Agents Of Change Strategy And Tactics For Social Innovation Brookings Ash Center Series Innovative Governance In The 21st Century

ICMAS--95, First International Conference on Multi-Agent SystemsChange AgentMastering the Challenges of Leading ChangeThe Persistence of Innovation in GovernmentDeveloping Change AgentsCulture and ChangeHuman Resource Mgmt:Tb For HospitalityLeading ChangeChange(d) AgentsLatino Change Agents in Higher EducationAgents of ChangePracticing Organization DevelopmentAgents of ChangeFrom Victims of Change to Agents of ChangeSkills in BusinessPreventing Reading Difficulties in Young ChildrenThe PerformanceStat PotentialAgents of ChangeThe Change Agent's GuideThe Village EntrepreneurManaging and Developing New Forms of Work OrganisationSwitchOrganizational Change for Corporate SustainabilityNext Frontier in Agent-based Complex Automated NegotiationNonlinear Dynamics and Heterogeneous Interacting AgentsRadical Transformational LeadershipManaging the Change ProcessLittle BetsLearning to ChangeThe Printing Press as an Agent of ChangeLearning in EconomicsWomen's Activism and GlobalizationThe GMS ToolkitPlanned Organizn Chang Ils 158Resources in EducationAgents of ChangeMaster Change, Maximize SuccessAgents of ChangeThe Manager As Change AgentAgents of Change

ICMAS--95, First International Conference on Multi-Agent Systems

Change Agent

Agents of Change presents the results of an international conference held in Africa. It provides practical solutions and suggestions for real change. It discusses national strategies for small enterprises, examines legal, regulatory, and tax reform, and makes proposals on how to improve competitiveness and access to credit.

Mastering the Challenges of Leading Change

The Persistence of Innovation in Government

Why is it so hard to make lasting changes in our companies, in our communities, and in our own lives? The primary obstacle is a conflict that's built into our brains, say Chip and Dan Heath, authors of the critically acclaimed bestseller Made to Stick. Psychologists have discovered that our minds are ruled by two different systems - the rational mind and the emotional

mind—that compete for control. The rational mind wants a great beach body; the emotional mind wants that Oreo cookie. The rational mind wants to change something at work; the emotional mind loves the comfort of the existing routine. This tension can doom a change effort - but if it is overcome, change can come quickly. In Switch, the Heaths show how everyday people - employees and managers, parents and nurses - have united both minds and, as a result, achieved dramatic results: • The lowly medical interns who managed to defeat an entrenched, decades-old medical practice that was endangering patients • The home-organizing guru who developed a simple technique for overcoming the dread of housekeeping • The manager who transformed a lackadaisical customer-support team into service zealots by removing a standard tool of customer service In a compelling, story-driven narrative, the Heaths bring together decades of counterintuitive research in psychology, sociology, and other fields to shed new light on how we can effect transformative change. Switch shows that successful changes follow a pattern, a pattern you can use to make the changes that matter to you, whether your interest is in changing the world or changing your waistline.

Developing Change Agents

The GMS Toolkit provides accessible training resources to help those responsible for action on gender in government and other stakeholder organisations to mainstream gender issues. The Toolkit contains an Action Guide, Change Management Briefing, a Trainer's Guide and a CD-Rom of the Gender Management System (GMS) manuals. The GMS is a holistic approach to gender mainstreaming developed by the Commonwealth, for use by governments in partnership with other stakeholders, including civil society, the private sector and international governmental organisations.

Culture and Change

First published in 1998. Routledge is an imprint of Taylor & Francis, an informa company.

Human Resource Mgmt:Tb For Hospitality

Economic application of nonlinear dynamics, microscopic agent-based modelling, and the use of artificial intelligence techniques as learning devices of boundedly rational actors are among the most exciting interdisciplinary ventures of economic theory over the past decade. This volume provides us with a most fascinating series of examples on "complexity in action" exemplifying the scope and explanatory power of these innovative approaches.

Leading Change

Increasingly, managers at all levels of the organization are being called upon to serve as "change agents," responsible for developing, implementing, and sustaining HRD initiatives, regardless of whether they have been formally trained to do so. In The Manager as Change Agent, Jerry W. Gilley, together with a team of experts in the field of internal consulting, offers a practical approach to developing the skills necessary for leading change in your organization, including motivating people who are resistant to change, resolving conflict, and building consensus.

