

Access Free Developing Critical Skills 9th Edition Deanne Spears Pdf File Free

Raising Independent, Self-Confident Kids Sep 23 2022 Parenting is a delicate dance. In this book, child development experts Wendy Moss, PhD, and Donald Moses, MD examine the key skills parents need to help their kids emerge as confident, and capable adults. Throughout this book, parents will learn how to build a child's confidence, decision-making abilities, tolerance for frustration, patience, and self-sufficiency.

Developing Management Skills, Global Edition Oct 25 2022 Designed for students of all skill levels and learning styles, this text allows students to apply knowledge to real-world situations, connect concepts to their own lives and experience management theory in a tactile and engaging way. Updated for tomorrow's managers, it features contemporary examples, new skill assessments and cases, updated research and tangible, relevant goals for students to work toward. Focusing on ten essential skills for success in management, it focuses on what managers actually do, thereby transforming management concepts into practical, actionable techniques.

The Basics of Critical Thinking May 20 2022

Empowerment Series: Introduction to Social Work & Social Welfare: Critical Thinking Perspectives Oct 01 2020 Karen K.

Kirst-Ashman's introductory book enhances readers' ability to grasp the essence and spirit of generalist social work and the issues in social welfare that social workers address every day. Giving those who are contemplating a career in social work a solid introduction to the profession, Kirst-Ashman presents a balanced introductory look within a unifying theme of critical thinking that trains readers to be more evaluative of key concepts. This fifth edition is completely updated in every chapter, and includes practice concepts, social welfare policy concepts, history and current state of the profession, the contexts of practice and populations served, and professional development. Written in a clear and straightforward manner, the book provides numerous case examples to illustrate social work practice. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Asking the Right Questions Aug 11 2021 The benefit of asking the right questions - What are the issue and the conclusion? - What are the reasons? - Which words or phrases are ambiguous? - What are the value conflicts and assumptions? - What are the descriptive assumptions? - Are there any fallacies in the reasoning? - How good is the evidence : intuition, appeals to authority, and testimonials? - How good is the evidence : personal observation, case studies, research studies, and analogies? - Are there rival causes? - Are the statistics deceptive? - What significant information is omitted? - What reasonable conclusions are possible? - Practice and review -

English Common Core 9Th Grade Jul 30 2020 Students, parents, and teachers can easily find answers related to the specific

requirements of the Common Core State Standards for English Language Arts. This set of expectations and skills needs to be mastered to succeed in school, college, and the real world. The QuickStudy series aligns with those standards being implemented in most states to help guide students through their classes and to support parents helping their students excel. Each guide in the series focuses on critical areas of the curriculum and features real-world problems, examples, illustrations, and tables to help students retain information. **Exploring Leadership** Nov 01 2020 Global, multi-faceted, and applied: the most contemporary introduction to leadership, which considers individual, organizational, and societal perspectives. Providing a robust and engaging overview of the leadership field, *Exploring Leadership* is a highly practical and insightful guide that supports the personal and professional development of both aspiring and experienced leaders. Investigating the complex dynamics of power, identity and purpose in organizations and wider society, this essential resource critically examines significant global issues such as diversity and inclusion, the environmental crisis, and recent Covid-19 pandemic to reveal the systemic nature of leadership in a complex and ever-changing world. Fascinating topics are brought to life through a variety of international examples and case studies, such as ancestral leadership in Maori communities; consideration of Ukrainian president Volodymyr Zelensky as a transformational leader; and leadership paradoxes in the Singaporean Civil Service. Individual and group exercises will also stimulate you as an emerging leader, as you consider how you may apply the key theoretical concepts in your future careers. The following additional resources are also available to students: Visual matrix mapping the key theories and themes explored in the text. Skills development guidance. Links to further videos for each chapter (students). Template for reflective activities. Adopting lecturers will have access to the following teaching support resources: Tutorial suggestions for in-class activities PowerPoint presentations Links to further videos for each chapter (lecturers). Selling Points:- A range of original exercises, activities and resources (for both face-to-face and online courses), that support the development of practical skills as well as a critical understanding of leadership.- Examples will be complemented by a range of mini case studies authored by invited contributors from around the world, in order to increase diversity and international relevance and appeal.- Exploration of a range of significant global issues, such as the environmental crisis, Covid-19, inequality and Brexit that extend beyond organisational boundaries to reveal the systemic nature of leadership in a complex and changing world and which will be explored from a variety of perspectives.- Illustrates the importance of critical reflection on the intersection of personal and professional identities, subsequently developing the capacity of readers to reframe their understanding of what it means to

