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Santiago Lopez, a 21-year-old ethical hacker who shows corporations their cybersecurity fails, expects to keep going for years to come Santiago...

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"First class. A great job at collating our philosophy." - Warren Buffett  
"Very practical." - Charlie Munger  
"One of the top investment books of all time." - The Motley Fool  
"A must-read business book." - JP Morgan Private Banking  
"As much a business management book as a personal finance book." - Publisher's Weekly  
"One of the best books of the year. Two thumbs up!" - CNN (Financial News)  
"A serious investment course with entertainment thrown in." - Investor's Chronicle  
"The book on Buffett - a superb job!" - Forbes  
"Extraordinary - full of wisdom, humour and common sense." - Money  
"A classic on value investing and the

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definitive source on Buffett." - The Financial Times

All immigrants to America have a story with the American Dream, a story sometimes intimately intertwined with personal dreams. My story might be a surprising, if not maybe an unexpected one diverging from the usual account of pitiful existence in Haiti's slums or that of struggle for adaptation to America's way of life by one of Haiti's "boat people" who landed on South Florida's coast. It is a story that starts from the lower plains of the Artibonite Valley in Haiti with a dream from my great grandfather, Joizil Estimé, and continues in the United States, ultimately in Powell, Ohio. It is the story of a Haitian immigrant born in the small coastal town of Saint-Marc, Haiti. It evolves with my

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experiences growing up in my native country where my formative years were influenced by a connection to a diverse sociocultural environment. It progresses with my interaction with other societal enclaves in foreign lands like Germany and ultimately in the United States. It is an account of dreams fulfilled or unfulfilled, due not only to factors such as the convergence of different motivational agents (dreambuilders), the winds blowing on corporate America, whether in Haiti or the United States, but also to different conditions such as country of origin, globalization, social class, and Afro-ethnicity in America (dreamkillers). It is the story of coping with life changes, of integration into the American mainstream, of successes and disappointments of an immigrant from Haiti. But it is more than the story of an



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immigrant; it also reflects in a way the struggle of all immigrants coping with the pursuit of the American Dream and the quest for adaptation and continuous learning. It relates to all those who have wrestled with their dreams, those who have learned to make the best out of life's circumstances and keep a positive outlook in the era we live in. Dreambuilders, dreamkillers are in all walks of life.

The core purpose of social enterprise is to create value for the betterment of society. This aim lies at the center of the framework and is the end toward which all other elements in the framework must contribute. Greater alignment of these elements with the central purpose produces higher organizational coherence which contributes to superior

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performance.

As in previous editions of *The Essays of Warren Buffett*, this one retains the architecture and philosophy of the original edition but adds selections from Warren Buffett's most recent annual shareholder letters. All the letters are woven together into a fabric that reads as a complete and coherent narrative of a sound business and investment philosophy. As an aid to all readers, and to enable readers of the previous editions to see what is new in this one, a disposition table at the end of the book shows the various places in this collection where selections from each year's letter appear. Footnotes throughout indicate the year of the annual report from which essays are taken. To avoid

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interrupting the narrative flow, omissions of text within excerpts are not indicated by ellipses or other punctuation. This new edition is called for not because anything has changed about the fundamentals of Buffett's sound business and investment philosophy but because articulation of that philosophy is always delivered in the context of contemporary events and business conditions so periodic updating is warranted to maintain its currency

Private equity firms are snapping up brand-name companies and assembling portfolios that make them immense global conglomerates. They're often able to maximize investor value far more successfully than traditional public companies. How do PE firms become such

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powerhouses? Learn how, in Lessons from Private Equity Any Company Can Use. Bain chairman Orit Gadiesh and partner Hugh MacArthur use the concise, actionable format of a memo to lay out the five disciplines that PE firms use to attain their edge:

- Invest with a thesis using a specific, appropriate 3-5-year goal
- Create a blueprint for change--a road map for initiatives that will generate the most value for your company within that time frame
- Measure only what matters--such as cash, key market intelligence, and critical operating data
- Hire, motivate, and retain hungry managers--people who think like owners
- Make equity sweat--by making cash scarce, and forcing managers to redeploy underperforming capital in productive directions

This is the PE formulate for unleashing a company's true

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potential.