Change(d) Agents

Latino Change Agents in Higher Education offers college and university leaders a practical guide for meeting the challenges of educating the burgeoning population of Latino students. The contributors, a stellar group of experienced leaders in higher education, clearly show that the changes to higher education needed to ensure Latino student success will benefit all students.

Latino Change Agents in Higher Education

This book is a timely update on the new strategy of development. With financial backing from the Ford Foundation and the Indian government, Broehl and his associates undertook a comprehensive study of the village entrepreneur in South India.

Agents of Change

Explains the global changes confronting business leaders. This book includes strategies for managing major change, creating an organizational culture conducive to change, and leading change effectively. It contains tools that managers need to get a handle on the change management strategies and ensure the success of their business improvement.

Practicing Organization Development

It took me over five years to write this book. Finishing my research project and thus finishing this book would not have been possible without the help of many friends of mine. Thus, the first thing to do is to say 'Thanks a lot' . This means at first place the Evangelisches Studienwerk Haus Villigst. They gave me a grant for my work, thus laying the important financial grounds of everything I've done. There is such a large number of friends I worked and lived with over the last few years that I cannot possibly mention them all by name, but I'll try, anyway: So, thanks Christiane, Gilbert, Maik, Karl, and everybody else feeling that his or her name should appear in this list. And, of course, thanks Franz Haslinger, for letting me do whatever I wanted to - and for even encouraging me to stick with it. One more thing I'd like to mention: Although this work

is based on very heavy use of computer power, it is my special pride to say that not a single penny (i.e. Deutschmark) had to be spent for software in order to do this work. Instead, all that has been done has been done by free software. Thus, I would like to mention some of my most heavily used software tools in order to let you, the reader, know that nowadays you don't depend on big commercial software packages any more.

Agents of Change

"An enthusiastic, example-rich argument for innovating in a particular way—by deliberately experimenting and taking small exploratory steps in novel directions. Light, bright, and packed with tidy anecdotes" (The Wall Street Journal). What do Apple CEO Steve Jobs, comedian Chris Rock, prize-winning architect Frank Gehry, and the story developers at Pixar films all have in common? Bestselling author Peter Sims found that rather than start with a big idea or plan a whole project in advance, they make a methodical series of little bets, learning critical information from lots of little failures and from small but significant wins. Reporting on a fascinating range of research, from the psychology of creative blocks to the influential field of design thinking, Sims offers engaging and illuminating accounts of breakthrough innovators at work, and a whole new way of thinking about how to navigate uncertain situations and unleash our untapped creative powers.

From Victims of Change to Agents of Change

Skills in Business

This book focuses on automated negotiations based on multi-agent systems. It is intended for researchers and students in various fields involving autonomous agents and multi-agent systems, such as e-commerce tools, decision-making and negotiation support systems, and collaboration tools. The contents will help them to understand the concept of automated negotiations, negotiation protocols, negotiating agents' strategies, and the applications of those strategies. In this book, some negotiation protocols focusing on the multiple interdependent issues in negotiations are presented, making it possible to find high-quality solutions for the complex agents' utility functions. This book is a compilation of the extended versions of the very best papers selected from the many that were presented at the International Workshop on Agent-Based Complex Automated Negotiations.

Preventing Reading Difficulties in Young Children

June 12-14, 1995, San Francisco The first international conference on multiagent systems is organized as a joint effort of the

North American Distributed Artificial Intelligence community, the Japanese Multiagent and Cooperative Computing community, and the European Modeling Autonomous Agents in a Multiagent World community, with support from AAAI and sanctioned by ECCAI. The Proceedings cover a broad spectrum of perspectives including artificial life, communications issues, and negotiation strategies. Topics cover: * Agent Architectures * Artificial Life (from a multiagent perspective) * Believable Agents * Cooperation, Coordination, and Conflict * Communcation Issues * Conceptual and Theoretical Foundations of Multiagent Systems * Development and Engineering Methodologies * Distributed Artificial Intelligence * Distributed Consensus and Algorithms for Multiagent Interaction * Distributed Search * Evaluation of Multiagent Systems * Integrated Testbeds and Development Environments * Intelligent Agents in Enterprise Integration Systems and Similar Types of Applications * Learning and Adaptation in Multiagent Systems * Multiagent Cooperative Reasoning from Distributed Heterogeneous Databases * Multiagent Planning and Planning for Multiagent Worlds * Negotiation Strategies (in both competitive and cooperative situations) * Organization, Organizational Knowledge, and Organization Self-Design * Practical Applications of Multiagent Systems (enterprises, robotics, sensing, manufacturing) * Resource Allocation in Multiagent Systems * Social Structures and their Signfiicance in Multiagent Systems * User Interface Issues for Multiagent Systems. Distributed for AAAI Press

