

---

# Gartner 2017 Magic Quadrant For Metadata Management

---

Handbook of Research on Engineering Education in a Global Context  
Beyond the Obvious

Core Concepts of Accounting Information Systems

Creating Value from Intellectual Capital

Records and Information Management

A Deep Dive into NoSQL Databases: The Use Cases and Applications

The Effortless Experience

Conquering the New Battleground for Customer Loyalty

Building Effective Cybersecurity Programs

The Connector Manager

Customer Relationship Management

Handbook of Research on Big Data Storage and Visualization Techniques

Bank Management in Disruption

8th International Joint Conference, IC3K 2016, Porto, Portugal, November 9–11, 2016, Revised Selected Papers  
Second Edition

BIS 2014 International Workshops, Larnaca, Cyprus, May 22-23, 2014, Revised Papers

Cyber Security Auditing, Assurance, and Awareness Through CSAM and CATRAM

The Agile Way to Quality

Research Anthology on Big Data Analytics, Architectures, and Applications

Why Some Leaders Build Exceptional Talent - and Others Don't

Agile Testing

Transforming Business as Usual

Information and Communication Technologies for Agriculture—Theme II: Data

Building an Effective Cybersecurity Program, 2nd Edition  
Construction of a Concept of Neuronal Modeling  
R for Stata Users  
Bridging Relational and NoSQL Databases  
Multi-Sided Platforms (MSPs) and Sharing Strategies in the Digital Economy: Emerging Research and Opportunities  
A Study of the Runet and Its Impact on Social Life  
Applied Data Science  
The Cloud-Based Demand-Driven Supply Chain  
Nuclear Finance  
Developing Models for Project Management and Evaluation  
Cognitive Analytics: Concepts, Methodologies, Tools, and Applications  
A Security Manager's Handbook  
ABC of Bioinformatics  
Killer Questions That Spark Game-Changing Innovation  
How to Monetize, Manage, and Measure Information as an Asset for Competitive Advantage  
Research Anthology on Privatizing and Securing Data  
Intelligent Systems in Production Engineering and Maintenance

*Gartner 2017 Magic  
Quadrant For Metadata  
Management*

*Downloaded from  
<ftp.wtvq.com> by guest*

---

## **BLACK SHANE**

---

### **Handbook of Research on Engineering Education in a Global Context** Springer

Rapid technological advancements have the ability to positively or negatively impact corporate growth and success. Professional leaders and decision makers

must consider such advancements when designing and implementing new policies in preparation for the sustainable future of the business environment. Multi-Sided Platforms (MSPs) and Sharing Strategies in the Digital Economy: Emerging Research and Opportunities is a critical scholarly resource that examines platform strategies and business models with a focus on multi-sided platform business models. Featuring coverage on a broad

range of topics, such as digital collaboration, business ecosystem, and platform value chain, this book is an ideal resource for managers, researchers, academics, practitioners, and students interested in recent trends in business models in the digital age.

**Beyond the Obvious** Academic Press  
The digital age has presented an exponential growth in the amount of data available to individuals looking to draw

conclusions based on given or collected information across industries. Challenges associated with the analysis, security, sharing, storage, and visualization of large and complex data sets continue to plague data scientists and analysts alike as traditional data processing applications struggle to adequately manage big data. The Handbook of Research on Big Data Storage and Visualization Techniques is a critical scholarly resource that explores big data analytics and technologies and their role in developing a broad understanding of issues pertaining to the use of big data in multidisciplinary fields. Featuring coverage on a broad range of topics, such as architecture patterns, programing systems, and computational energy, this publication is geared towards professionals, researchers, and students seeking current research and application topics on the subject.

*Core Concepts of Accounting Information Systems* Springer Nature

Sorry Spock, Emotions Drive Business presents scientific proof that creative advertising is better for the bottom line. Adam Morgan, a Senior Creative Director at Adobe, gives both creatives and

marketers the ammo to prove the value of creativity to stakeholders. For decades, marketers have battled over the value of creative ideas. Some believe creativity adds more impact, others believe it's just window dressing. With data-driven marketing, the divide is only increasing. Today, more than ever, creative professionals need a concrete answer to the question, "Do creative ideas work better?" Fortunately, science has finally caught up. There is an answer that isn't based on subjective case studies. More than that, Adam shows how emotional ideas create experiences that are more effective and reveals why creativity is actually less risky for business. Sorry Spock, Emotions Drive Business shows readers how they can create the ideal experiences to improve their bottom line. *Creating Value from Intellectual Capital* American Library Association

