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Working Identity: Unconventional Strategies for Reinventing Your Career Herminia Ibarra:

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Based on her in-depth research on

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professionals and managers in transition, Ibarra outlines an active process of career reinvention that leverages three ways of "working identity": experimenting with new professional activities, interacting in new networks of people, and making sense of what is happening to us in light of emerging possibilities.

~~Working Identity: Unconventional Strategies for ...~~

Ibarra's research unearths 9 unconventional strategies for reinventing our careers: 1/ act, then reflect; 2/ flirt with your selves;

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3/ live the contradictions; 4/ make big change in small steps; 5/ experiment with new roles; 6/ find people who are what you want to be; 7/ don't wait for a catalyst; 8/ step back periodically but not for too long; 9/ and seize windows of opportunity.

~~Working Identity: Unconventional Strategies for ...~~

Working Identity: Unconventional Strategies for Reinventing Your Career. Whether as a daydream or a spoken desire, nearly all of us have entertained the notion of reinventing ourselves. Feeling unfulfilled, burned out,

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or just plain unhappy with what we're doing, we long to make that leap into the unknown.

~~Working Identity: Unconventional Strategies for ...~~

Working Identity - Unconventional Strategies for Reinventing your Career. Looking to stay stuck in the wrong career? INSEAD Professor Herminia Ibarra has a little hint - keep listening to the usual advice about changing careers. Because the "plan and implement" approach, characterised by personality tests and searching for the 'perfect' career, usually leaves us exactly where we started.

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Make time for reflection—without missing out on windows of opportunity. Decide when to abandon the old path in order to follow the new. Arrange new events into a coherent story of who we are becoming. A call to the dreamer in each of us, *Working Identity* explores the process for crafting a more fulfilling future.

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Here are nine unconventional strategies for reinventing your career: act, then reflect; flirt with your selves; live the contradictions; make big change in small steps; experiment with new roles; find people who are what you want to be; don't wait for a catalyst; step back periodically but not for too long; and seize windows of opportunity.

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Identity: Unconventional Strategies for Reinventing Your Career ? (Harvard Business School Press, 2003) documents how people re

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invent themselves at work. Her numerous articles are published in...

~~(PDF) Herminia Ibarra: Working Identity, Your Personal ...~~

Based on her in-depth research on professionals and managers in transition, Ibarra outlines an active process of career reinvention that leverages three ways of "working identity": experimenting with new professional activities, interacting in new networks of people, and making sense of what is happening to us in light of emerging possibilities.

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Working Identity Unconventional Strategies for Reinventing Your Career by Herminia Ibarra ISBN 13: 9781591394136 ISBN 10: 1591394139 Paperback; New Delhi: Harvard Business School Press, January 2004; ISBN-13: 978-1591394136

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Working Identity: Unconventional Strategies for Reinventing Your Career By Herminia

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Ibarra How Successful Career Changers Turn Fantasy into Reality Whether as a daydream or a spoken desire, nearly all of us have entertained the notion of reinventing ourselves.

~~Books | Herminia Ibarra~~

Working Identity: Unconventional Strategies for Reinventing Your Career. ... Working Identity dares the dreamer in each of us to craft a more fulfilling future. Product #: Pages: 256. Related Topics: Job satisfaction, Career changes, Career planning, Psychology, Managing professionals, Human behavior, ...

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~~Working Identity: Unconventional Strategies for ...~~

Working Identity: Unconventional Strategies for Reinventing Your Career Herminia Ibarra. This is a fascinating book discussing the process by which mid-career professionals change their career paths. The process is never linear, it generally involves a bit of trial and error, a lot of time (3-5 years for a transition to be complete), along with ...

~~Working Identity: Unconventional Strategies for ...~~

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Working Identity A Summary Herminia Ibarra (199pgs, 2003) 1) Reinventing Yourself Even when career change looks like a chance occurrence led by random or unexpected events or happenings, certain common and knowable patterns are at work. There are a set of unconventional strategies that can be used to tap into these common patterns.

~~Working Identity — Sajith Pai~~

Based on her in-depth research on professionals and managers in transition, Ibarra outlines an active process of career reinvention that leverages three ways of

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"working identity": experimenting...

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Working Identity: Unconventional Strategies for Reinventing Your Career by Herminia Ibarra. ... This is one of the books I have recommended the most over the past 10 years of working with senior leaders considering or going through career transition. What.

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Ibarra's research unearths 9 unconventional

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strategies for reinventing our careers: 1/ act, then reflect; 2/ flirt with your selves; 3/ live the contradictions; 4/ make big change in small steps; 5/ experiment with new roles; 6/ find people who are what you want to be; 7/ don't wait for a catalyst; 8/ step back periodically but not for too long; 9/ and seize windows of opportunity.

