

Free ebook Strategic goal planning determining your core values a creative approach to taking charge of your business and life strategic career life and business goal setting and planning 1 (Read Only)

The Core Values Handbook The Value of Core Values Core Values Compass Discovering Your Authentic Core Values Core Values in American Life Choices Core Values And Organizational Change Corps Values Understanding and Clarifying Your Values (Assessment Included) The Core Value Equation The Eight Core Values of the Japanese Businessman Return on Integrity Company Core Values. Implementation in Existing Company Cultures When Core Values Are Strategic Core Values and Organizational Change The Core Values in Combat The Leadership Acronym The Value of You Manual of the Core Value Workshop Core Values Workbook Discovering Your Core Values Building a Culture of Ownership in Healthcare, Second Edition When Core Values are Strategic The Core Values of Chinese Civilization When Core Values are Strategic Find Your Values, Find Yourself Managing Change Creating Lasting Value African American Core Values Core Values Towards a Global Core Value System in Doctoral Education Corps Values Achieving Success for Kids Understanding Values Work Teaching Self-Compassion to Teens Core Values Leading With Values Ifa Value-Based Engineering Defining Values with Your Teen

The Core Values Handbook 2010 the core values index cvi characterizes and measures each person's real core values nature this is the essential self that abraham maslow asserted is the innate unchanging nature in each of us that causes us to want to make our unique contribution it is that part of us that determines where we fit where we can each make our highest and best contribution fully automated employment pre selection team building conflict resolution leadership training management restructuring departments and businesses all business and personal decisions are improved for those who have the advantage of the core values index and the powerful taylor protocols that effectively put this revolutionary technology to work page 2 of cover

The Value of Core Values 2012-10 how to cultivate a profitable business centered on core values

Core Values Compass 2010 do you need core values more than you know if you want to make a change in your life moving into a more life giving future having clear core values is an essential tool discovering your authentic core values walks you step by step through the process of identifying your authentic core values these are not your aspirational values the ones you wish were true of you these are your authentic inside out core values that already have played an enormous role in shaping your life you live in a world where other people's agendas are competing for your time and resources in the same way you often live in reaction to other people's values you've learned to use a schedule and a budget so that your time and money are used intentionally why wouldn't you put the same care into thinking through your own core values this little book is a guide that will walk you through a journaling process where you can discover these important motivations depending on your speed it's an approximately 10 hour process by discovering and naming these essential motivations you can begin to align your life with who god made you to be once you've done the work of articulating your core values you have an invaluable aid for an intentional life in this concise step by step guide you will learn why core values matter what the two different kinds of core values are how to discover your authentic core values in your own story what to do with negative core values how to actively use your core values if you are a follower of jesus how your core values connect with your spiritual journey table of contents why core values two kinds of core values gather your tools find the clues in your story consider the why get the outside unvarnished view gather and refine yourself look past the shadow to the light shape the words that shape you letting your core values work a final word

Discovering Your Authentic Core Values 2012-11-30 what values do americans hold dear what happens when real world situations cause those values to conflict to better understand the intellectual map of how american society works arthur g neal and helen youngelson neal analyze values prominent in american word and deed these values appear in our nation's formal documents rights and privileges prominently emphasized in the us constitution and inscribed on the statue of liberty they have shaped the historical destiny and indeed include those values most extensively propagated by the general population using these criteria the authors identify individualism the pursuit of happiness freedom consumerism materialism equality of opportunity technology mastery of the environment quality of marriage and national unity as the core american values core values provide the raw materials for the construction of contemporary society as a moral community wherever that community is located such values are clusters of ideas that are central to self identities they generate a sense of collective belonging and membership as such core values define the existing social order and advance a set of ideas for depicting a desirable future the analysis presented here helps us understand contemporary conflicts inherent in the american value system and the problems confronted by americans as they try to live within the limitations and contradictions of value systems

Core Values in American Life 2017-09-29 more than a quarter of a million people have completed the core values index they received a description of their most innate unchanging nature they acknowledge the cvi as the first instrument to give them a real understanding of who they really are now in choices the creator of the revolutionary cvi teaches us what he has learned about the universal human operating system how that exists within each of us how it works and how to manage ourselves more consciously more effectively choices teaches us how to live a more successful and fulfilling life through the practice of core values consciousness this adult level of thinking and living is made more available to us all through the cvi page 2 of cover