A Deep Dive into NoSQL Databases: The Use Cases and Applications, Volume 109, the latest release in the Advances in Computers series first published in 1960, presents detailed coverage of innovations in computer hardware, software, theory, design and applications. In addition, it

provides contributors with a medium in which they can explore their subjects in greater depth and breadth. This update includes sections on NoSQL and NewSQL databases for big data analytics and distributed computing, NewSQL databases and scalable in-memory analytics, NoSQL web crawler application, NoSQL Security, a Comparative Study of different In-Memory (No/New)SQL Databases, NoSQL Hands On-4 NoSQLs, the Hadoop Ecosystem, and more. Provides a very comprehensive, yet compact, book on the popular domain of NoSQL databases for IT professionals, practitioners and professors Articulates and accentuates big data analytics and how it gets simplified and streamlined by NoSQL database systems Sets a stimulating foundation with all the relevant details for NoSQL database researchers, developers and administrators

Records and Information Management novum pro Verlag

This book is written by testers for testers. In ten chapters, the authors provide answers to key questions in agile projects. They deal with cultural change processes for agile testing, with questions regarding

the approach and organization of software testing, with the use of methods, techniques and tools, especially test automation, and with the redefined role of the tester in agile projects. The first chapter describes the cultural change brought about by agile development. In the second chapter, which addresses agile process models such as Scrum and Kanban, the authors focus on the role of quality assurance in agile development projects. The third chapter deals with the agile test organization and the positioning of testing in an agile team. Chapter 4 discusses the question of whether an agile tester should be a generalist or a specialist. In Chapter 5, the authors turn to the methods and techniques of agile testing, emphasizing the differences from traditional, phase-oriented testing. In Chapter 6, they describe which documents testers still need to create in an agile project. Next, Chapter 7 explains the efficient use of test automation, which is particularly important in agile development, as it is the main instrument for project acceleration and is necessary to support state-of-the-art DevOps approaches and Continuous Integration.

Chapter 8 then adds examples from test tool practice extending test automation to include test management functionality. Chapter 9 is dedicated to training and its importance, emphasizing the role of employee training in getting started with agile development. Finally, Chapter 10 summarizes the results of the agile journey in general with a special focus on testing. To make the aspects described even more tangible, the specific topics of this book are accompanied by the description of experiences from concrete software development projects of various organizations. The examples demonstrate that different approaches can lead to solutions that meet the specific challenges of agile projects.

*A Deep Dive into NoSQL Databases: The Use Cases and Applications* Simon and Schuster  
 Summary Amazon Web Services in Action, Second Edition is a comprehensive introduction to computing, storing, and networking in the AWS cloud. You'll find clear, relevant coverage of all the essential AWS services you to know, emphasizing best practices for security, high availability and scalability. Foreword

by Ben Whaley, AWS community hero and author. Purchase of the print book includes a free eBook in PDF, Kindle, and ePub formats from Manning Publications. About the Technology The largest and most mature of the cloud platforms, AWS offers over 100 prebuilt services, practically limitless compute resources, bottomless secure storage, as well as top-notch automation capabilities. This book shows you how to develop, host, and manage applications on AWS. About the Book Amazon Web Services in Action, Second Edition is a comprehensive introduction to deploying web applications in the AWS cloud. You'll find clear, relevant coverage of all essential AWS services, with a focus on automation, security, high availability, and scalability. This thoroughly revised edition covers the latest additions to AWS, including serverless infrastructure with AWS Lambda, sharing data with EFS, and in-memory storage with ElastiCache. What's inside Completely revised bestseller Secure and scale distributed applications Deploy applications on AWS Design for failure to achieve high availability Automate your infrastructure About the Reader Written for mid-level

developers and DevOps engineers. About the Author Andreas Wittig and Michael Wittig are software engineers and DevOps consultants focused on AWS. Together, they migrated the first bank in Germany to AWS in 2013. Table of Contents PART 1 - GETTING STARTED What is Amazon Web Services? A simple example: WordPress in five minutes PART 2 - BUILDING VIRTUAL INFRASTRUCTURE CONSISTING OF COMPUTERS AND NETWORKING Using virtual machines: EC2 Programming your infrastructure: The command-line, SDKs, and CloudFormation Automating deployment: CloudFormation, Elastic Beanstalk, and OpsWorks Securing your system: IAM, security groups, and VPC Automating operational tasks with Lambda PART 3 - STORING DATA IN THE CLOUD Storing your objects: S3 and Glacier Storing data on hard drives: EBS and instance store Sharing data volumes between machines: EFS Using a relational database service: RDS Caching data in memory: Amazon ElastiCache Programming for the NoSQL database service: DynamoDB PART 4 - ARCHITECTING ON AWS Achieving high availability: availability zones, auto-

