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**The Leadership Secrets of Colin Powell McGraw Hill Professional** One of Booklist's Top 10 Business Books of 2002 and a BusinessWeek, New York Times, Wall Street Journal, and USA Today business bestseller "Management professor Oren Harari adopts Colin Powell's rise into the upper ranks of American power as a model for decision makers in the private sector. Harari hails Powell's character as the essence of a host of supple executive virtues, from defining and defending rational objectives to playing the provocateur against outdated modes of boardroom thinking."--The Washington Post "Powell appears to be a natural born leader with an intuitive sense of strategy for advancement in war and politics. For those of us who are not so lucky to have such diplomacy inherently, Harari's book can teach us how to lead effectively following Powell's example."--USA Today "This is a 'battle-tested' leadership book and although the author has shown how to apply these principles in the corporate venue, you don't have to be a CEO to benefit from the words and wisdom of Colin Powell."--Booklist **If You Don't Make Waves, You'll Drown 10 Hard-Charging Strategies for Leading in Politically Correct Times John Wiley & Sons** This is not your typical business book. You won't find academic remedies to your business challenges or exhortations to create a warmer and fuzzier workplace. In fact, you'll find the opposite-tips on how to be a tougher, take-no-prisoners-style manager. It's time to stop letting workplace political correctness push you around and get serious about your business. In *If You Don't Make Waves, You'll Drown*, Dave Anderson doesn't pull any punches. Offering simple wisdom and politically incorrect solutions that really work, he's not here to inspire you, but to taunt you into action. He shows you how to be more direct without being disrespectful; how to give honest feedback even when it hurts; and how to hold employees accountable for results. In short, you'll learn how to get the most out of your business. Want more politically incorrect wisdom? Tenure is a license for laziness Diversity without competence is worthless Don't trade your values for valuables **Political correctness is a disease that destroys the workplace It's time to fight back! On Being a Better You iUniverse** This is a book for self-mentors. Its value is in featuring topics that are not covered in schools, universities, or in professional training programs, and in promoting key knowledge and skill sets people need in order to have an edge on others for dealing successfully with many 21st century concerns. **The Powell Principles 24 Lessons from Colin Powell, a Legendary Leader McGraw Hill Professional** The Powell Principles details the decision-making habits, success strategies, and leadership philosophies of Secretary of State Colin Powell. Filled with insights that are as refreshingly honest as they are grittily real, this concise, no-nonsense book reveals the keys to Powell's unprecedented success, keys that include: Walk the talk Be a dis-organizer Let change lead growth Be prepared to piss people off Check your ego at the door Push the envelope Let situation dictate strategy Challenge the pros Trust those in the trenches Prepare to be lonely Colin Powell rose from the hardscrabble streets of the Bronx to become the man Newsweek calls "...the most respected figure in American public life." Let The Powell Principles introduce you to the principles that drove him to the top and provide you with a blueprint for inspiring anyone--including yourself--to achieve extraordinary levels of professional success. **Starting Your Own Practice The Independence Guide for Professional Service Providers John Wiley & Sons** Praise for STARTING YOUR OWN PRACTICE "This book will become your blueprint for success if you decide to go down the path of going into business for yourself." --Dr. Bob Froehlich, Chairman Investor Strategy Committee, Scudder Investments If you're tired of working for someone else and have contemplated striking out on your own, *Starting Your Own Practice: The Independence Guide for Professional Service Providers* can turn your dream of owning an independent business into a reality. Written from the perspective of successful entrepreneur and investment advisor, Robert Fragasso, this book is designed to help professionals who provide skilled personal service--from investment advisors, brokers, consultants, attorneys, and accountants to computer programmers, healthcare professionals, and architects--make the right choices as they pursue their independent business endeavors. Filled with in-depth insight and practical advice, *Starting Your Own Practice* lays out a complete blueprint to business independence that includes:Deciding whether self-employment is right for youHow to leave your current employerStructuring the marketing, management, staffing, and general operation of your businessConverting existing clients or customers to your new business as well as gaining new clients and customersThe best ways to finance your businessProtecting yourself and your business from liability and loss **From Foster Care to Fabulous An Imperative Movement AuthorHouse** From the creator of the philosophy foster