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While some music players are optimized for ease of use, and others for maximum flexibility, Resonic Player (opens in new tab) is designed for speed.It uses multi-core processing and keeps memory usage to a minimum for the fastest possible performance. It also has an unusual one-click interface to help you pick tracks more quickly, plus a huge set of customizable keyboard shortcuts.Resonic Player is currently in beta and the developers are still in the process of tweaking and improving various features.The basic player is free for personal use, but there’s also a premium version - Resonic Pro (opens in new tab) - which is designed for professionals working in audio production and sound design. It features Enhanced metadata options, the ability to create loops in real time, add cues and markers, extract waveform selections, and pitch shifting. A Resonic Pro license currently costs €69 (about £65, US\$80, AU\$105).User experienceThe most noticeable difference between Resonic and most music players is the absence of a media library. Instead of importing tracks and organizing them within the player, you need to find them using the file explorer on the left. This isn’t a problem if you’ve already categorized all your tracks in Windows’ own music library, but is less helpful if you want to pull in music from several different sources.The developers say that library support will be included with the final release of Resonic, but justify its absence by noting that it relies on each track being tagged correctly, which can be tricky to achieve.Once you’ve found the album you want in Resonic Player, click it once to open the track list, then click a track to begin playing. Navigating with single clicks seems strange at first, but it saves time in the long run. There are quick keyboard shortcuts for all the most common features and tasks, and you can create your own via the Preferences menu.You can customize various aspects of the interface, showing and hiding elements like the level meter, visualizations and sidebar. However, there’s no support for album art, which would go a long way towards making the player more attractive and easier to navigate at a glance.Resonic Pro is only available for Windows at the moment, and although its developers aren’t ruling out a Mac version, it will depend on the success of the PC edition.Check out our full guide to the best free music players If the \$8.50 ticket price (that includes 3D screenings) at this Rogers Park theater doesn't grab your attention, then this certainly should: The theater sports a full bar and servers deliver drinks to your seat. Frankly, we'll go see just about any movie if there's a stiff cocktail involved. Finding exceptional talent to join your business is on top of every leader's list. To grow and retain your existing talent is equally--if not more--important and an often neglected area of focus for businesses.Sometimes a little bit of recognition can go a very long way. According to Officevibe research, strategic recognition programs result in a 23 percent lower employment turnover rate compared to companies without one in place...not to mention those companies are 12 times more likely to see stronger business results.How companies approach recognition programs vary vastly, but the details are important. Whatever your review and reward policy, it most likely is a top-down affair with management praising an elite group of usual suspects.Most companies model themselves after the same general principle, involving some form of self-assessment followed by a manager evaluation. The first problem with performance reviews? They're a bit two-dimensional--especially in the modern workplace where success comes in so many forms and KPIs shift quarter to quarter. There's a good reason why many companies are moving away from this practice.It's time to democratize the rewards and recognition process and give the power to your people. A couple years ago, an internal employee survey at my company revealed that we needed to reinvent our rewards and recognition program. What resulted was a peer-nomination process that elicited more than 500 heartfelt nominations from our 1,100-person company in its first year. Here's why you should consider doing the same.1. By the people, for the people. Asking employees who they think should be recognized lends a sense of ownership to the process. People care more when their vote does, in fact, count. The awards just mean more when it's known that they were selected by the masses and not upper management.2. Find the unsung heroes. Managers don't always see the nitty-gritty, behind-the-scenes work of the members on their team. I know I don't! Often we only have insight into the end product and not all the hard work that went into making it happen. This is particularly true of your behind-the-scenes employees whose work may be taken for granted. By opening up the process to everyone, the stars across the company will bubble to the top regardless of how loud or high profile they personally are. Bonus: Peer-to-peer recognition is 35 percent more likely to benefit you financially than manager recognition alone.3. Winners x2. We found that if someone nominated a peer, they really wanted that person to be recognized. So the recognized person's win was also a win for the nominator. This increased engagement throughout the entire awards process, from nomination to awards day to celebration of the winners' prizes. There is genuine excitement in the celebration and honoring of those being recognized when it starts from the bottom up.4. Expose real connections that last beyond the event. We created a heavily qualitative nomination form that prompted nominators to share specific anecdotes about why their peer should be recognized. We were shocked at the touching, superhero moments revealed in their answers. For