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Huawei Xiaoying Dong, Mengling Yan, Yanni Hu, 2023-01-09 Through in depth case studies this book seeks to reveal the secret of Huawei's rapid growth. The content of this book is rich and detailed. The authors combine first hand interview data including Huawei managers of many functional departments such as research and development, marketing, supply chain management and human resources as well as Huawei's suppliers, partners and competitors. This book analyzes the articles and speeches published by Huawei's leader Ren Zhengfei since 1994 both in the public and internally and reference to various materials about Huawei including employee's postings in the social media, news reports, research papers, books etc. The book systematically describes the key elements of Huawei's strategy, corporate culture, organizational capabilities and R D innovation system and so on. The book also compared the differences between Huawei and Cisco in many subjects as leadership, culture, organization transformation and management capabilities. For whoever tries to understand Huawei, this book is an excellent reference book. In the companion book *Cisco: Integration of Innovation and Operation*, the author tells another growth path of technology company in America.

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Spiders of North America Sarah Rose, 2022-06-28 An accessible field guide to more than 500 of the most commonly found spider species in North America. Of the more than 49 000 species of spider worldwide, some 4 000 are in North America. *Spiders of North America* explores more than 500 of the most common and interesting spiders found in this region of the world. This richly illustrated guide begins with an overview of spiders: what they are, exactly how they can be found, how they develop and why they are important. The book features information on all the major spider guilds: sensing web weavers, sheet web weavers, orb web weavers, space web weavers, ambush hunters, ground active hunters, other active hunters and spider hunters. Chapters contain accessible descriptions for identifying members of each spider family, including helpful tips for distinguishing members of similar families and details at the genus and species levels. Stunning color photographs and informative distribution maps accompany the text. Useful descriptions for identification of each spider family. Stunningly detailed macro and in situ photographs. Information on all the major spider guilds. Handy distribution maps.

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