children are fabulous champions, author and previous foster child herself, Capri Cruz, shows us how to overcome childhood trauma by implementing the effective healing strategies shes used throughout her life of turmoil, which ultimately catapulted her voyage From Foster Care to Fabulous. As an authority in the psychology of emotional healing, she presents techniques to initiate profound subconscious and spiritual transformation, which include perception realignment, inner-mind awakening, and the art of surrendering. Although designed with the foster child in mind, this book is a must read for all as it addresses two fundamental threads encompassing humanity: the human experience and the interpretation of that experience. The effects of negative childhood experiences often linger with lasting toxicity, which confines the mind to constricted and often unforgiving ideals birthed thereafter. Capri shows us that no longer has to be true! Its time to let the inner healing begin as she peels back the layers to reveal secrets for reprocessing damaging experiences. The simplicity of it is astonishing. By disassembling damaging experiences from childhood abuse to adulthood divorce, then analyzing them through the lens of wisdom revealed within these pages, and reconstructing subsequent perceptions, dynamic change in the trajectory of your life will be imminent. Tie this in with knowledge of deliberate creation and the master piece called your future becomes limitless as pain gets transformed to freedom! Time waits for no one! The sand in the hour glass of life continues to slip away, whether we are mindful of it or not. Thus, let urgency lead the way as you journey into her world for a fresh look at what IS possible. I assure you, the quality of your life depends on it! The healing work within is the seed for the guaranteed reward without. **Access Now: Behind the Line The Keys to Unlimited Possibilities Urban Books** It's time for career-minded individuals to get beyond whatever imaginary line they're standing behind and live out their own success stories. Christopher Franklin is the founder and CEO of Titan Financial Services, Inc., one of the leading African American-owned financial management firms in the sports industry. Today, he's at the top, managing the financial assets of the rich and famous, and lecturing on wealth management all around the country. But, his road to success was not easy. Coming from a modest upbringing in a small West Virginia town, Franklin encountered plenty of roadblocks along the way. He has managed to change roadblocks to opportunities that have made him a star in his field. In *Access Now, Behind the Line*, Franklin shares the keys to unlimited possibilities and opportunities—all those things he wishes someone would have told him "way back when." **Battling for Competitive Advantage John Wiley & Sons** Praise for *Battling for Competitive Advantage* "[Battling for Competitive Advantage] systematically unravels and explains the complexities of modern business and warfare. This excellent book will prove helpful to business leaders as well as the academic community charged with explaining successful leadership of large organizations." -General Barry R. McCaffrey, U.S.A. (Ret.), Professor of International Security Studies at West Point and NBC News Commentator "Colonel Ken Allard doesn't just have supreme military intelligence, his operational brilliance extends to the business world as well. *Battling for Competitive Advantage* teaches you that business is war and that Ken is the perfect commander-in-chief to follow into your business battles." -Ron Insana, Coanchor, CNBC's Business Center "In war, they don't give out medals for second place. In business, as in war, you can't win without first surviving. [This book] offers the hard-won wisdom from one warrior's world to another. Read, laugh, squirm, survive, and win!" -Scott A. Snook, Associate Professor, Organizational Behavior Harvard Business School "In the post-9/11, post-Enron environment, Ken Allard's Ten Commandments of Military Leadership are directly applicable to today's business CEOs." -Tom Petrie, Chairman and CEO, Petrie Parkman & Co. **The Difference You Make Changing Your World through the Impact of Your Influence Baker Books** Every one of us has influence, whether we realize it or not. In everything we say and do, we are influencing those around us. What if we became more aware, more intentional, and more strategic about our own influence? Well, we might just change the world. True influence, says Pat Williams, isn't about getting what you want--it's about serving others. Using personal stories from his own life and the lives of others, Williams shows readers the difference between influence and manipulation, how to influence others through both words and deeds, and ultimately how to change the world for the better, one relationship at a time. This book will inspire readers to build a positive legacy in the lives of others and take the role of influencer to heart. Each chapter includes questions and ideas for personal reflection and practical application, and can be used to guide group discussions as well. Includes a foreword by Joe Girardi, manager of the New York Yankees. **Leadership in Theological Education, Volume 3 Foundations