be an ethical, inclusive, and effective leader. New to this edition:- Now vastly enriched with a range of pedagogical features throughout, which develop a reader's capacity for critical thinking and reflection in relation to leadership theory and practice across a range of contexts.- Carefully-curated digital learning resources - including videos introductions to each chapter, multiple-choice questions, and a flashcard glossary - have been designed to further stimulate, assess and consolidate learning. - Available as an e-book with links to the bespoke digital resources, providing a more engaging and flexible learning experience. - Widely updated to reflect the very latest research and coverage of important topics such as diversity and inclusion; ethical leadership; leading movements of protests and rebellion; and leadership traits and competencies. Digital formats and resources: The second edition is available for students and institutions to purchase in a variety of formats, and is supported by online resources. The e-book gives students the flexibility to support their learning in ways that work best for them; resources include links to author videos which offer pithy introductions to each chapter, multiple-choice questions, a flashcard glossary and more.

Environmental Science Feb 23 2020 This text focuses on the question 'What will it take to move our civilization toward a long-term sustainable relationship with the natural world?' Its goal is to engage and inform students so they can critically evaluate environmental issues and make informed decisions about their environment. A CD, *Global City*, allows interactive activities.

Proceedings of the 9th International Conference on Education Research, and Innovation (ICERI 2021) Nov 25 2022 This is an open access book. The universe and society, both macro and micro, were created based on the laws of order which in principle have something in common. For example, the Milky Way solar system in which the center of the solar system is the sun, is surrounded by planets in its orbit. These planets, like Earth, are surrounded by their moons. It turns out that even very small objects such as atomic molecules have a circular model. The aims of research is to find these regularities to facilitate and improve the quality of life. The advancement of science and technology, sport, languages and arts are dedicated not only to facilitate the human life but also educate human being themselves. Arts is the highest achievement that contain values of life that highly respected by a nation. It can be said that arts are reflection of the civilization including moral, and vice versa; civilization as the representation of the advancement of moral, science, technology, cultures, languages, and arts by human being. The viruses that cause the Covid 19 pandemic are hard to anticipate. Everything must be changed. This means that it is necessary to strive for innovative methods to STRENGTHEN EDUCATIONAL RESEARCH AND INNOVATION BASED ON MORAL, SCIENCES, AND ART IN NEW

ERAICERI is an international conference that accommodates research and innovation in educational practices in various fields of study. For this reason, ICERI is held in conjunction with other international conferences that fall under the scope of educational practices. This includes INTERCOME which is a conference in music education, ICoPCoSE which is a conference on teacher education (the teaching practicum, industrial practicum, and students community service in education).

Essential Skills in Maths Mar 25 2020 Each book covers Number, Algebra, Shape, Space and Measures, and Handling Data. Suitable for class or homework use. Uncluttered layout with easy to follow examples. Can be used alongside any maths course. Broad range of questions to improve performance.

Teaching Today for Tomorrow Jun 20 2022 In a world changing faster than ever, many teachers and parents have wondered how to prepare their students and children for tomorrow's demands. Now, the answer is here. Ranjani Indrajith's Teaching Today for Tomorrow provides a vital breakdown of the nine essential skills India must introduce into its classrooms to keep pace with the global economy. From communication to nutrition, Ranjani draws on her years of hands-on experience to provide practical classroom and home exercises to train today's students to become the leaders of tomorrow.