those who didn't receive formal recognition, we ensured that these sincere gems were shared with the entire company throughout the year. People also got into the habit of recognizing peers for day-to-day activities and sharing these achievements on our internal communication platform.5. Create winner experiences that mean something. Sure, people like to display acrylic plaques on their desks. But what if you could create a prize that emulated the nature of a crowdsourced nomination process? We didn't think a standard prize would match the heart of our event, encouraging us to create a winners' circle trip that forged connection.6. Reflect your culture. Above all, make efforts to have your rewards and recognition programs emulate your company culture. If you encourage an environment of connection and collaboration (we have a culture of "meaningful connections" at LivePerson), an approach like the one we took just makes sense. Examine how you review and reward employees and find ways that you can make the process an extension of your culture.I'd love to know any interesting approaches you've taken in your rewards and recognition programs and would be happy to answer any questions about how we do ours. DM me at @RobLoCascio. CinemaNow will soon start selling downloads of popular films that can be transferred, or "burned," to blank DVDs for use with home DVD players, and such Hollywood heavies as Walt Disney's Buena Vista Home Entertainment and Sony Pictures Home Entertainment have already signed on to provide content, the Associated Press reports via the New York Post.CinemaNow's "Burn to DVD" offering is expected to go live Wednesday, and upward of 100 films will be available for download including Scent of a Woman featuring Al Pacino and Barbershop, with Ice Cube, according to the AP.On Monday, rival Web movie download service MovieLink said it licensed technology from Sonic Solutions that will allow its customers to burn movie downloads to DVD, though it did not specify when the service will be operational.In the past, CinemaNow users couldn't watch film downloads on their televisions unless they connected them to computers, the AP reports.Curt Marvis, CinemaNow chief executive officer, said, "Our customers will experience a true innovation in home entertainment, the ability to obtain a DVD in the comfort of their living room," according to the AP.Hollywood studios have been hesitant to adopt the online download sales medium for films due to piracy concerns and the possible cannibalization of retail stores sales, but advances in encryption and additional digital rights protection technologies have led them to experiment with the concept.CinemaNow currently has license to distribute only a relatively small number of older film titles, but Mavis said newer, more popular movies will be offered once the studios gain some confidence in the system's reliability, the AP reports.Benjamin Feingold, president of Sony's home entertainment division, told the AP, "It's a test of the distribution and security architecture," and he agreed that studios would license more content once the system is vetted.The company will offer films starting at \$8.99 each, and they'll include all the features that a DVD purchased in a retail store would, according to the AP, though once a copy is burned, its quality will be slightly lower than an official studio DVD. CinemaNow's film downloads will also be able to be transferred to DVD only once, but customers will be able to repeatedly watch the movies on their computers, according to the AP.In addition to content from Disney's Buena Vista and Sony Pictures, CinemaNow will offer films from MGM Worldwide Digital Media, Universal Studios Home Entertainment, Lionsgate and Sundance Channel, the AP reports.CinemaNow's DVD-burning technology employs Germany-based ACE's fluxDVD technology, according to the AP.Check out our CIO News Alerts and Tech Informer pages for more updated news coverage. Since this story was originally reported, its title has been modified.Movielink, a Santa Monica, Calif.-based Web film service, has inked a pact that enables it to use Sonic Solutions technology to sell movie downloads that its customers can "burn" onto blank DVDs, LATimes.com reports.Movielink is expected to formally announce the deal between it and Sonic Solutions on Monday, which will allow the company to employ Sonic's DVD-on-Demand software for burning digital copies of films downloaded from the Web to DVD, LATimes.com reports.Sonic, which is operated by five movie studios, has not specified which media firms will provide content for use with the DVD-on-Demand feature, according to LATimes.com.Jim Ramo, Movielink chief executive, said, "This gives consumers a more flexible product while providing copyright holders with adequate protection of their content," according to LATimes.com.Currently, film enthusiasts who purchase movies via the Internet can rent or buy from a handful of film download services, but that content can only be viewed on their computers or other handheld devices. Movielink offers films for rent for as little as \$1.99, and its users purchase movies for as much as \$19.99 for newly released titles like *Syriana*, featuring George Clooney, though pricing details for the DVD-burning capability have not been specified. LATimes.com reports.Movie studios have been hesitant to embrace the Internet sales medium for films because of concerns over piracy and the possible cannibalization of traditional retail store sales but Sonic Solutions' technology could help to curb some of the worry because its allows copy-protection technologies to be burned onto any DVD that its users create, according to LATimes.com.Related Link:Warner Bros., Guba to Sell Films, TV Shows OnlineCheck out our CIO News Alerts and Tech Informer pages for more updated news coverage.

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