This book places current and future work team practices in historical context. Researchers from 10 countries have contributed chapters that represent developments specific to their regions and that illustrate the way ideas spread around the world. Some principles of effective teaming were independently discovered in different countries, and some principles emerged from the work of researchers like Trist, Emery, and Lewin and spread around the world. But all of the practices were driven by the dynamic tension between the psychology of the employee and business necessities. Theories and cases describe autonomous work groups, self-managed work teams, cell teams, and other

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collaborative work structures. Contributions to the design of such structures came from psychology, management, sociology, industrial engineering, and manufacturing. Because of the challenges inherent in reorganising work around teams instead of individuals, organizations are at different stages in evolving into 21st century work systems.

Academics, community activists, and politicians have rediscovered regionalism, insisting that regions are critical functional units in a world-wide economy and, just as important, critical functional units in individual American lives. More and more of us travel across city, county, even state borders every morning on our way to work. Our television, radio, and print media rely on a regional

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marketplace. Our businesses, large and small, depend on suppliers, workers, and customers who rarely reside in a single jurisdiction. The parks, riverfronts, stadiums, and museums we visit draw from, and provide an identity to, an area much larger than a single city. The fumes, gases, chemicals, and run-off that pollute our air and water have no regard for municipal boundaries. This book lays out a variety of opinions on regionalism, its history and its future. While the essays do not comprise a debate, pro and con, about regionalism, they do provide a wide array of perspectives, based on the authors' diverse backgrounds and experience. Some contributors have made close academic studies of how regional action occurs, in various states like Minnesota, California, and Oregon; others give an

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historical account of a particular region like that surrounding New York City; and yet others point out aspects of regionalism--race, especially-- that should not be ignored. Why did past efforts at regional collaboration fall apart? What did regionalist efforts of decades ago leave undone, and what new goals should regionalists set? Without an understanding of these questions, policymakers and advocates may find themselves "reinventing the region." This book provides an important understanding of how regionalism has played out in the past, how policies shape places, and the possibilities and limits of regional action. Bruce J. Katz, director of the Brookings Institution Center on Urban and Metropolitan Policy, was formerly chief of staff at the U.S. Department of Housing and Urban Development.



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Despite the backlash against lesbian and gay rights occurring in cities and states across the country, a growing number of corporations are actually expanding protections and benefits for their gay and lesbian employees. Why this should be, and why some corporations are increasingly open to inclusive policies while others are determinedly not, is what Nicole C. Raeburn seeks to explain in *Changing Corporate America from Inside Out*. A long-overdue study of the workplace movement, Raeburn's analysis focuses on the mobilization of lesbian, gay, and bisexual employee networks over the past fifteen years to win domestic partner benefits in Fortune 1000 companies. Drawing on surveys of nearly one hundred corporations with and without gay

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networks, intensive interviews with human resources executives and gay employee activists, as well as a number of case studies, Raeburn reveals the impact of the larger social and political environment on corporations' openness to gay-inclusive policies, the effects of industry and corporate characteristics on companies' willingness to adopt such policies, and what strategies have been most effective in transforming corporate policies and practices to support equitable benefits for all workers. Nicole C. Raeburn is assistant professor and chair of sociology at the University of San Francisco.

The formation of a group identity has always been a major preoccupation of Mexican American political organizations,

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whether they seek to assimilate into the dominant Anglo society or to remain separate from it. Yet organizations that sought to represent a broad cross section of the Mexican American population, such as LULAC and the American G.I. Forum, have dwindled in membership and influence, while newer, more targeted political organizations are prospering—clearly suggesting that successful political organizing requires more than shared ethnicity and the experience of discrimination. This book sheds new light on the process of political identity formation through a study of the identity politics practiced by four major Mexican American political organizations—the Southwest Network for Environmental and Economic Justice, the Southwest Industrial Areas Foundation, the Texas Association of

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Mexican American Chambers of Commerce, and the Mexican American Women's National Association (now known as MANA—A National Latina Organization). Through interviews with activists in each organization and research into their records, Benjamin Marquez clarifies the racial, class-based, and cultural factors that have caused these organizations to create widely differing political identities. He likewise demonstrates why their specific goals resonate only with particular segments of the Mexican American community.

This book examines how, despite the enormous criticism drawn by for-profit universities, these institutions are leaders in many of the key areas in which traditional higher

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education is stumbling.

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