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This approach to science separated human beings, as objective observers, from their biological nature as participants in a fundamentally interconnected natural process. The root cause of the utter unsustainability of modern civilization lies in the dualistic separation of nature and culture. It is in nature, that all peoples and all species unite into a community of life. These sciences acknowledge that we are living in a complex, interconnected, constantly changing, and "beyond a very limited spatial and temporal scale" fundamentally unpredictable and uncontrollable world. Local actions can have far-reaching global consequences. Bionics: A prediction and control approach to learning from nature. Keywords: Human resource management, Strategic HRM, Management, Culture, Organisation. 1. Introduction. HRM is a distinctive approach to employment management which seeks to achieve competitive advantage through the strategic development of a highly committed and capable workforce using an integrated array of cultural, structural and personnel techniques (Storey, 2001). Beer et al, (1984) defined HRM as a strategic approach to the management of human resources that involves all management decisions and actions that affect the relationship between the organisation and employees. While Armstrong Theory and management approaches related to nature-based solutions for climate change adaptation. 2. This book is divided into four main parts developing the case for adopting NBS for climate change adaptation. In addition, co-benefits and the implementation challenges of NBS as planning and management tool in urban development are presented. 1. In this approach adaptation mainstreaming is considered as the inclusion of climate risk considerations in sector policies and practices. Authors introduce an integrated framework that illustrates potential mainstreaming measures and strategies at different levels of governance by using case studies from Germany and Portugal.