The PerformanceStat Potential

While most children learn to read fairly well, there remain many young Americans whose futures are imperiled because they do not read well enough to meet the demands of our competitive, technology-driven society. This book explores the problem within the context of social, historical, cultural, and biological factors. Recommendations address the identification of groups of children at risk, effective instruction for the preschool and early grades, effective approaches to dialects and bilingualism, the importance of these findings for the professional development of teachers, and gaps that remain in our understanding of how children learn to read. Implications for parents, teachers, schools, communities, the media, and government at all levels are discussed. The book examines the epidemiology of reading problems and introduces the concepts used by experts in the field. In a clear and readable narrative, word identification, comprehension, and other processes in normal reading development are discussed. Against the background of normal progress, Preventing Reading Difficulties in Young Children examines factors that put children at risk of poor reading. It explores in detail how literacy can be fostered from birth through kindergarten and the primary grades, including evaluation of philosophies, systems, and materials commonly used to teach reading.

Agents of Change

In this engaging and easy-to-read book, follow along with fictional insurance agency owner, Jim Wakefield, as he fights to

keep his struggling small business afloat. Slowly and surely, he discovers not only how to find more customers, but also how to retain them for the long-term through loyalty-generating marketing initiatives. During his year of eventual marketing mastery, Jim and his team bond closely as they overcome significant odds to reach a point of growth and sustainability. For clarity, the authors step in at the end of each chapter to provide further explanation and free valuable resources to help you attain the same success as Jim in your own hometown insurance agencyor any other business. The discoveries of fictional agency owner, Jim, and his team are factual and footnoted, and matching results from his activities can be found in hundreds of individual successes that Agency Marketing Machine has helped to produce for clients.

The Change Agent's Guide

Sandford Borins addresses the enduring significance of innovation in government as practiced by public servants, analyzed by scholars, discussed by media, documented by awards, and experienced by the public. In The Persistence of Innovation in Government, he maps the changing landscape of American public sector innovation in the twenty-first century, largely by addressing three key questions: • Who innovates? • When, why, and how do they do it? • What are the persistent obstacles and the proven methods for overcoming them? Probing both the process and the content of innovation in the public sector, Borins identifies major shifts and important continuities. His examination of public innovation combines several elements: his analysis of the Harvard Kennedy School's Innovations in American Government Awards program; significant new research on government performance; and a fresh look at the findings of his earlier, highly praised book Innovating with Integrity: How Local Heroes Are Transforming American Government. He also offers a thematic survey of the field's burgeoning literature, with a particular focus on international comparison.

The Village Entrepreneur

"Monica Sharma draws on more than twenty years of working for the United Nations to present a radical new approach to transformational leadership, one that creates systems of change where everyone can engage--not just analysts and policy makers. Demonstrating that we all can be architects of a new humanity, Sharma demystifies policy-making, planning, and implementation so that everyone can play an informed and strategic part in eradicating the world's most intractable problems. Using real life examples from around the world, she shows how our innate characteristics of universal compassion, equity impulse, and human capability can create new patterns that effectively address major challenges such as gross inequality, unbridled hate, conflicts based on social identity, and the never-enough mindset of greed. Written in a straight-forward, accessible style, this book outlines a path-breaking paradigm shift that is already generating equitable and sustainable results across the globe. Radical Transformational Leadership describes how we can source our inner capacities and wisdom to manifest change that embodies universal values such as dignity, compassion, fairness, and courage.