scaling, and CloudWatch Decoupling your infrastructure: Elastic Load Balancing and Simple Queue Service Designing for fault tolerance Scaling up and down: auto-scaling and CloudWatch

*The Effortless Experience Applied Data Science Lessons Learned for the Data-Driven Business*

This book constitutes the thoroughly refereed proceedings of the 8th International Joint Conference on Knowledge Discovery, Knowledge Engineering and Knowledge Management, IC3K 2016, held in Porto, Portugal, in November 2016. The 18 full papers presented were carefully reviewed and selected from 186 submissions. The papers are organized in topical sections on knowledge discovery and information retrieval; knowledge engineering and ontology development; and knowledge management and information sharing. *Conquering the New Battleground for Customer Loyalty* Springer Relational databases have been predominant for many years and are used throughout various industries. The current system faces challenges related to size and variety of data thus the NoSQL

databases emerged. By joining these two database models, there is room for crucial developments in the field of computer science. Bridging Relational and NoSQL Databases is an innovative source of academic content on the convergence process between databases and describes key features of the next database generation. Featuring coverage on a wide variety of topics and perspectives such as BASE approach, CAP theorem, and hybrid and native solutions, this publication is ideally designed for professionals and researchers interested in the features and collaboration of relational and NoSQL databases.

*Building Effective Cybersecurity Programs* Penguin

With the immense amount of data that is now available online, security concerns have been an issue from the start, and have grown as new technologies are increasingly integrated in data collection, storage, and transmission. Online cyber threats, cyber terrorism, hacking, and other cybercrimes have begun to take advantage of this information that can be easily accessed if not properly handled. New privacy and security measures have

been developed to address this cause for concern and have become an essential area of research within the past few years and into the foreseeable future. The ways in which data is secured and privatized should be discussed in terms of the technologies being used, the methods and models for security that have been developed, and the ways in which risks can be detected, analyzed, and mitigated. The Research Anthology on Privatizing and Securing Data reveals the latest tools and technologies for privatizing and securing data across different technologies and industries. It takes a deeper dive into both risk detection and mitigation, including an analysis of cybercrimes and cyber threats, along with a sharper focus on the technologies and methods being actively implemented and utilized to secure data online. Highlighted topics include information governance and privacy, cybersecurity, data protection, challenges in big data, security threats, and more. This book is essential for data analysts, cybersecurity professionals, data scientists, security analysts, IT specialists, practitioners, researchers, academicians, and students interested in the latest

trends and technologies for privatizing and securing data.

The Connector Manager Springer Nature  
 Many senior executives talk about information as one of their most important assets, but few behave as if it is. They report to the board on the health of their workforce, their financials, their customers, and their partnerships, but rarely the health of their information assets. Corporations typically exhibit greater discipline in tracking and accounting for their office furniture than their data. Infonomics is the theory, study, and discipline of asserting economic significance to information. It strives to apply both economic and asset management principles and practices to the valuation, handling, and deployment of information assets. This book specifically shows: CEOs and business leaders how to more fully wield information as a corporate asset CIOs how to improve the flow and accessibility of information CFOs how to help their organizations measure the actual and latent value in their information assets. More directly, this book is for the burgeoning force of chief data officers (CDOs) and other information and

analytics leaders in their valiant struggle to help their organizations become more infosavvy. Author Douglas Laney has spent years researching and developing Infonomics and advising organizations on the infinite opportunities to monetize, manage, and measure information. This book delivers a set of new ideas, frameworks, evidence, and even approaches adapted from other disciplines on how to administer, wield, and understand the value of information. Infonomics can help organizations not only to better develop, sell, and market their offerings, but to transform their organizations altogether. "Doug Laney masterfully weaves together a collection of great examples with a solid framework to guide readers on how to gain competitive advantage through what he labels "the unruly asset" - data. The framework is comprehensive, the advice practical and the success stories global and across industries and applications." Liz Rowe, Chief Data Officer, State of New Jersey "A must read for anybody who wants to survive in a data centric world." Shaun Adams, Head of Data Science, Betterbathrooms.com "Phenomenal! An