for Faculty Development Langham Publishing** The ICETE Programme for Academic Leadership (IPAL) was officially established in 2010 and arose out of the need to provide training to theological institutions in different regions of the world. IPAL provides a three-year cycle of seminars for the professional development of evangelical academic leaders and administrators to help institutions in their pursuit of quality and excellence in theological education. This publication is the third and final volume intended to accompany and support the IPAL seminars as well as be an independent resource to aid theological institutions with faculty development. Faculty development is at the heart of theological education. This book lays the foundation for institutions to equip, train and release emerging academic leaders to advance their careers and improve the standards of their teaching and research. The contributors to this volume share the findings of research conducted at evangelical academic institutions in various contexts around the world so other senior administrators can enhance the quality of theological education at their own institution. **American Foreign Service Journal The Thoughtful Leader A Model of Integrative Leadership University of Toronto Press** In *The Thoughtful Leader*, Jim Fisher provides an invigorating, inclusive and positive framework for teaching current and aspiring leaders in all walks of life. **Golden Nuggets: A Practitioner's Reflections on Leadership, Management and Life Xlibris Corporation** *Golden Nuggets* is a compendium of time tested, proven principles and best practices for leadership and management. While all of them have a theoretical basis, they are derived from the author's experience gained over a 45 year professional career with military and industry. They truly are reflections in leadership and management from a real practitioner's perspective. Specific examples of how the principles and best practices were applied are presented, but generic lessons learned are derived that have wide ranging applicability. Leaders and managers at all levels will find this book interesting and a valuable reference. **2004 Writer's Market Online Writer's Digest Books** A guide for the freelance writer, listing pertinent information about publications and editors **Magnetic Service The Secrets of Creating Passionately Devoted Customers Berrett-Koehler Publishers** Winner of the 2004 Publishers Marketing Association Benjamin Franklin Award for Best Business Book By the bestselling author of *Managers As Mentors*-over 100,000 copies sold Reveals the seven "magnetic service" secrets that work for cult-like brands such as Starbucks, Harley-Davidson, and Ritz-Carlton Provides tools, techniques, and tips for fostering customer devotion Magnetic Service provides a provocative yet practical blueprint for going beyond mere customer loyalty to create and sustain customer devotion. Devoted customers not only forgive you when you err but actually help you correct what caused the mistake. They don't just recommend you; they assertively insist that their friends do business with you. Authors Chip and Billjack Bell made an intensive study of companies that inspire this kind of cult-like devotion-companies as diverse as Starbucks, Jack Daniels, Ritz-Carlton Hotels, GE, eBay, Chick-fil-A, Harley-Davidson, and many others. They found that these companies created customer experiences so captivating that they bound their customers to them-they provided "magnetic service." Chip and Billjack identify the seven secrets of magnetic service, and use dozens of real-life examples to illustrate the secrets in action. And they show precisely what leaders can do to create a culture of magnetic service in any unit or organization. **Oracle DBA Guide to Data Warehousing and Star Schemas Prentice Hall Professional** The ultimate reference guide to successful implementation of star schemas within Oracle data warehouses, this edition also covers Oracle 8i and Oracle 9i with real-world examples, sample code and benchmarks to illustrate key concepts. **Magnetic Service Secrets for Creating Passionately Devoted Customers Berrett-Koehler Publishers** Seven "magnetic service" practices are outlined here, with advice and plentiful real-world examples designed to show readers how to develop and nurture the all-important relationship between company brand and loyal customer. **It Worked for Me In Life and Leadership Harper Collins** New York Times Bestselling Author Colin Powell, one of America's most admired public figures, reveals the unique lessons that shaped his life and career *It Worked for Me* is a collection of lessons and personal anecdotes that shaped four star-general and former Secretary of State Colin Powell's legendary career in public service. At its heart are Powell's "Thirteen Rules,"—notes he accumulated on his desk that served as the basis for the

