

THE FUTURE OF HR

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Understanding Knowledge
Management for Motivation,
Negotiation, and Influence

BY

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INVESTOR IN PEOPLE

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Preface

This is a textbook in management and leadership courses. In this book we have developed 74 student reflection tasks followed by some case letters to help students understand the material in the book, and hopefully become better leaders. The student reflection tasks are based on process pedagogy.¹ This means here that the students learn by working in teams with the reflection tasks in the book.

Due to the student reflection tasks and case letters in the book, it is suitable for use in online courses, where students work in groups and meet on campus for discussions, guidance and presentation of the student tasks in the book.

This book focuses on key elements of positive psychology and how these can be used in positive leadership. It also explores how positive leadership can be used in situations where negotiation and influence are important aspects of leadership.

Positive psychology is the theoretical foundation for the new positive leadership. Positive psychology is already used in organisational psychology. Some researchers state that classical psychology no longer has anything to offer in the field of leadership and organisational psychology.

¹Process pedagogy is explained in the Appendix.