

## Generating social capital between people management and dynamic change

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### Abstract

This article presents an action-research experience as an emblematic expression of new ways of generating value and organizational processes. The subject is related to the management of pre-schools, in which civil society takes responsibility for micro-processes that guarantee the generation of collective value for the community and the maintenance of a connective tissue through which narratives, stories, and experiences take root. Stories become relationships, networks of trust and collaboration with widespread availability that translates civic consciousness into actions, initiatives, and projects.

The article's contribution illustrates the challenges faced and the organizational processes activated with the different stakeholders involved in the system of activities considered, through a situated and conversational research-action approach (Shotter 2007), according to a dialogic research-action perspective (Shotter 2010). The results highlight the elements of social capital generated, as well as the critical issues that emerged in the work within the socio-organizational and community contexts.

# Generating Social Capital

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## **Table of Contents Generating Social Capital**

1. Understanding the eBook Generating Social Capital
  - The Rise of Digital Reading Generating Social Capital
  - Advantages of eBooks Over Traditional Books
2. Identifying Generating Social Capital
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Generating Social Capital
  - User-Friendly Interface
4. Exploring eBook Recommendations from Generating Social Capital
  - Personalized Recommendations
  - Generating Social Capital User Reviews and Ratings
  - Generating Social Capital and Bestseller Lists
5. Accessing Generating Social Capital Free and Paid eBooks
  - Generating Social Capital Public Domain eBooks
  - Generating Social Capital eBook Subscription Services
  - Generating Social Capital Budget-Friendly Options
6. Navigating Generating Social Capital eBook Formats

- ePub, PDF, MOBI, and More
- Generating Social Capital Compatibility with Devices
- Generating Social Capital Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Generating Social Capital
  - Highlighting and Note-Taking Generating Social Capital
  - Interactive Elements Generating Social Capital
- 8. Staying Engaged with Generating Social Capital
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Generating Social Capital
- 9. Balancing eBooks and Physical Books Generating Social Capital
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Generating Social Capital
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Generating Social Capital
  - Setting Reading Goals Generating Social Capital
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Generating Social Capital
  - Fact-Checking eBook Content of Generating Social Capital
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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