The 21st Century Supervisor (Summary) Feb 14 2022 getAbstract Summary: Get the key points from this book in less than 10 minutes. Definitely designed more like a textbook than a manifesto, this volume bills itself as the only supervisory training book you'll ever need to deal with today's issues and skills. Consultants Brad Humphrey and Jeff Stokes' punctuate their book with illustrative graphs, chapter wrap-up questions and lots of notes in highlighted bold type. Their tone of voice would fit well into many classrooms as well as corporate offices. This wide-ranging book covers the basics and offers very complicated productivity analysis, worker evaluation protocols and even an initial primer on how computer applications can help your productivity. For the manager or supervisor who's just testing the deep waters of management theory, getabstract recommends this fairly easy first step into the deep end. The authors suggest that an organization's supervisors should all read a chapter and then deal with the questions and exercises in a discussion group. That's the supervisory skill equivalent of "Okay, everybody in the pool!" Book Publisher: Jossey-Bass

Unusually Excellent Apr 18 2022 Master the fundamentals of leadership-at every stage in your career Often, when leaders experience trouble, they look to blame an outside source or expect a small tweak to right their ship. But many times they've actually lost their grip on the very basic foundation of leadership. The business environment may change, but no management trend can displace the core laws, proven over centuries, of excellent leadership. Unusually Excellent is an essential resource for leaders that brings these fundamentals together in a new and comprehensive way. This book will help leaders at any level keep their focus on the bedrock principles that will make them extraordinary.. Thoroughly practical,

day-to-day primer for achieving and maintaining their highest level of leadership, for today and for a lifetime The author's Harvard Business Review articles are among the most highly read in the magazine's history Written for all leaders who need to develop and renew their leadership skills Using a sports analogy, the author breaks the work of leaders into three parts: pregame: a matter of character; game day: a matter of competence; and postgame: a matter of consequence.

Essential Skills and Practice, Grade PK May 27 2020 Essential Skills and Practice for your pre-kindergarten child provides essential practice for early reading, early math, and basic concepts. Fun and educational pages include important pre-kindergarten topics such as alphabet letters, numbers, shapes, and colors. You'll find all the skills and a variety of early learning activities that your pre-kindergarten needs for school readiness! --Essential Skills and Practice is your all-in-one source for school success! A variety of learning activities support Common Core State Standards and provide academic enrichment for young children. Black-and-white pages include high-interest reading passages, math challenge questions, science experiments, crossword puzzles, word searches, and more. 320 pages.

Taking Action on Adolescent Literacy Jan 16 2022 Learn the 5 steps that school leaders can take to improve student literacy in all content areas, with targeted interventions for students who are struggling the most.

[A Comparative Study of the Physical Skills of Ninth and Tenth Grade Girls to Determine the Influence of Previous Physical Education Training](#) Dec 23 2019

Critical Care Nursing Jan 28 2023 Focusing on critical care nursing, this full-color text provides an examination of the important aspects of critical care nursing. It is organized in ten units around alterations in body systems.

Lumos Back-To-School Refresher TedBook - 9th Grade English Language Arts May 08 2021 This Lumos tedBook is a back to school English Language Arts refresher workbook for 8th Grade students who are moving to 9th grade. It is specifically designed to help diagnose and remedy Summer slide during the first few weeks of the new academic year. This book includes the Lumos Smart Practice Methodology to help students entering ninth grade have a successful academic year. The following are the key components of the Lumos back-to-school refresher program to overcome summer slide. Take the 8th Grade Refresher Test Record Summer Learning Loss Targeted remedial practice to overcome Summer Learning Loss Resources included in the printed book: 40+ 8th Grade skills practice Reading: Literature Reading: Informational Text Language Online resources via access code provided in the book: One online assessment that provides a comprehensive and efficient review of 8th Grade English Language Arts standards. Before starting ninth grade instruction, parents/teachers can administer this online test to their students. After the students complete the test, a standards mastery report is immediately generated to pinpoint any proficiency gaps. Using the diagnostic report and the accompanying study plan, students can get targeted remedial practice through lessons included in this book to

overcome any Summer learning loss. The online program also gives your student an opportunity to briefly explore various standards that are included in the 9th grade curriculum. Some facts about Summer Learning Loss: Students often lose an average of 2 and 1/2 months of math skills Students often lose 2 months of reading skills Teachers spend at least the first 4 to 5 weeks of the new school year reteaching important skills and concepts Through the Teacher Portal, educators can, Assess students' summer learning loss and remediate Create & assign assessments and remedial practice Access to insightful student performance reports Discover hundreds of learning resources Build personalized resource kits for students within minutes to supplement classroom instruction with EdSearch Share lesson summaries along with connected resources through the program Easy access to standards coherence maps, academic blogs, and more Through the Parent Portal, parents can, Assign lessons and hundreds of practice resources Monitor child's online practice and activity Analyze and pinpoint child's strengths and weaknesses with standards-based reports Discover hundreds of learning resources More than 275,000 students and 40,000 teachers in over 20,000 schools use Lumos Learning Study Programs to improve student achievement on standardized tests and also to master necessary Math, ELA, Writing & Reading Skills.