Everyone has the potential to be a leader--a person who creates a new future--through actions in society, at home, and at work. This book lays out a detailed plan for unleashing our human potential to create a new future through strategic action"--

Managing and Developing New Forms of Work Organisation

This book focuses on the transition faced by business organizations and their stakeholders as they move from protected markets to open competition, and it explores how these changes can be facilitated by outside interveners/agents. The four authors--two from Europe and two from the United States--have worked separately as consultants with leaders of many companies and unions facing these challenges including AT & T, Lucent, Electricite de France and the Italian State Railways (Ferrovie dello Stato). The reader is thus afforded an unusual insight into the process of change in a large organization--not only close up accounts of what happened, but understanding of the relationship between the researcher/consultant and different groups within the organization: senior managers, HR people, unions, and ordinary employees. The book draws lessons from these cases and experiences on a number of different levels: lessons about the methods of intervention in large organizations; about the nature of the organizational transitions as business faces increased competition; about the pressures this places on unions and other stakeholder groups; about the differences between the US and European context; and about possible models for advancing the change process in the future. The analysis finally focuses on the larger set of forces driving all these cases: the transition to a global post-industrial economy. The experience of change in these corporations, from this perspective, illuminates the dynamics of transition between neo-corporatist stakeholder relations and a more pluralist and decentralized system emerging throughout the industrialized world. This unusual book--by a team of highly experienced researchers/consultants--will be of interest to a broad readership of academics, students, consultants, HR professionals interested in the process and management and change and contemporary trends in modern societies.

Switch

Conquer the most daunting change initiative with the right people, tools, and strategies. James Dallas' Mastering the Challenges of Leading Change is an informative, insightful guide to effectively leading the transition through change. While most change management books present case studies about what happened at other companies, this book is based on the author's own experiences managing over 10 transformational and turnaround initiatives, 15 acquisition integrations, and 5 operations/quality shared services centers of excellence. By relating personal lessons learned, how they were subsequently applied, and how you can benefit from them, this book provides a unique first-hand perspective on successful agents of change. You'll learn the qualities and skills required to usher in the new paradigm, and how to break a large initiative into manageable chunks that are more likely to proceed as planned. By crafting your strategy based on proven methods, you're

far and away more likely to meet or even exceed your change objectives. The majority of change initiatives fail because people mistakenly think that a change agent is the same as a project leader. They're not. This book shows you why, and how get the tools, strategies, and people you need at the helm of your initiative to come out the other side much stronger as an organization. Learn the critical skills required for effective change management Assess the difficulty and politics of a change initiative Choose the right people to help implement the change See past obstacles and lead effectively in a crisis Change is occurring within and across all industries, countries, and organizations. They begin with the best of intentions, but most fail to meet their objectives. Don't let your organization be one of the failures. Mastering the Challenges of Leading Change shows you how to plan, lead, and manage a successful transition.

Organizational Change for Corporate Sustainability

A full-scale historical treatment of the advent of printing and its importance as an agent of change, first published in 1980.

Next Frontier in Agent-based Complex Automated Negotiation

It started two decades ago with CompStat in the New York City Police Department, and quickly jumped to police agencies across the U.S. and other nations. It was adapted by Baltimore, which created CitiStat—the first application of this leadership strategy to an entire jurisdiction. Today, governments at all levels employ PerformanceStat: a focused effort by public executives to exploit the power of purpose and motivation, responsibility and discretion, data and meetings, analysis and learning, feedback and follow-up—all to improve government's performance. Here, Harvard leadership and management guru Robert Behn analyzes the leadership behaviors at the core of PerformanceStat to identify how they work to produce results. He examines how the leaders of a variety of public organizations employ the strategy—the way the Los Angeles County Department of Public Social Services uses its DPSSTATS to promote economic independence, how the City of New Orleans uses its BlightStat to eradicate blight in city neighborhoods, and what the Federal Emergency Management Agency does with its FEMAStat to ensure that the lessons from each crisis response, recovery, and mitigation are applied in the future. How best to harness the strategy's full capacity? The PerformanceStat Potential explains all.

Nonlinear Dynamics and Heterogeneous Interacting Agents

While governments around the world struggle to maintain service levels amid fiscal crises, social innovators are improving social outcomes for citizens by changing the system from within. In Agents of Change, three cutting-edge thinkers and entrepreneurs present case studies of social innovation that have led to significant social change. Drawing on original empirical research in the United States, Canada, Japan, Germany, Denmark, and the Netherlands, they examine how