leadership presentations he delivered throughout the world. Powell's short-but-sweet rules such as "Get mad, then get over it" and "Share credit," are illuminated by revealing personal stories that introduce and expand on his principles for effective leadership: conviction, hard work, and above all, respect for others. In work and life, Powell writes, "It is the human gesture that counts." A compelling storyteller, Powell shares parables both humorous and solemn that offer wise advice on succeeding in the workplace and beyond. "Trust your people," he counsels as he delegates presidential briefing responsibilities to two junior aides. "Do your best--someone is watching," he advises those just starting out, recalling his own teenage summer job shipping cases of soda. Powell combines the insight he gained serving in the top ranks of the military and in four presidential administrations, as well as the lessons learned from his hardscrabble upbringing in the Bronx and his training in the ROTC. The result is a powerful portrait of a leader who was reflective, self-effacing, and grateful for the contributions of every employee, no matter how junior. Powell's writing--straightforward, accessible, and often very funny--will inspire, move, and surprise readers. Thoughtful and revealing, his book is a brilliant and original blueprint for leadership. **Dealing With Difficult People McGraw Hill Professional Explains** how to: Identify 10 bothersome behaviors and deal successfully with each of them Understand why people become difficult Use sophisticated techniques to neutralize whining, negativity, attacks, tantrums and more Cultivate the nine "take-charge" skills that prevent people from becoming difficult **FYI For Your Improvement : a Guide for Development and Coaching Deep Leadership Essential Insights from High-risk Environments Random House Digital, Inc.** Through a series of personal anecdotes, the author describes how leadership traits are acquired during extraordinary circumstances and how they can be applied to one's life. **Public Library Catalog Prevail Discover Your Strength in Hard Places Destiny Image Publishers** Your problems don't define you; they refine you. Sometimes life feels like a roller coaster ride filled with ups, downs, twists, turns, and unexpected sudden drops. Instead of moving forward with peace and purpose, our lives spin out of control. When chaos and uncertainty threaten to make you feel helpless . . . what do you do? Don't let life's detours take you for a ride. Get back in the driver's seat! In *Prevail*, life strategist, Dr. Cindy Trimm, reveals how you can turn problems into opportunities so no pitfall will throw you off course. Discover how you can: See your current challenges as doorways to new levels of success Break through barriers that keep you from enjoying life and loving the real you Develop a winning perspective that positions you to prosper Wake up every morning with a sense of meaning, purpose, dignity, and hope Your success, fulfillment, satisfaction, and destiny await you on the other side of your struggles, fears, setbacks, and disappointments. In the same way that a diamond is brought to beauty through immense stress, your true strength of character, worth, and value are found by embracing the prospering power inherent in your problems. You are tougher than your tough times. **El liderazgo en la educación teológica, volumen 3 Fundamentos para el desarrollo docente Langham Global Library** El programa de ICETE para el liderazgo académico (IPAL, por sus siglas en inglés) fue establecido oficialmente en 2010 a raíz de la necesidad de brindar capacitación a las instituciones teológicas en diversas regiones del mundo. IPAL ofrece seminarios de cuatro días en un ciclo de tres años para el desarrollo profesional de administradores académicos evangélicos, con el fin de ayudar a las instituciones en su búsqueda de calidad y excelencia. Este libro es el tercer y último volumen de la serie, cuya finalidad es acompañar y apoyar los seminarios de IPAL, además de proveer, independientemente, un recurso para ayudar a las instituciones teológicas en el desarrollo de su facultad de profesores. El desarrollo docente está en el corazón de la educación teológica. Este libro sienta los fundamentos para que las instituciones puedan equipar y entrenar a sus líderes emergentes y encomendarles la tarea de avanzar sus carreras y mejorar los estándares de su docencia e investigación. Los que han contribuido a este volumen comparten los hallazgos de investigaciones llevadas a cabo en instituciones académicas evangélicas en diversos contextos alrededor del mundo, a fin de que otros administradores sénior puedan mejorar la calidad de la educación teológica en su propia institución. **The British National Bibliography Perinatal Psychopharmacology Springer** This book focuses on recent advances in research and practical recommendations regarding the use of psychotropic drugs during pregnancy and lactation, two important social and psychological life events for women. In addition to the social context, including the addition of a new family member, many women experience the occurrence or recurrence of psychiatric disorders during the perinatal period. Psychiatric disorders during this period can have negative effects on the fetus, infant and other children in the family, and can result in functional impairment among mothers. The book offers a comprehensive overview of psychopharmacological treatments for nearly all specific psychiatric conditions (e.g. bipolar disorder, panic disorder, obsessive-compulsive disorder) and includes chapters on clinical approaches to treating these