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'Working Identity' is a refreshing blast of attention aimed where career-changers need it most: the arid and lonely landscape of In-

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Between. Ibarra draws attention to the emotionally-laden fact often overlooked by career-change books: that changing careers is actually a process of changing identity.

A powerful model for career reinvention that reverses conventional wisdom Includes fascinating case studies of personal and professional reinventions—from literature professor to stockbroker, from psychiatrist to Buddhist monk, and from investment banker to fiction writer, among others. Gives

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readers a new way to understand change in their lives. Career change is not a step-by-step linear process—it's crooked and takes much longer than we think. Nor is change the result of one big event. Rather, many small steps add up to a successful change.

How Successful Career Changers Turn Fantasy into Reality Whether as a daydream or a spoken desire, nearly all of us have entertained the notion of reinventing ourselves. Feeling unfulfilled, burned out, or just plain unhappy with what we're doing, we long to make that leap into the unknown.

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But we also hold on, white-knuckled, to the years of time and effort we've invested in our current profession. In this powerful book, Herminia Ibarra presents a new model for career reinvention that flies in the face of everything we've learned from "career experts." While common wisdom holds that we must first know what we want to do before we can act, Ibarra argues that this advice is backward. Knowing, she says, is the result of doing and experimenting. Career transition is not a straight path toward some predetermined identity, but a crooked journey along which we try on a host of "possible selves" we

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might become. Based on her in-depth research on professionals and managers in transition, Ibarra outlines an active process of career reinvention that leverages three ways of "working identity": experimenting with new professional activities, interacting in new networks of people, and making sense of what is happening to us in light of emerging possibilities. Through engrossing stories—from a literature professor turned stockbroker to an investment banker turned novelist—Ibarra reveals a set of guidelines that all successful reinventions share. She explores specific ways that hopeful career

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changers of any background can: Explore possible selves Craft and execute "identity experiments" Create "small wins" that keep momentum going Survive the rocky period between career identities Connect with role models and mentors who can ease the transition Make time for reflection—without missing out on windows of opportunity Decide when to abandon the old path in order to follow the new Arrange new events into a coherent story of who we are becoming. A call to the dreamer in each of us, Working Identity explores the process for crafting a more fulfilling future. Where we end up may

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surprise us.

How Successful Career Changers Turn Fantasy into Reality Whether as a daydream or a spoken desire, nearly all of us have entertained the notion of reinventing ourselves. Feeling unfulfilled, burned out, or just plain unhappy with what we're doing, we long to make that leap into the unknown. But we also hold on, white-knuckled, to the years of time and effort we've invested in our current profession. In this powerful book, Herminia Ibarra presents a new model for career reinvention that flies in the face

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- " Explore possible selves
- " Craft and execute "identity experiments"
- " Create "small wins" that keep momentum going
- " Survive the rocky period between career identities
- " Connect with role

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models and mentors who can ease the transition " Make time for reflection-without missing out on windows of opportunity "

Decide when to abandon the old path in order to follow the new " Arrange new events into a coherent story of who we are becoming. A call to the dreamer in each of us, Working Identity explores the process for crafting a more fulfilling future. Where we end up may surprise us. Herminia Ibarra is Professor of Organizational Behavior at INSEAD in Fontainebleau, France.

You aspire to lead with greater impact. The

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problem is you're busy executing on today's demands. You know you have to carve out time from your day job to build your leadership skills, but it's easy to let immediate problems and old mind-sets get in the way. Herminia Ibarra—an expert on professional leadership and development and a renowned professor at INSEAD, a leading international business school—shows how managers and executives at all levels can step up to leadership by making small but crucial changes in their jobs, their networks, and themselves. In *Act Like a Leader, Think Like a Leader*, she offers advice to help you: •

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Redefine your job in order to make more strategic contributions • Diversify your network so that you connect to, and learn from, a bigger range of stakeholders • Become more playful with your self-concept, allowing your familiar—and possibly outdated—leadership style to evolve Ibarra turns the usual “think first and then act” philosophy on its head by arguing that doing these three things will help you learn through action and will increase what she calls your *outsight*—the valuable external perspective you gain from direct experiences and experimentation. As opposed to insight,

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outsight will then help change the way you think as a leader: about what kind of work is important; how you should invest your time; why and which relationships matter in informing and supporting your leadership; and, ultimately, who you want to become. Packed with self-assessments and practical advice to help define your most pressing leadership challenges, this book will help you devise a plan of action to become a better leader and move your career to the next level. It's time to learn by doing.