Choices 2010 zell miller was one of the united states most respected leaders his integrity passion and commitment to excellence earned the praise of colleagues on both sides of the aisle miller often attributed his successes to the value of his formative experience in the marine corps as a young man in his writing and stump speeches he stated in the twelve weeks of hell and transformation that were marine corps boot camp i learned the values of achieving a successful life that have guided and sustained me on the course which although sometimes checkered and detoured i have followed ever since in corps values miller recounts his life and the simple but powerful lessons he learned in the u s marines the core values he feels we must embrace if we are to be successful as individuals and as a nation only by incorporating such time honored marine qualities as pride discipline courage and respect into our personal and professional lives can we meet the challenges that lie ahead with corps values miller urges us all to go back to basic training to reinforce the values that ultimately lead to success in any endeavor

Core Values And Organizational Change 2007 bill blackwood and ray mauser use their years of experience as executive coaches and consultants to help you define and clarify your personal values in this book the authors present a discussion and definition of values as well as a tested proven values clarification exercise values are those things that really matter to each of us the ideas and beliefs we hold as special and will defend ray and bill maintain a set of values are personal to you no two people will necessarily have identical values thus it is important that you clarify your personal set of values because your values define who you are what you stand for and influence your individual behavior they provide a list of 70 values to start working with moreover values drive how you gather and interpret information frame decisions and make choices say the authors gaining an understanding of your value orientation is this book's intention the assessment instrument included in this book is designed to help identify those values that are most important and meaningful to you this book goes beyond clarifying your personal values it provides the reader with exercises and techniques for validating and testing your values you will recognize the various ways in which you engage your values in your daily life and work processes also you will learn to see how you engage in value driven actions which may appear neutral or simply logical but nonetheless carry out your values in the way you make judgments choices and decisions the authors separate and define many terms often defined as values they provide examples of behaviors attitudes attributes traits and related terms often viewed or misconstrued as values they also present a discussion of other classifications of values such as core values social political professional and so forth to help you distinguish these terms from your personal values this book is a relatively short quick read yet hard hitting with a practical style while it is designed for understanding and clarifying your personal values it is also suitable as a handbook for clarifying values in group settings such as seminars workshops classrooms and professional development venues

Corps Values 2020-09-15 if you're a ceo three of the biggest pain points you face in today's business world are making the best decisions when the answer isn't always clear maintaining a strong and consistent culture as your business rapidly grows attracting and retaining the best talent who are a strong culture fit these problem areas lead to inconsistency growing pains and major roadblocks on how to take your organization to the next level thankfully there's a simple solution discover build and create your core value driven organization in the core value equation darius mirshahzadeh shows how core values create the ultimate decision making engine for your organization that consistently produces spectacular results core values also create an invisible manager that sits next to every employee and holds them accountable to a common set of beliefs actions and

outcomes all without hiring a single person finally core values are the best tool out there to recruit and support an army of diehard team members who speak the same language create consistent results and make your organization a magnet for like minded individuals

Understanding and Clarifying Your Values (Assessment Included) 2012-07-01 the values and behaviors of the japanese businessman and of the japanese in general are quite diverse and keep changing making it difficult for anyone including the japanese themselves to truly understand why they act the way they do the eight core values of the japanese businessman saves readers time and effort when pursuing business opportunities in japan because it identifies the core values of the japanese businessman ranging from the obvious and public diligence to the more private silence as eloquence and perception of time after identifying these eight core values yasutaka sai explores the history and modern interpretation of each based on over 300 japanese language sources otherwise unavailable to those who do not read japanese the eight core values of the japanese businessman reveals the diversity and dynamism of japanese values and behaviors this information empowers businesspeople and international business educators to develop solid business relationships with the japanese with many years of experience the author focuses on specific values that are most common among japanese in the business world these are not exclusive but the most prevalent or widely shared values that western businesspeople are likely to encounter japanese diligence work ethic and gambarism or persistence group orientation sense of belonging and participation spirit of harmony interpersonal relations aesthetics and perfectionism curiosity and emphasis on innovation respect for form and hana yori dango or practicality a mind for competition and outlook on rewards the value of silence as eloquence perception of time as there is no single uniformly accepted source for the values of today s japanese citizen or business person sai s exploration opens a vital window into understanding many japanese values and behaviors the eight core values of the japanese businessman is vital reading for those with international business concerns business and management educators businesspeople interested in how japanese managers manage and employees work and practicing managers interested in cross cultural management issues it allows readers to develop good relationships with the japanese based on a realistic understanding of how they think and act both individually and as members of business organizations