The Dropout Prevention Specialist Workbook Jan 22 2020 "This workbook is intended for School Social Workers and others who find themselves in positions either in a school, or school district, working in the area of attendance improvement and dropout prevention and recovery. It is intended as a practical guide to going about actually doing this complex, multi-faceted, and very important job. Many books and articles have been written regarding why students drop out of school, along with numerous suggestions of how to address this nationwide problem, but none to the best of my knowledge have provided direction to actually going into a school and starting to tackle this challenging problem."--

Critical Thinking Mar 30 2023 Imagine a class where students are actively and personally engaged in thinking critically while also discovering how to apply those thinking skills in everyday life. Now imagine those same students confidently participating in class, working efficiently through the exercises outside class, and performing better in the course. With Connect Critical Thinking, students can achieve this success. Connect Critical Thinking is a first: a learning program with pedagogical tools that are anchored in research on critical thinking. Along with Moore & Parker's engaging writing style and the wealth of topical exercises and examples that are relevant to students' lives, Connect Critical Thinking helps ensure that students can come to class confident and prepared. What other course provides students with skills they can apply so broadly to success in school and success in life?

Researching Education and the Environment Oct 13 2021 Previously published as a special issue of Environmental Education Research, this collection includes some of the most influential and important articles contributed to the field over the last decade.

Drawing out the best articles from volumes one to ten, the editors highlight six major themes: EE and ESD: tension or transition? locating the environ

Workplace Essential Skills Jun 28 2020

Essential Skills for Historians Feb 02 2021 Essential Skills for Historians helps undergraduate students make the transition from general university study to a more in-depth study of history, and to gain the skills and techniques they need to conduct an independent research project or embark on a career as a professional historian. The book begins with an examination of the historical discipline and its relevance to contemporary culture. It then guides readers through the steps of developing a research project, using two sample projects that illustrate the connections between core proficiencies such as critical thinking and effective time management, and professional proficiencies such as source criticism and historical interpretation. By following these source projects as they develop, the book also highlights the importance of sound historical practice and a critical understanding of the past in contemporary society. Finally, the book discusses the outcomes of historical research and reveals the wide array of possibilities for careers built upon the skills gained from studying history. Covering key topics such as research strategies, reading sources, effective writing and professional ethics - and with useful features such as glossaries, guidelines for student projects, hands-on exercises, further reading and a companion website containing extra resources - Essential Skills for Historians equips aspiring historians with everything they need to succeed whilst also demonstrating the value of history in the wider world.

Advancing Critical Reading Writing and Study Skills Jun 08 2021

The Future Leader Jul 10 2021 WINNER OF CMI MANAGEMENT BOOK OF THE YEAR 2021 Are you a future-ready leader? Based on exclusive interviews with over 140 of the world's top CEOs and a survey of nearly 14,000 people. Do you have the right mindsets and skills to be able to lead effectively in the next ten years and beyond? Most individuals and organizations don't even know what leadership will look like in the future. Until now. There has been a lot written about leadership for the present day, but the world is changing quickly. What worked in the past won't work in the future. We need to know how to prepare leaders who can successfully navigate and guide us through the next decade and beyond. How is leadership changing, and why? How ready are leaders today for these changes? What should leaders do now? To answer these questions, Jacob interviewed over 140 CEOs from companies like Unilever, Mastercard, Best Buy, Oracle, Verizon, Kaiser, KPMG, Intercontinental Hotels Group, Yum! Brands, Saint-Gobain, Dominos, Philip Morris International, and over a hundred others. Jacob also partnered with LinkedIn to survey almost 14,000 of their members around the globe to see how CEO insights align with employee perspectives. The majority of the world's top business leaders that Jacob interviewed believe that while some core aspects of leadership will remain the same, such as creating a vision and executing on strategy, leaders of the future will need a new arsenal of skills and mindsets to succeed. What emerged from all of

this research is the most accurate groundbreaking book on the future of leadership, which shares exclusive insights from the world's top CEOs and never before seen research. After reading it, you will: Learn the greatest trends impacting the future of leadership and their implications Understand the top skills and mindsets that leaders of the future will need to possess and how to learn them Change your perception of who a leader is and what leadership means Tackle the greatest challenges that leaders of the future will face See the gap that exists between what CEOs identified versus what employees are actually experiencing Become a future-ready leader This is the book that you, your team, and your organization must read in order to lead in the future of work.