What does it mean to be yourself at work? As

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a leader, how do you strike the right balance between vulnerability and authority? This book explains the role of authenticity in emotionally intelligent leadership. You'll learn how to discover your authentic self, when emotional responses are appropriate, how conforming to specific standards can hurt you, and when you need to feel like a fake. This volume includes the work of: Bill George Herminia Ibarra Rob Goffee Gareth Jones This collection of articles includes: "Discovering Your Authentic Leadership" by Bill George, Peter Sims, Andrew N. McLean, and Diana Mayer; "The Authenticity Paradox" by Herminia

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Ibarra; "What Bosses Gain by Being Vulnerable" by Emma Seppala; "Practice Tough Empathy" by Rob Goffee and Gareth Jones; "Cracking the Code That Stalls People of Color" by Sylvia Ann Hewitt; "For a Corporate Apology to Work, the CEO Should Look Sad" by Sarah Green Carmichael; and "Are Leaders Getting Too Emotional?" an interview with Gautam Mukunda and Gianpiero Petriglieri by Adi Ignatius and Sarah Green Carmichael. How to be human at work. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business

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Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

Everyone feels stuck every now and again, paralyzed by the gnawing feeling that something must change - whether in one's work or work environment, or in a life situation

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or way of living. But when is this feeling an indication of major psychological impasse? And when will this failure to get “unstuck” threaten not only your personal life and career, but even the healthy functioning of the rest of your team or organization? What are the steps to navigate out of this kind of rut and find a meaningful way forward? In *Getting Unstuck*, psychologist Timothy Butler shares a proven model for moving from a state of career or life impasse to a new vision based on deeper knowledge of the work and life structures that will ultimately be most meaningful. Outlining a process that he has

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used with thousands of executives and MBA students, Butler explains how to recognize a state of psychological impasse and shows that this state is in fact the beginning of a necessary and predictable process of psychological development that is repeated many times throughout one's life. Further, he shows how to turn impasse into a vision of meaning and purpose, first by awakening and deepening one's imagination, then by recognizing patterns of meaning in one's life, and finally, by taking action to turn one's meaningful vision into a daily reality. Supported by a wide range of stories of

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others who have accomplished similar life transitions, this book is written for anyone who feels stuck and is looking for practical and authoritative guidance for moving out of his or her own immediate impasse.

How to close the gap between strategy and execution Two-thirds of executives say their organizations don't have the capabilities to support their strategy. In *Strategy That Works*, Paul Leinwand and Cesare Mainardi explain why. They identify conventional business practices that unintentionally create a gap between strategy and execution.

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And they show how some of the best companies in the world consistently leap ahead of their competitors. Based on new research, the authors reveal five practices for connecting strategy and execution used by highly successful enterprises such as IKEA, Natura, Danaher, Haier, and Lego. These companies:

- Commit to what they do best instead of chasing multiple opportunities
- Build their own unique winning capabilities instead of copying others
- Put their culture to work instead of struggling to change it
- Invest where it matters instead of going lean across the board
- Shape the future instead of

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reacting to it Packed with tools you can use for building these five practices into your organization and supported by in-depth profiles of companies that are known for making their strategy work, this is your guide for reconnecting strategy to execution.

This book offers a clear exposition of introductory macroeconomic theory along with more than 600 one- or two-sentence "news clips" that serve as illustrations and exercises.

Make Your Contacts Count is a practical, step-

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by-step guide for creating, cultivating, and capitalizing on networking relationships and opportunities. Packed with valuable tools, the book offers a field-tested "Hello to Goodbye" system that takes readers from entering a room, to making conversations flow, to following up. Updated from its first edition, the book now includes expanded advice on building social capital at work and in job hunting, as well as new case studies, examples, checklists, and questionnaires. Readers will discover how to:

- * draft a networking plan
- * cultivate current contacts
- * make the most of memberships
- * effectively

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exchange business cards * avoid the top ten networking turn-offs * share anecdotes that convey character and competence * transform their careers with a networking makeover Job-seekers, career-changers, entrepreneurs, and others will find all the networking help they need to supercharge their careers and boost their bottom lines.

This book examines how the interplay between globalization and the assertion of local identities is reshaping the political landscape of Africa. While defending their values against external forces, people

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simultaneously - and paradoxically - use the interconnectivity of global networks to maximize their particular interests. Focusing on the relation between national identity and state formation, the authors explore the far-reaching consequences of these contradictory dynamics. Although Africa shares many common trends with other parts of the world, it also displays distinctive features. A region characterized by the increased mobility of people, goods and ideas challenges some conventional assumptions of statecraft and also highlights the advantages of federalism - not merely as a constitutional option, but

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as a pragmatic device for managing diversity and holding fragile states together. The book further explores emerging types of state formation in the same political space, as exemplified by the combination of elements of a kingdom, an independent state and a national power base in the province of KwaZulu-Natal and the careful crafting of an alternative state within a state by the Solidarity Movement in South Africa. Informed by examples and case studies drawn from different parts of Africa, this book will be of great interest to students and scholars of Africa, politics, sociology, media studies

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and the social sciences more generally.

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