absolute must read for data practitioners, business leaders and technology strategists. Doug's lucid style has a set a new standard in providing intelligible material in the field of information economics. His passion and knowledge on the subject exudes thru his literature and inspires individuals like me." Ruchi Rajasekhar, Principal Data Architect, MISO Energy "I highly recommend Infonomics to all aspiring analytics leaders. Doug Laney's work gives readers a deeper understanding of how and why information should be monetized and managed as an enterprise asset. Laney's assertion that accounting should recognize information as a capital asset is quite convincing and one I agree with. Infonomics enjoyably echoes that sentiment!" Matt Green, independent business analytics consultant, Atlanta area "If you care about the digital economy, and you should, read this book." Tanya Shuckhart, Analyst Relations Lead, IRI Worldwide

### **Customer Relationship Management**

Rothstein Publishing

With the continued progression of technologies such as mobile computing and the internet of things (IoT),

cybersecurity has swiftly risen to a prominent field of global interest. This has led to cyberattacks and cybercrime becoming much more sophisticated to a point where cybersecurity can no longer be the exclusive responsibility of an organization's information technology (IT) unit. Cyber warfare is becoming a national issue and causing various governments to reevaluate the current defense strategies they have in place. Cyber Security Auditing, Assurance, and Awareness Through CSAM and CATRAM provides emerging research exploring the practical aspects of reassessing current cybersecurity measures within organizations and international governments and improving upon them using audit and awareness training models, specifically the Cybersecurity Audit Model (CSAM) and the Cybersecurity Awareness Training Model (CATRAM). The book presents multi-case studies on the development and validation of these models and frameworks and analyzes their implementation and ability to sustain and audit national cybersecurity strategies. Featuring coverage on a broad range of topics such as forensic analysis, digital

evidence, and incident management, this book is ideally designed for researchers, developers, policymakers, government officials, strategists, security professionals, educators, security analysts, auditors, and students seeking current research on developing training models within cybersecurity management and awareness.

### **Handbook of Research on Big Data Storage and Visualization Techniques** Springer

The Killer Questions Your Company Should Be Asking Generating and executing great ideas is the key to staying ahead in a rapidly changing world. It seems so basic. Why is it so hard to actually get right? According to innovation expert Phil McKinney, the real problem is that we're teaching people to ask the wrong questions about their businesses--or none at all. There has to be a better way. In Beyond the Obvious, McKinney will help you use his proven FIRE (Focus, Ideation, Rank, Execution) Method to dig deeper and get back to asking the right questions--the ones all companies must ask to survive. Full of real-world examples, this book will change the way you operate,



innovate, and create, and it all begins with battle-tested questions Phil has gathered on note cards throughout his career. Shared for the first time here, these "Killer Questions" include: What are the rules and assumptions my industry operates under? What if the opposite were true? What will be the buying criteria used by my customer in 5 years? What are my unshakable beliefs about what my customers want? Who uses my product in ways I never anticipated? These questions will reframe the way you see your products, your customers, and the way the two interact. Whether you're a company of thousands or a lean startup, *Beyond the Obvious* will give you the skills and easy-to-follow plan you need to make both the revolutionary changes and nuanced tweaks required for success. Praise for *Beyond the Obvious* "Human beings are creatures of habit, so getting ourselves and our teams to think beyond the obvious is a challenge we face all the time. Phil McKinney is an innovation expert, and his killer questions and hit-the-spot anecdotes provide a great way to get out in front of opportunities we otherwise won't see." -- Geoffrey Moore, author of *Crossing the*

*Chasm and Escape Velocity* "I've always believed that asking the right questions is the essence of design. Phil McKinney proves that point with this wonderful set of killer questions that will jumpstart-or greatly enhance- your innovation efforts." --B. Joseph Pine II, co-author, *The Experience Economy & Infinite Possibility*. "Product Innovation is a prerequisite to building great brands. Phil's questions are a prerequisite to building innovative products." --Satjiv S. Chahil, former global marketing chief, Apple

### **Bank Management in Disruption**

Rothstein Publishing

Here is a complete reference guide to the activities that identify various stages of archival practice. Among the environmental topics to be addressed from a practitioner's standpoint are legal, regulatory, political, economic, organizational culture, professional, social, and ethical influences.