The Core Value Equation 2020-04-27 the new roi in return on integrity the new definition of roi and why leaders need to know it author john g blumberg asks ceos and top leadership to dig deep to discover the most untapped strategic resource available to you as a leader it is an intriguing invitation to truly discover the core values you live by and in turn to engage an impactful set of core values for the organization you lead core values have been featured in countless books over the last decade but none has taken the search as deep or has focused on the intersection of leaders personal values and those of your organization at this intersection return on integrity reveals the linchpin of leadership and legacy through in depth introspection and a continual renewal you can lead your organization beyond profit to a more truthful and fulfilling bottom line core values are not just a guide they should be the basis of every decision and action in your organization the new roi is the value built between personal and organizational core values a stronger organization built on a stronger base the new roi is also the return ceos and your leadership team experience by living and leading with integrity blumberg clearly demonstrates his commitment to personal and professional integrity and to helping ceos achieve it sample worksheets and agendas guide your progress as do links to numerous support resources on the author s website return on integrity will inspire you to pick up your shovel and start digging deep

The Eight Core Values of the Japanese Businessman 2016-05-13 research paper undergraduate from the year 2016 in the subject leadership and human resources miscellaneous the fom university of applied sciences hamburg course human resource management language english abstract most companies of the fortune 100 have corporate core values values that should stand for the beliefs of the founders or management but in many cases these values are meaningless the reason in many cases is that the responsible persons in a company thinks they have to why because mostly all successful companies have defined also some kind of values but this approach can lead to more damage than positive impact sticking to values needs a strong standing from everybody in the company not only the employees have to develop a mindset for lived values also corporate governance and strategy have to adept values in the same meaning as for the single employee living them in the right or wrong way could therefore have a not insignificant impact on corporate governance culture and strategy this assignment will give a brief overview about the meaning possible impact and implementation of corporate core values in an existing corporate culture

Return on Integrity 2016-04-19 what do legendary leaders from disney ge gm johnson johnson boeing ebay microsoft time warner lenscrafters chiquita walmart pepsi and saatchi saatchi have in common they all learned the critical importance of core values as managers at procter gamble many of these leaders have remained members of the p g alumni network and now you can share in their powerful lessons learned with the p g alumni network s when core values are strategic this practical resource for emerging leaders offers no nonsense insights into why values really are so important and identifies practical ways to propagate strengthen and act on them bringing together contributions from influential p g alumni worldwide it offers a legacy to future leaders across organizations of every type and size discover why core values are timely universal and the secret to long term success and learn how top executives were shaped at p g to make historic change in energy aviation technology government transportation entertainment healthcare consumer packaged goods and other industries find out how to build a learning culture that increases shareholder value see why values and marketing initiatives are inseparable and much more procter gamble and p g are trade names of the procter gamble company and are used pursuant to an agreement with the procter gamble company p g alumni network is an independent organization apart from the procter gamble company

Company Core Values. Implementation in Existing Company Cultures 2016-07-21 written for managers in organizations that practice western style management this book focuses on the importance of generating core values vision and mission within an organization extending core values of work into practical and concrete ways of infusing them into day to day activities at work

When Core Values Are Strategic 2011-12-29 the leadership acronym is based on leadership abilities on how a leader can gain and use influence to win over the hearts of people and to get desired things done anyone who have ever led an organisation a group of people or a department has struggledat the beginningas a leader not because they lack ideas or have wrong motives but because they lack the unique leadership ingredient it takes influence for any leader to successfully lead without influence leadership will be based on power and positionwhere the leader will abuse and assault people in order to carry out instructions leadership is not meant for a selected few there is no one born with the wisdom of leadership all successful leaders learn to lead