Clinical Nursing Skills Jan 04 2021 Appropriate for all levels of nursing from basic to advanced. This resource remains a comprehensive source of the essential information needed for success at all levels of nursing. Comprehensive set of nursing skills and procedures that cross the nursing curriculum and can be used in clinical, or the skills laboratory, . For use in hospitals and medical clinics as policy/procedure books or for reference. The most complete, up-to-date and useful guide to modern clinical nursing skills available! It is the definitive resource for best practice nursing standards, guidelines, and competencies. The authors teach through extensive case studies and critical thinking features, and thoroughly explain the rationales for each skill and technique. Strong coverage of evidence-based care, cultural/religious considerations, nursing management, and community based nursing is provided throughout.

ECGBL2015-9th European Conference on Games Based Learning Jul 22 2022

Critical Care Nursing Apr 26 2020 Prepare for success in today's high acuity, progressive, and critical care settings! Critical Care Nursing: Diagnosis and Management, 9th Edition helps you understand and apply critical care nursing principles and concepts to clinical assessment, diagnostic procedures, and therapeutic management. Known for its comprehensive coverage, this leading textbook uses a logical, body systems organization to address the care of patients with physiological alterations. New to this edition are illustrated Patient-Centered Critical Care features aimed at "humanizing the ICU" as well as Next Generation NCLEXa Exam-style case studies to help you further develop your clinical judgment skills and prepare for the latest nursing licensure exam. Also ideal for CCRNa and PCCNa exam preparation, this book is a one-stop resource on the concepts and skills required for critical care nursing! Time-tested, high-quality content addresses all aspects of today's high acuity, progressive, and critical care nursing. Consistent organization?within each body-system unit provides an efficient framework for learning, for CCRNa and PCCNa certification preparation, and for reference in clinical practice. Comprehensive, evidence-based content is highly referenced and includes internet resources for further research and study. Enhanced Quality and Safety Education for Nurses (QSEN) integration links text content to QSEN competencies, through the addition of QSEN-related questions in case

studies, QSEN-labeled features and boxes, QSEN content icons, and highlighted QSEN information.

Modern Livestock & Poultry Production Mar 18 2022 Designed for career and technical high school students who require competency in all phases and types of livestock production, the Ninth Edition of MODERN LIVESTOCK AND POULTRY PRODUCTION has been revised to include the most up-to-date, comprehensive information in the field. With coverage of basic animal science and livestock industry information as well as current issues in animal agriculture, this engaging text covers everything students need to know about livestock and poultry animals for classroom study and beyond. Through updated visual aids, real-world applications, and comprehensive study tools, the Ninth Edition provides students with a solid understand of the anatomy, physiology, nutrition, feeding, and reproduction of multiple livestock and poultry breeds. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Fundamental Nursing Skills and Concepts Mar 06 2021 Now in its Ninth Edition, this full-color text combines theoretical nursing concepts, step-by-step skills and procedures, and clinical applications to form the foundation of the LPN/LVN course of study. This edition features over 100 new photographs, exciting full-color ancillaries, end-of-unit exercises, and extensively updated chapters on nursing foundations, laws and ethics, recording and reporting, nutrition, fluid and chemical balance, safety, asepsis, infection control, and medication administration. Coverage includes new information on cost-related issues, emerging healthcare settings, concept mapping, malpractice, documentation and reporting, HIPAA, and more. All Gerontologic Considerations sections have been thoroughly updated by renowned experts.

Critical Thinking Handbook, K-3 Dec 15 2021 Grade level: 1, 2, 3, k, p, e, t.

