world-
wide marketplace, international operations, outsourcing, global communities, a
changing workforce, security threats, business continuity, web visibility, and customer
expectations. Enterprises must constantly adapt or they will be unable to compete. Fred
Cummins, an EDS Fellow, presents IT as a key enabler of the agile enterprise. He
demonstrates how the convergence of key technologies—including SOA, BPM and
emerging enterprise and data models—can be harnessed to transform the enterprise.
Cummins mines his 25 years experience to provide IT leaders, as well as enterprise
architects and management consultants, with the critical information, skills, and insights
they need to partner with management and redesign the enterprise for continuous
change. No other book puts IT at the center of this transformation, nor integrates these
technologies for this purpose. Shows how to integrate and deploy critical technologies
to foster agility Details how to design an enterprise architecture that takes full
advantage of SOA, BPM, business rules, enterprise information management, business
models, and governance Outlines IT's critical mission in providing an integration
infrastructure and key services, while optimizing technology adoption throughout the

enterprise Illustrates concepts with examples and cases from large and small commercial enterprises Shows how to create systems that recognize and respond to the need for change Identifies the unique security issues that arise with SOA and shows how to deploy a framework of technologies and processes that address them Based on her research of 800 biotechnology companies and 3,200 biotechnology executives, Harvard Business School professor Monica Higgins discovered that one firm–Baxter–was the breeding ground for today's most successful biotechnology ventures. This phenomena of one organization spawning an industry has also been seen in the high-tech (Hewlett-Packard) and semiconductor industries (Fairchild). However, until now there has been no suitable explanation of why and how these organizations were able to create the next generation of industry leaders. Career Imprints shows why Baxter was so successful in spawning senior executives and offers an understanding of what it takes for an organization to produce leaders that will dominate an industry for years to come. In this important book, Higgins shows that an organization's "career imprint"¾the result of company systems, structure, strategy, and culture¾that employees take with them throughout their careers is the key to creating great leaders. By understanding these factors, staff, human resource executives, and CEOs can analyze their own organization's career imprint and develop leaders. This book addresses the high cost of mental illness, the organisation of care, changes and future directions for the mental health workforce, indicators for mental health care

and quality, and tools for better governance of the system.