Core Values and Organizational Change 2007 where are you going where have you been what are you doing about it now as you think through these questions i encourage you to make your move and reclaim the life you ve always dreamed about it s yours if you really want it but you ll need more than just a burning desire you ll need a game plan that is built on a rock solid foundation of core values values lead us toward the journey of our destiny our generation has lost its way in the fast paced instant gratification world we live in we ve lost our direction values provide us direction leading us to bold new opportunities and life changing relationships values like confidence faith courage and hard work are key to living life on your terms know this my friend it s not only about the end goal it s the journey you take to get there because it is the journey that defines us in the end the value of you is a journey into the core values that give light to our human experience values lead us to interior

freedom peace of mind happiness and success every chapter contains a value that is filled with creative stories of famous people like j k rowling simone biles captain charles sully sullenberger and amy schumer as well as lesser known yet remarkable heroes such as dr liviu librescu chris singleton and welles crowther each value has a description of its core features as well as obstacles to living the value results of living the value and a personal game plan with practical guidance to help you make the value your own we live in an ever changing world with adversity and challenges values are the constant that position us for happiness and success values are a way of life start your journey today

The Core Values in Combat 1997 in this innovative treatment you will learn powerful ways to regulate your emotions and behavior according to your best interests and those of your loved ones learning and practicing these new skills will enhance your sense of self you will learn to replace the powerlessness of blame with the power of responsibility from the publisher

The Leadership Acronym 2016-07-13 delve into a transformative journey of self discovery with core values a profound workbook authored by khalliah bryant licensed marriage and family therapist lmft this expertly crafted guide bearing the insightful touch of khalliah s therapeutic expertise invites readers to explore and define their core values through empathetic and skillful guidance khalliah empowers individuals to uncover the keys to a more authentic and fulfilling life immerse yourself in this transformative experience as the core values workbook becomes your compass on the path to personal growth and a more meaningful existence

The Value of You 2017-11-03 using construction as their metaphor authors joe tye and bob dent make a compelling case that a healthcare organization s invisible architecture a foundation of core values a superstructure of organizational culture and the interior finish of workplace attitude is no less important than its visible architecture further they assert that culture will not change unless people change and people will not change unless they are inspired to do so and given the right tools the fully updated second edition of building a culture of ownership in healthcare takes readers on a journey from accountability to ownership providing a proven model strategies and practical solutions to help improve organizational culture in the healthcare setting learn how investing in your organization and your people can enable a significant successful change in productivity employee engagement nurse satisfaction recruitment and retention quality of care patient satisfaction and financial outcomes

Manual of the Core Value Workshop 2004 drawing on the core values of western civilization the author refines the counterparts in chinese civilization summarized as four core principles duty before freedom obedience before rights community before individual and harmony before conflict focusing on guoxue or sinology as the basis of his approach the author provides detailed explanations of traditional chinese values recent scholars have addressed the concept of guoxue since the modern age sorting through it and piecing it together which has produced an extremely abundant range of information however given that the concepts and theories involved have been left largely unanalyzed this book develops a theoretical treatment of them in several important respects first it analyzes the mindset of guoxue examining the dominant ideas and values of the era from which the term guoxue arose focusing on its connection to early changes and trends in society and culture and distinguishing three key phases of development past scholars mainly had in mind the range of objects studied in guoxue when defining it and what this book underscores is the meaning of guoxue as a modern body of research secondly it assesses several phases in the modern evolution of the body of guoxue research from the beginning to the end of the 20th century i e ending with the later phase of the national heritage movement third and lastly the book explores the various main modes of modern guoxue which correspond step by step with the evolutionary phases of guoxue research

Core Values Workbook 2023-12-18 what do legendary leaders from disney ge gm johnson johnson boeing ebay microsoft time warner lenscrafters chiquita walmart pepsi and saatchi saatchi have in common they all learned the critical importance of values as managers at procter gamble and since departing for leadership roles elsewhere many have remained members of the p g alumni network now you can share the powerful lessons learned at p g the p g alumni network s when core values are strategic offers no nonsense insights into why values really are so important and practical ways to propagate strengthen and act on them bringing together contributions from influential p g alumni worldwide it offers a legacy to future leaders across organizations of every type and size discover why core values are timely universal and the secret to long term success on both financial and other metrics how top executives were shaped at p g to make historic change in energy aviation technology government transportation entertainment healthcare consumer packaged goods and other industries how to build a learning culture that increases shareholder value why values and marketing initiatives are inseparable and much more this book will be an inspiration and practical resource to emerging leaders in organizations of every size and type in every field or industry procter gamble and p g are trade names of the procter gamble company and are used pursuant to an agreement with the procter gamble company p g alumni network is an independent organization apart from the procter gamble company