Critical Issues in Education Aug 30 2020 Critical Issues in Education examines three questions that are at the core of the education debate in the United States: What interests should schools serve? What knowledge should schools teach? How do we develop the human environment of schools? When answering these queries the authors advocate the use of critical thinking, which includes dialogue and dialectic reasoning. Dynamic and interactive, dialogue requires listening and assessment, while dialectic stimulates the development of a creative response that encompasses both sides of an issue. When applied, these approaches engender an informative and stimulating discussion. In order to explore the depth of current educational issues, the Ninth Edition considers 15 topics, providing supporting evidence and reasoning for two divergent views. These issues include violence in schools, the role of technology, gender equity, multiculturalism, inclusion and disability, and school choice. Both civic and professional discussions regarding improvements will have consequences for students, teachers, and society. As a result, educational views and the social landscape in which they reside deserve critical study.

Mastering the Art of Instruction Nov 13 2021 Research in classroom

instruction has identified one hundred and twenty-one specific teacher behaviors that directly relate to increased student learning and positive classroom behavior. In this book you will learn nine of those specific essential instructional skills. The nine skills reviewed in this research-based book are demonstrated to be the most essential of the instructional acts used in teaching that influence learning positively. The nine skills span the arc from the beginning to end of the instructional experience. Other important instructional skills will be introduced along the way. If you master these nine instructional skills, and if you practice them in the way that enhances learning rather than inhibits learning, you will be on your way to being an effective teacher who can deliver powerful and meaningful learning to your students. "Galindo provides an excellent primer on the essential skills for successful teaching and learning. This is a great resource for new and experienced teachers." Margaret Provol, Associate Professor of Education and Instruction "Galindo reclaims the art of instruction in an age too often mesmerized by technological wizardry. When it comes down to it, it is the skill of the teacher that makes the difference in the classroom. This new resource will help teachers become master instructors." Frederick T. Yates, Professor of Secondary Education
3rd International Conference on Lifelong Education and Leadership for ALL-ICLEL 2017 Aug 23 2022 Copyright © 2017, ICLEL Conferences All rights reserved by ICLEL Conferences
Mastering the Job Interview, 9th Edition Dec 27 2022 Mastering the Job Interview offers detailed advice on how to develop a winning

interview strategy. It outlines the basic interview principles, reveals the core skill set most recruiters seek, and provides practical tips for preparing for the job interview. In addition, this book offers guidelines for writing an impactful résumé that will showcase your strengths and highlight your value proposition for the recruiting company. The discussion is complemented by an overview of strategies for managing the personal experience interview and creating a meaningful narrative about your own strengths and weaknesses that showcases your value to the recruiter.

Handbook of Research Design and Social Measurement Sep 11 2021

"If a student researcher had only one handbook on their bookshelf, Miller and Salkind's Handbook would certainly have to be it. With the updated material, the addition of the section on ethical issues (which is so well done that I'm recommending it to the departmental representative to the university IRB), and a new Part 4 on "Qualitative Methods", the new Handbook is an indispensable resource for researchers." Dan Cover, Department of Sociology, Furman University
The book considered a "necessity" by many social science researchers and their students has been revised and updated while retaining the features that made it so useful. The emphasis in this new edition is on the tools with which graduate students and more advanced researchers need to become familiar as well as be able to use in order to conduct high quality research.

Math 1 - Common Core 9th Grade Dec 03 2020 The Common core state standards for mathematics are a set of expectations and skills

that students need to master to succeed in college and the real world. BarCharts' Math Common core series aligns with those specific standards to help guide students through their classes. Each guide in the series features real-world problems and examples, illustrations, and tables to help students retain information.

Essential Skills in Maths Apr 06 2021 This series is ideal for comprehensive reinforcement of essential skills to improve results and to develop a more thorough understanding. The five books provide effective practice and consolidation of key mathematical skills for 11-16 year olds.

The 21st Century Supervisor, Facilitator's Guide Apr 30 2023 As a supervisor, the success of your organization rests in your hands! If you don't meet the goals set by senior leaders then results will be poor and angry customers will search for new providers of goods and services. The 21st Century Supervisor Training Package will help you improve your skills in these and many other areas: * Communication * Coaching * Business analysis * Computer * Project management * Resource management

The 21st Century Supervisor Feb 26 2023 As a supervisor, the success of your organization rests in your hands! If you don't meet the goals set by senior leaders then results will be poor and angry customers will search for new providers of goods and services. The 21st Century Supervisor Training Package will help you improve your skills in these and many other areas: * Communication * Coaching * Business analysis * Computer * Project management * Resource management