[8th International Joint Conference, IC3K 2016, Porto, Portugal, November 9-11, 2016, Revised Selected Papers](#) Springer Nature

At any time, unexpectedly our finance-driven world can explode with devastating

consequences. As it did with the default of Lehman Brothers in 2008 and the Corona pandemic of 2020. Disruptions like Bitcoin, payment platforms, fraud and nuclear war can fast cause a chain reaction like a devastating nuclear bomb. How should managers prepare and act in these times which we call the "Age of Nuclear Finance"? The purpose of this book is to analyse and provide guidelines on how bank managers and customers can adapt to the challenges being faced during the 4th industrial revolution. There has never been so much money, nor regulation around. And the banking sector is changing, due to negative interest rates, disruptive financial innovations and technology.

**Second Edition** IGI Global  
Encyclopedia of Bioinformatics and Computational Biology: ABC of Bioinformatics combines elements of computer science, information technology, mathematics, statistics and biotechnology, providing the methodology and in silico solutions to mine biological data and processes. The book covers Theory, Topics and Applications, with a special focus on Integrative -omics and Systems Biology.



The theoretical, methodological underpinnings of BCB, including phylogeny are covered, as are more current areas of focus, such as translational bioinformatics, cheminformatics, and environmental informatics. Finally, Applications provide guidance for commonly asked questions. This major reference work spans basic and cutting-edge methodologies authored by leaders in the field, providing an invaluable resource for students, scientists, professionals in research institutes, and a broad swath of researchers in biotechnology and the biomedical and pharmaceutical industries. Brings together information from computer science, information technology, mathematics, statistics and biotechnology. Written and reviewed by leading experts in the field, providing a unique and authoritative resource. Focuses on the main theoretical and methodological concepts before expanding on specific topics and applications. Includes interactive images, multimedia tools and crosslinking to further resources and databases.

**BIS 2014 International Workshops, Larnaca, Cyprus, May 22-23, 2014,**

**Revised Papers** John Wiley & Sons  
 Due to the growing use of web applications and communication devices, the use of data has increased throughout various industries, including business and healthcare. It is necessary to develop specific software programs that can analyze and interpret large amounts of data quickly in order to ensure adequate usage and predictive results. Cognitive Analytics: Concepts, Methodologies, Tools, and Applications provides emerging perspectives on the theoretical and practical aspects of data analysis tools and techniques. It also examines the incorporation of pattern management as well as decision-making and prediction processes through the use of data management and analysis. Highlighting a range of topics such as natural language processing, big data, and pattern recognition, this multi-volume book is ideally designed for information technology professionals, software developers, data analysts, graduate-level students, researchers, computer engineers, software engineers, IT specialists, and academicians. *Cyber Security Auditing, Assurance, and*

*Awareness Through CSAM and CATRAM* Springer Science & Business Media  
 Everyone knows that the best way to create customer loyalty is with service so good, so over the top, that it surprises and delights. But what if everyone is wrong? In their acclaimed bestseller *The Challenger Sale*, Matthew Dixon and his colleagues at CEB busted many longstanding myths about sales. Now they've turned their research and analysis to a new vital business subject—customer loyalty—with a new book that turns the conventional wisdom on its head. The idea that companies must delight customers by exceeding service expectations is so entrenched that managers rarely even question it. They devote untold time, energy, and resources to trying to dazzle people and inspire their undying loyalty. Yet CEB's careful research over five years and tens of thousands of respondents proves that the "dazzle factor" is wildly overrated—it simply doesn't predict repeat sales, share of wallet, or positive word-of-mouth. The reality: Loyalty is driven by how well a company delivers on its basic promises and solves day-to-day problems, not on how spectacular its service

experience might be. Most customers don't want to be "wowed"; they want an effortless experience. And they are far more likely to punish you for bad service than to reward you for good service. If you put on your customer hat rather than your manager or marketer hat, this makes a lot of sense. What do you really want from your cable company, a free month of HBO when it screws up or a fast, painless restoration of your connection? What about your bank—do you want free cookies and a cheerful smile, even a personal relationship with your teller? Or just a quick in-and-out transaction and an easy way to get a refund when it accidentally overcharges on fees? The Effortless Experience takes readers on a fascinating journey deep inside the customer experience to reveal what really makes customers loyal—and disloyal. The authors lay out the four key pillars of a low-effort customer experience, along the way delivering robust data, shocking insights and profiles of companies that are already using the principles revealed by CEB's research, with great results. And they include many tools and templates you can start applying right away to

improve service, reduce costs, decrease customer churn, and ultimately generate the elusive loyalty that the "dazzle factor" fails to deliver. The rewards are there for the taking, and the pathway to achieving them is now clearly marked.