Discovering Your Core Values 2018-09 do you know what your values are or even where to look for them are you ready to try a simple formula to uncover them this simple guide will show you how we all have a set of values things that we have at the very core of our beings and which we live our lives by these values help to shape us and allow us to make better decisions but many of us aren t always completely aware of what our values are and tend to act on them instinctively just imagine how much more you could achieve if you could work out what they are what focus and success could you find inside the pages of this short book find your values find yourself the simple 3 step method to discover your values and bring clarity to your decision making you will find a comprehensive way to determine what your values are with chapters that cover how to find your values in half an hour what personal values are why they are important examples of personal values how to find your top 3 craft a definition of your personal core values reviewing your values regularly and more at the conclusion of this short read you will have uncovered your core values and improved your life bringing you the ability to make better informed decisions scroll up and click buy now for your copy

Building a Culture of Ownership in Healthcare, Second Edition 2020-05-29 the consequences of a primary focus on shareholders over the last few decades has emphasized that that a new model of value creation is necessary today s economy demands organizations that create value not only for shareholders but also for customers employees leaders and society businesses that face up to this challenge by focusing on all the stakeholders involved will be far more successful in the long term than those driven purely by seeking to deliver the maximum return on shareholder investment creating lasting value shows readers how to achieve lasting results by channeling efforts into three key areas it demonstrates how to lead the value manage the value and market the value the successful organizations of the future will be those that can put these principles into practice this book shows you how

When Core Values are Strategic 2012 a best hits compilation of self help quotations from famous to ordinary african americans from establishment insiders to athletes and rap artists from the revered elders to twelve year old myesha a treasure trove of wisdom that can help all young people avoid problems in life and make the most of opportunities a realistic inspiring view of african americans advancing an antidote to the negative media portrayals a telling of centuries of american history in the poignant voices of people who lived and shaped that history

The Core Values of Chinese Civilization 2016-12-20 this research explored the historical air force values related initiatives that have existed since its creation in 1947 the air force has long been interested in and conducted values related initiatives although sometimes with a different focus and objective than its preceding initiatives this study specifically examines two of

the assumptions made in the current air force core values initiative against the historic values related initiatives to identify any differences that have occurred over time the two assumptions specifically deal with the degree to which the initiatives emphasize character development and secondly the role the chaplain plays in these identified initiatives other attributes were also identified and compared across the initiatives information was also provided from other organizations external to the air force that are concerned with character development historical and on going initiatives from the united states air force academy were also identified and compared against the current initiative the research analysis identified a number of issues where significant differences exist among the initiatives these differences were classified into the needs further clarification category and recommended for further study the primary findings were that there has been a clear lineage of values related initiatives there has been significant changes recently concerning a reduced emphasis on character development and the greatly reduced role that the chaplain plays in these values related initiatives this difference appears to be related to the respective office upon which the implementation is assigned

When Core Values are Strategic 2012 recent decades have seen an explosion in doctoral education worldwide increased potential for diverse employment has generated greater interest with cultural political and environmental tensions focusing the attention of new creative responsible scholars towards a global core value system in doctoral education provides an evaluation of changes and reforms in doctoral education since 2000 recognising the diversity of academic cultures and institutional systems worldwide the book advocates for a core value system to overcome inequalities in access to doctoral education and the provision of knowledge building on in depth perspectives of scholars and young researchers from more than 25 countries the chapters focus on the structures and quality assurance models of doctoral education supervision and funding from an institutional and comparative perspective the book examines capacity building in the era of globalisation global labour market developments for doctoral graduates and explores the ethical challenges and political contestations that may manifest in the process of pursuing a phd experts and early career researchers in the global north and south collaborated in interdisciplinary and intergenerational teams to develop guidelines for doctoral education they learned from each other about how to act courageously within a complex global context the resulting recommendations and reflections are an invitation to reflect on the frames and conditions of doctoral education today

Find Your Values, Find Yourself 2020-04-15 a collection of essays about the core values zell miller believes are essential for a society

Managing Change 1990 achieving success for kids is a clarion call to action that explains why we need to save america s children and return our nation and our schools to the core values beliefs and principles upon which our nation was founded in this book tim l adsit presents a bold visionary blueprint for change and success in achieving and exceeding international standards in american schools within the next two to four years restoring america and its educational system to their rightful place of prominence and leadership in the world