ordinary people accomplished extraordinary results. Sanderijn Cels, Jorrit de Jong, and Frans Nauta offer lively illustrations and insightful interpretations of how innovators, social entrepreneurs, and change agents are dealing with powerful opponents, the burdens of bureaucracy, and the challenge of securing resources and support. This book will appeal to anyone who is intrigued by imaginative, cross-boundary thinking and transformative change. It will be of particular interest to those who want to know how exactly innovators pull it off. With practitioners, scholars, and students of public policy and management in mind, the authors dissect the strategies and tactics that social innovators employ to navigate the risky waters of their institutional environments. Contents Part 1: Introduction: Chess Masters and Acrobats 1. Strategy and Tactics 2. Crafting the Case: The Art of Making a Start 3. Prompting Progress: The Art of Making Things Happen 4. Managing Meaning: The Art of Making Sense Part 2: Front-Line Innovations 5. Under the Radar: Medical Informatics in Japan 6. Relentless Incrementalism: Financial Literacy Training for Newcomers in Canada 7. Join the Club! Alzheimer Cafés in the Netherlands 8. Just a Tool? Implementing the Vulnerability Index in New Orleans Part 3: Innovations in Governance 9. The Sun Kings: Solar Energy in Germany 10. Change on Steroids: Public Education in New Orleans 11. The Value of Values: Higher Education in Virginia 12. A Window of Opportunity: Institutional Reform in Denmark Conclusion: Innovating Strategically

Radical Transformational Leadership

This book examines both the promises and complexities of racially and culturally diversifying todays teaching profession. Drawing from a 5-year study of the lives of 21 new teachers of color working in urban, hard-to-staff schools, this book documents the tensions these teachers experience between serving as role models and fulfilling district and state mandates.

Managing the Change Process

This volume is a comprehensive collection of critical essays on The Taming of the Shrew, and includes extensive discussions of the play's various printed versions and its theatrical productions. Aspinall has included only those essays that offer the most influential and controversial arguments surrounding the play. The issues discussed include gender, authority, female autonomy and unruliness, courtship and marriage, language and speech, and performance and theatricality.

Little Bets

"Developing Change Agents examines the role of academia in creating the next generation of sustainability leaders. Delving into strategies to transform higher education, this volume empowers universities to develop change agents who can scale

solutions to meet the wicked environmental, social, and political challenges of the present and future. Developing Change Agents advances a revolutionary perspective on the way academia functions from the administrative hierarchies to faculty, and the classroom and to deep engagement in the communities where the solutions must be co-created. This book works to find a transdisciplinary, effective method of tackling the world's issues with reference to emotional intelligence, diversity, community, and reward structures and supports a tailored, reflexive approach based upon each university's diverse and unique students, faculty, programs, and communities"--University of Minnesota Libraries website.

Learning to Change

Review: "This book will appeal to both the practitioner and academic audiences. It can be used as a text in graduate courses in change management and will also be a useful reference for consultants and managers."--Cover

The Printing Press as an Agent of Change

Since it was first published in 1995, Practicing Organization Development has become a classic in change management. Now completely revised and updated, editors Rothwell and Sullivan, leaders in the field of OD, and numerous expert practitioners, walk you through each episode of change facilitation. You?ll find exhibits, activities, instruments, and case studies. You'll get help applying each phase of a popular emerging change making model. And you?ll find include applied research and insights from a wide variety of well-known OD practitioners and academicians. Included in this comprehensive resource are an instructor's guide, ever expanding materials on the Web, and a companion CD-ROM with PowerPoint slides and supplemental materials. Practicing Organization Development is packed with useful, current, proven direction on applying OD principles in the real world -- order your copy today!

Learning in Economics

2045. Kenneth Durand leads Interpol's most effective team against genetic crime, hunting down black market labs that perform illegal procedures, augmenting embryos and rapidly accelerating human evolution-- and preying on human-trafficking victims to experiment and advance their technology. One figure looms behind it all: Marcus Demang Wyckes, leader of a cartel known as the Huli jing. When Durand is forcibly dosed with a radical new change agent, he wakes from a coma weeks later to find he's been genetically transformed into Wyckes. Determined to restore his original DNA, Durand hasn't anticipated just how difficult locating his enemy will be.