[The Agile Way to Quality](#) IGI Global  
**BUILD YOUR CYBERSECURITY PROGRAM WITH THIS COMPLETELY UPDATED GUIDE**  
 Security practitioners now have a comprehensive blueprint to build their cybersecurity programs. Building an Effective Cybersecurity Program (2nd Edition) instructs security architects, security managers, and security engineers how to properly construct effective cybersecurity programs using contemporary architectures, frameworks, and models. This comprehensive book is the result of the author's professional experience and involvement in designing and deploying hundreds of cybersecurity programs. The extensive content includes: Recommended design approaches, Program structure, Cybersecurity technologies, Governance Policies, Vulnerability, Threat and intelligence capabilities, Risk management, Defense-in-depth, DevSecOps, Service

management, ...and much more! The book is presented as a practical roadmap detailing each step required for you to build your effective cybersecurity program. It also provides many design templates to assist in program builds and all chapters include self-study questions to gauge your progress. With this new 2nd edition of this handbook, you can move forward confidently, trusting that Schreider is recommending the best components of a cybersecurity program for you. In addition, the book provides hundreds of citations and references allow you to dig deeper as you explore specific topics relevant to your organization or your studies. Whether you are a new manager or current manager involved in your organization's cybersecurity program, this book will answer many questions you have on what is involved in building a program. You will be able to get up to speed quickly on program development practices and have a roadmap to follow in building or improving your organization's cybersecurity program. If you are new to cybersecurity in the short period of time it will take you to read this book, you can be the smartest

person in the room grasping the complexities of your organization's cybersecurity program. If you are a manager already involved in your organization's cybersecurity program, you have much to gain from reading this book. This book will become your go to field manual guiding or affirming your program decisions.

**Research Anthology on Big Data Analytics, Architectures, and Applications** Hachette Books

It's time to get your head in the cloud! In today's business environment, more and more people are requesting cloud-based solutions to help solve their business challenges. So how can you not only anticipate your clients' needs but also keep ahead of the curve to ensure their goals stay on track? With the help of this accessible book, you'll get a clear sense of cloud computing and understand how to communicate the benefits, drawbacks, and options to your clients so they can make the best choices for their unique needs. Plus, case studies give you the opportunity to relate real-life examples of how the latest technologies are giving organizations worldwide the opportunity to

thrive as supply chain solutions in the cloud. Demonstrates how improvements in forecasting, collaboration, and inventory optimization can lead to cost savings  
Explores why cloud computing is becoming increasingly important  
Takes a close look at the types of cloud computing  
Makes sense of demand-driven forecasting using Amazon's cloud  
Whether you work in management, business, or IT, this is the dog-eared reference you'll want to keep close by as you continue making sense of the cloud.

Why Some Leaders Build Exceptional Talent - and Others Don't Springer

There are four distinct types of managers. One performs much worse than the rest, and one performs far better. Which type are you? Based on a first-of-its-kind, wide-ranging global study of over 9,000 people, analysts at the global research and advisory firm Gartner were able to classify all managers into one of four types:

- Teacher managers, who develop employees' skills based on their own expertise and direct their development along a similar track to their own.
- Cheerleader managers, who give positive

feedback while taking a general hands-off approach to employee development.

- Always-on managers, who provide constant, frequent feedback and coaching on all aspects of the employee's performance.
- Connector managers, who provide feedback in their area of expertise while connecting employees to others in the team or organization who are better suited to address specific needs. Although the four types of managers are more or less evenly distributed, the Connector manager consistently outperforms the others by a significant margin. Meanwhile, Always-on managers tend to see their employees struggle to grow within the organization. Why is that? Drawing on their groundbreaking data-driven research, as well as in-depth case studies and extensive interviews with managers and employees at companies like IBM, Accenture, and eBay, the authors show what behaviors define a Connector manager, and why they are able to build powerhouse teams. They also show why other types of managers fail to be equally effective, and how they can incorporate behaviors of Connector managers in order to be more effective at building teams.