disorders. As such, it will appeal to a wide readership, including psychiatrists, obstetricians, gynecologists and pediatricians. **Coaching Genius at Work - Cara Mudah Membangun Tim Andalan Gramedia Pustaka Utama** Coaching is the process of helping people and teams to perform at the peak of their abilities. It involves drawing out people's strengths, helping them to bypass personal barriers and limitation in order to achieve their personal bests, and facilitating them to function more effectively as members of the team. Robert Dilts, NLP Developer, NLPU. Di antara banyaknya model coaching, Coaching GENIUS memiliki kelebihan karena menggunakan pendekatan mind technology NLP untuk berkomunikasi, membangun trust dan cara-cara tepat mengajukan powerful question dalam coaching. Buku ini menunjukkan kepada pembacanya cara-cara gamblang melakukan coaching dan mentoring di tempat kerja, yang menjadikannya alat canggih untuk manajemen SDM mencapai puncak kinerja. Disertai petunjuk praktis dan contoh kasus yang dapat diaplikasikan siapa saja. Referensi bagi business owner, director, manager, supervisor dan team leader. Setiap manajer membutuhkan management tool yang luar biasa untuk membangun tim andalannya dan sukses bagi dirinya, bawahannya, serta perusahaannya sekaligus. Dan Coaching GENIUS adalah exceptional tool yang telah teruji dalam praktik. Eka Wartana, Penemu Metode & Penulis Buku Bestseller MindWeb Membaca dan mengaplikasikan Coaching GENIUS at Work akan membantu Anda menjadi manajer yang hebat dalam mengelola tugas pekerjaan dan menciptakan lingkungan kerja yang memungkinkan pertumbuhan berkelanjutan serta melejitkan karier Anda. Anda pasti menemukan Cara Mudah Membangun Tim Andalan dalam buku ini. Perusahaan kami berkembang pesat setelah para manajer dilatih dengan metode Coaching GENIUS. Saya menemui kemudahan dalam membangun tim yang dapat diandalkan untuk meningkatkan profit, pertumbuhan, dan kesejahteraan bersama. Tjia Wie Ming, Pengusaha Sukses **Firms of Endearment How World-Class Companies Profit from Passion and Purpose Pearson Prentice Hall** Today's best companies get it. From Costco® to Commerce Bank, Wegmans to Whole Foods®: they're becoming the ultimate value creators. They're generating every form of value that matters: emotional, experiential, social, and financial. And they're doing it for all their stakeholders. Not because it's "politically correct": because it's the only path to long-term competitive advantage. These are the Firms of Endearment. Companies people love doing business with. Love partnering with. Love working for. Love investing in. Companies for whom "loyalty" isn't just real: it's palpable, and driving unbeatable advantages in everything from marketing to recruitment. You need to become one of those companies. This book will show you how. You'll find specific, practical guidance on transforming every relationship you have: with customers, associates, partners, investors, and society. If you want to be great—truly great—this is your blueprint. We're entering an Age of Transcendence, as people increasingly search for higher meaning in their lives, not just more possessions. This is transforming the marketplace, the workplace, the very soul of capitalism. Increasingly, today's most successful companies are bringing love, joy, authenticity, empathy, and soulfulness into their businesses: they are delivering emotional, experiential, and social value—not just profits. *Firms of Endearment* illuminates this, the most fundamental transformation in capitalism since Adam Smith. It's not about "corporate social responsibility": it's about building companies that can sustain success in a radically new era. It's about great companies like IDEO and IKEA®, Commerce Bank and Costco®, Wegmans and Whole Foods®: how they earn the powerful loyalty and affection that enables truly breathtaking performance. This book is about gaining "share of heart," not just share of wallet. It's about aligning stakeholders' interests, not just juggling them. It's about building companies that leave the world a better place. Most of all, it's about why you must do all this, or risk being left in the dust... and how to get there from wherever you are now. **Skin Necrosis Springer** In recent years, wound care has gained increasing recognition as a distinct medical specialty. An understanding of the complex mechanisms involved in wound healing facilitates efficient assessment and treatment of patients with wounds, and skin necrosis can be considered the starting point in the entire healing process. This book is the first to discuss skin necrosis as a symptom related to a broad range of pathologies. Richly illustrated, it primarily provides therapeutic strategies and treatment algorithms for different clinical contexts. All chapters were written by renowned specialists in their respected fields and include detailed sample cases and essential take-home messages. In light of the highly interdisciplinary nature of wound management, *Skin Necrosis* offers an invaluable resource for wound care practitioners and health care professionals across the fields of surgery, dermatology, internal medicine, and nursing. **Career Architect Development Planner Book An Expert System Offering 95 Research Based and Experience Tested