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authoritative information on the entire payroll process. Ideal for anyone new to the payroll system or as a skill-honing tool for those already immersed in the field, this hands-on reference provides step-by-step instructions for setting up a well-organized payroll system or

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improving an existing one.

Are you a service based business  
owner who is thinking of franchising

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their business? What we'll cover in this book is the process you need to go through in order to be ready to franchise. We'll cover what franchising is, the benefits of franchising, whether your business is franchisable and possible alternatives to franchising. We'll look at the costs

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of franchising, the steps, the process and possible timeframes in the franchising roadmap framework. Perhaps franchising your business is an idea that you have in mind, but you're not sure where to start? This book looks at exactly what you have to do, and various templates are

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included to help - including a franchise agreement, financial models for determining the feasibility for your business. Franchising is a great way to expand your business, but beware that it is a whole new business format. The ratios will be different from your existing company-owned unit, it

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performs differently, and it is a different culture. Adapting your business to work properly as a franchise and recruiting franchisees require know-how and experience. Allow this book to guide you through the process. It will save you time and money and will help you to assess



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whether its something work doing, or not. We will look at the financial aspects of franchising, the operations manual (what goes into it, how it should be written) and marketing the franchise. As stated previously - this is a whole new business. Not only will you have to continue to market, sell

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and promote your company owned unit, but you'll have to market and sell the franchise. Franchising is an entire industry all by itself. There are franchise shows and exhibitions to attend, franchise organisations to join and then there'll be sales people who crawl out of the woodwork offering to

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do everything for you - for a fee, of course. Your existing business will need to be strong enough to meet all of these extra costs. But that said, you don't want to muddy the waters. Having a new business structure which is entirely separate from the existing business unit is useful, to

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keep (and protect) the initial business from the franchise business.

Many companies now recognize that learning through training, development, and knowledge management helps employees strengthen or increase their skills in

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order to improve or make new products, generate new and innovative ideas, and provide high-quality customer service. Thus, an emphasis on learning through training, development, and knowledge management is no longer in the category of “ nice to do ” —they are a

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“ must do ” if companies want to gain a competitive advantage and meet employees ’ expectations. Based on the author ’ s extensive experience in teaching training and development courses to both graduate and undergraduate students, Employee Training and Development, Seventh

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Edition, retains the lively writing style, inspiring examples, and emphasis on new technology and strategic training from previous editions.

?Financial Management Information

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Systems: 25 Years of World Bank Experience on What Works and What Doesn't? was prepared as an updated and expanded version of the FMIS review report drafted in 2003, to highlight the achievements and challenges observed during the design and implementation of Bank funded



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An astonishing new scientific discovery called neuroplasticity is overthrowing the centuries-old notion that the adult human brain is fixed and unchanging. It is, instead, able to change its own structure and function,

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even into old age. Psychiatrist and researcher Norman Doidge, MD, travelled around the United States to meet the brilliant scientists championing neuroplasticity, and the people whose lives they've transformed - people whose mental limitations or brain damage were

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previously seen as unalterable, and whose conditions had long been dismissed as hopeless. We see a woman born with half a brain that rewired itself to work as a whole; a woman labelled retarded who cured her deficits with brain exercises and now cures those of others; blind

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people who learn to see; learning disorders cured; IQs raised; ageing brains rejuvenated; stroke patients recovering their faculties; children with cerebral palsy learning to move more gracefully; entrenched depression and anxiety disappearing; and lifelong character traits changed.

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Doidge takes us onto terrain that might seem fantastic. We learn that our thoughts can switch our genes on and off, altering our brain anatomy. We learn how people of average intelligence can, with brain exercises, improve their cognition and perception, develop muscle strength,

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or learn to play a musical instrument - simply by imagining doing so. Using personal stories from the heart of this neuroplasticity revolution, Dr Doidge has written an immensely moving, inspiring book that will permanently alter the way we look at our brains, human nature, and human potential.

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