Creating Lasting Value 2013-12-03 at the core of institutional theories values is a central term and figures in most definitions however it remains understudied and under explored the editors of this open access book identify a resurgence of interest in the values construct which underpins discussions of identity ethos and the purpose nature of public and civic welfare provision considering the importance of values and values work to social material and symbolic work in organizations individual chapters explore values work as performed in organizations and by leaders focusing on practices of values work the book applies and combines different theoretical lenses exemplified by the integration of institutional perspectives with micro level perspectives and approaches

African American Core Values 2009 grounded in knowledge about the unique developmental challenges of adolescence this book presents an innovative approach for teaching self compassion to teens and young adults in clinical educational or community settings lorraine hobbs and niina tamura provide guided practices creative exercises and teaching strategies adapted from kristin neff and christopher germer s widely disseminated mindful self compassion program for adults case examples sample dialogues and scripts illustrate how to set up and run successful groups that address teen concerns such as self criticism self esteem social comparison and strong emotions the book offers guidelines for cultivating a personal practice and working with parents tips for providing a safe effective learning environment are woven throughout a special chapter covers trauma sensitive teaching

Core Values 1997-09-01 the story with the world around him changing at a dizzying pace the owner of a small struggling travel agency clings to the values he holds most dear teamwork loyalty and the incalculable importance of a good trust fall it takes a weekend sta

Towards a Global Core Value System in Doctoral Education 2022-09-27 uses psychological and philosophical frameworks to teach readers how to make strategic principled decisions as they lead with values

Corps Values 1998 what is ifa on which aspects of life does ifa provide guidance how does ifa guide and support one during this sojourn on earth solagbade popoola fakunle oyesanya and gbolahan okemuyiwa have dedicated most of their lives to the art of interpretation and analysis of odu ifa these three adept yoruba babalawos will provide clear precise and detailed answers to these questions and more whether you are a curious westerner wishing to become a part of this african tradition or a yoruba woman or man wanting to return to your ancestors way of life or a person simple wishing to understand ifa s philosophies ethics and principles this one of a kind series will place you on the right path to understanding and appropriately applying the teaching of this ancient tradition to all aspects and stages of your life

Achieving Success for Kids 2011-11-16 in times of powerful ai systems such as gpt value based engineering is deeply needed it is anew transdisciplinary it innovation and engineering approach respecting human values and societal consequences of it systems as these are planned and in early evolution stages the book tells the story of why we need technology for humanity more than ever before and what principles we should follow in building it more concretely it is a guide on how exactly companies should pursue their innovation efforts with an epilogue on how this is different from aspiring science fiction the value based engineering approach outlined in this book with concrete case studies forms and over 90 illustrations was developed and revised by over 100 experts from around the world engaged in a project called ieee p7000 tm

Understanding Values Work 2020-02-14 have you ever wondered what makes the difference in raising an exceptional teenager helping your teen understand their core values creates that crucial bond and can make all the difference every year so much time effort revenue and just plain life is wasted in conflict between parents and teens one reason is that there are 16 major personality types and it means you have a 1 in 256 chance that you and your teen think anywhere near alike in fact the odds are the two of you have some personality quirks that don t always fit well together with such a huge number of possible combinations the chance for missed opportunity and disrespect is enormous parents must deliberately come to grips with their own values and help their kids do the same this means using effective communication techniques personal leadership and consistent application of values but as we all know too well your kids didn t come with an instruction manual well never fear help is here in this ebook you will discover practical parenting strategies used by successful parents of high achievers athletes celebrities and leaders you can begin using these parenting techniques today even if your communications with your teenager have been strained in recent times certified life coach liv montgomery guides you through proven methods to help you make a

positive change in the life of your teen and set up your child for an exceptionally successful life o learn how to identify core values with your teen o know the difference between vicarious values and self discoveryo learn a step by step strategy for maintaining focus and keeping your teen out of troubleo refine your parenting skills

Teaching Self-Compassion to Teens 2022-03-23

Core Values 2013

Leading With Values 2022-02-17

Ifa 2014-06-09

Value-Based Engineering 2023-03-20

Defining Values with Your Teen 2011-09-27

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