Development and Coaching Tips Revista militar Organization Theory and Design An International Perspective** Organizing involves continuous challenges in the face of uncertainty and change. How is globalization impacting organizations? How will new strategies for a turbulent world affect organizational design? In this second edition of *Organization Theory and Design*, developed for students in the UK, Europe, the Middle East and Africa, respected academics Jonathan Murphy and Hugh Willmott continue to add an international perspective to Richard L. Daft's landmark text. Together they tackle these questions in a comprehensive, clear and accessible study of the subject. **The Leadership Experience Cengage Learning** Master the critical leadership skills and solid understanding of theory needed to become an effective business leader in today's turbulent times with *THE LEADERSHIP EXPERIENCE, 7E*. Acclaimed author Richard Daft helps you explore the latest thinking in leadership theory and contemporary practices at work within organizations throughout the world. You'll examine emerging topics, including enhancement of emotional intelligence, leadership vision and courage, and leadership of virtual teams, and you'll connect those topics to recent world events such as ethical scandals, leader successes and mistakes, and political turmoil. Packed with memorable examples and unique insights into actual leadership decisions, this full-color text includes crisp, clear visuals to reinforce the book's engaging presentation. This edition's proven applications, specifically designed for today's leadership theory and applications course, and a solid foundation grounded in established scholarly research make the topic of leadership come alive. In addition, *THE LEADERSHIP EXPERIENCE* is available with MindTap, an integrated text and online learning solution that enhances understanding of course content and offers opportunities to extend learning. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. **Bottom Line Year Book, 2004** Interesting and not commonly known answers to questions about health, business, travel, taxes and more. **Strategic Human Resource Management Pearson College Division** This book deals with the interaction between strategy and human resources, as approached from a general managerial perspective. Updated and revised, the Second Edition provides students with a comprehensive overview of human resource issues applied to the most current technological advances and updated investments in employment practices. The book provides an investment perspective of human resources and covers the human resource general and legal environment, strategy formulation, planning, strategy implementation, the performance impact of human resource practices and resource evaluation. For managers and executives involved with human resource issues. **The Publishers Weekly Handbook of Research on Digital Violence and Discrimination Studies Information Science Reference** Focuses on digital violence and discrimination, cybercrime, digital transformation, and practices and studies related to digital violence. The book introduces and guides users through current best practices, laboratory methods, policies, protocols, and more within international digital violence and discrimination. **The Book of the States The Next Step Exponential Life Bbva-Open Mind** The Next Step: Exponential Life presents essays on the potential of what are known as "exponential technologies"--those whose development is accelerating rapidly, such as robotics, artificial intelligence or industrial biology--considering their economic, social, environmental, ethical and even ontological implications. This book's premise is that humanity is at the beginning of a technological revolution that is evolving at a much faster pace than earlier ones--a revolution is so far-reaching it is destined to generate transformations we can only begin to imagine. Contributors include Aubrey D.N.J. de Grey, Jonathan Rossiter, Joseph A. Paradiso, Kevin Warwick, Huma Shah, Ramón López de Mántaras, Helen Papagiannis, Jay David Bolter, Maria Engberg, Robin Hanson, Stuart Russell, Darrell M. West, Francisco González, Chris Skinner, Steven Monroe Lipkin, S. Matthew Liao, James Giordano, Luciano Floridi, Seán Ó Héigeartaigh and Martin Rees. **The Mediterranean Genetic Code Grapevine and Olive BoD - Books on Demand** The book "The Mediterranean Genetic Code - Grapevine and Olive" collects relevant papers documenting the results of research in grapevine and olive genetics, as a contribution to overall compendium of the existing biodiversity for both species with insight into molecular mechanisms responsible for their desirable and important traits. Book encompasses a broad and diverse palette of different topics related to grapevine and olive genetics, with no areal or any other strict limitation, keeping the title as a loose frame for borderless science. Divided in four sections it takes us for a "molecular walk" through different levels of genetic variability, uncovering the remains of still existing wild populations and treasures of neglected local peculiarities, weaving the network from plant to product and back to the beginning, to the hearth of all questions asked and answers hidden in genetics.