Women's Activism and Globalization

Since this classic book was first published in 2003, sustainability has increasingly become mainstream business for leading corporations, whilst the topic itself has also been a hotly debated political issue across the globe. The sustainability phase models originally discussed in the book have become more relevant with ever more examples of organizations at later stages in the development of corporate sustainability. Bringing together global issues of ecological sustainability, strategic human resource management, organizational change, corporate social responsibility, leadership and community renewal, this new edition of the book further develops its unified approach to corporate sustainability and its plan of action to bring about corporate change. It integrates new research and brings illustrative case studies up to date to reflect how new approaches affect change and leadership. For the first time, a new positive model of a future sustainable world is included - strengthened by references to the global financial crisis, burgeoning world population numbers and the rise of China. With new case studies including BP's Gulf oil spill and Tokyo Electric Company's nuclear reactor disaster, this new edition will again be core reading for students and researchers of sustainability and business, organizational change and corporate social responsibility.

The GMS Toolkit

Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision and strategy, and generating short-term wins.

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"Johnny Sung and David Ashton are two of the leading scholars in the area of skills. This book combines challenging theories with cutting edge research in a way that should bring skills to life for students. I strongly recommend it for anyone researching or studying in this area." - Irena Grugulis, Leeds University Business School "A much needed contribution to the complex debate of how skills can best be utilised to enhance company performance, with particular emphasis on an innovative sectoral approach. It is a model of clarity in its presentation of the authors' conceptual models using a historical narrative as well as comparative case studies in both the UK and Singapore." - Bert Clough, Leeds University Business School Public skills policy in most market economies in the last forty years made one repeated error, time and again. We seem to be unable to learn from those mistakes. Consistently, public policies view a wide range of economic and social issues e.g. low productivity, low-skilled jobs, low wage, inequality and in-work poverty as the consequence of skills deficits and a lack of qualifications held by individual workers. Whilst mis-diagnosing the source of the problems and failing to deliver any effective change, public skills policies continue with a policy prescription of 'more skills' and 'more degrees'. If we have not solved the problems with this decade-old approach, why should the same medicine work this time? This book examines the role of public skills policy from a completely different perspective. It starts by challenging the lack of a

systematic analysis of the link between skills utilisation and business strategy, and provides a new model for fresh thinking. The book extends this theoretical analysis to examine the implications for the sectoral approach to skills development as a more effective form of public skills policy. David N. Ashton is Emeritus Professor at the University of Leicester and Honorary Professor at Cardiff University. Johnny Sung is at The Institute for Adult Learning, Singapore Workforce Development Agency, Singapore.

Resources in Education

One of the major driving forces behind the international Women´s University was the interest in changing the traditional university. In its pursuit of this goal, the projekt vifu (the Virtual International University) combined the overall focus on gender with a conceptual stress on virtuality as a potential inroad to transform and innovate the established academic system. This collection presents results and critical evaluations of the vifu as a feminist project designed in flavor of change. In addition to this, the volume presents and discusses projects which theoretically and practically integrate the new ICTs into their departure to new horizons in higher education and research and at the same practice a particular sensitivity towards gender as a social category. The authors of this anthology share the perspective on the category of gender and ICT-related developments summed up by "virtuality" as potential tools for transforming traditional academia. While change is not considered as a quality per se, each contribution makes its case for specific kinds of "making new". In doing so, they also seek answers to the questions of a democratic and socially responsible knowledge production and distribution in the 21 st century.

Agents of Change

A theoretical and practical guide to the process of culture change in the complex and multicultural context of today's world.

Master Change, Maximize Success

Agents of Change

Change is inevitable in any organization. Master Change, Maximize Success is a guide to understanding it and learning to make the most of the opportunities that it provides. This latest addition to the Positive Business series inspires with bold illustrations and a series of Work Solutions - practical exercises designed to teach success. Master Change, Maximize Success gives readers the tools to assess when change is necessary - to stay competitive, to innovate, to grow - and then

how to create new strategies to energize managers, teams, and individuals. Authors Rebecca Potts and Jeanenne LaMarsh speak from their experience as consultants to address resistance to change, overcome common obstacles, and evaluate results - leading people and process with positive results.

The Manager As Change Agent

Agents of Change

A photographic tribute to today's most popular extreme sports offers insight into the lives of DC Shoe athletes and their achievements in snowboarding, skateboarding, BMX, surfing, and motocross. Original.

ROMANCE ACTION & ADVENTURE MYSTERY & THRILLER BIOGRAPHIES & HISTORY CHILDREN'S YOUNG ADULT FANTASY HISTORICAL FICTION HORROR LITERARY FICTION NON-FICTION SCIENCE FICTION