

Wiser Getting Beyond Groupthink To Make Groups Smarter

WiserThe Employee AdvantageFoundations of Homeland SecurityBehavioural Insights and Organisations Fostering Safety CultureHow Judges JudgeThe Black Box of GovernanceThe Neurodiversity EdgeMaking the Nation SmarterFaster Smarter Digital VideoMeeting Organization and Human Resource ChallengesStudy Smarter, Think SmarterGrowing SmarterOrganizational BehaviorScienceMaking Smart Growth WorkThe Calorie MythSmart Growth, Better NeighborhoodsForbesThe Power of Mandate: How Visionary Leaders Keep Their Organization Focused on What Matters MostStatistics and Data Analysis Cass R. Sunstein Stephan Meier Martin J. Alperen OECD Brian M. Barry Sandra Guerra Maureen Dunne Thomas G. Sticht Jason R. Dunn Douglas B. Gutknecht Lawrence J. Greene Robert Doyle Bullard Fred Luthans John Michels (Journalist) Douglas R. Porter Jonathan Bailor National Neighborhood Coalition (U.S.) Scott Stawski Ajit C. Tamhane Wiser The Employee Advantage Foundations of Homeland Security Behavioural Insights and Organisations Fostering Safety Culture How Judges Judge The Black Box of Governance The Neurodiversity Edge Making the Nation Smarter Faster Smarter Digital Video Meeting Organization and Human Resource Challenges Study Smarter, Think Smarter Growing Smarter Organizational Behavior Science Making Smart Growth Work The Calorie Myth Smart Growth, Better Neighborhoods Forbes The Power of Mandate: How Visionary Leaders Keep Their Organization Focused on What Matters Most Statistics and Data Analysis *Cass R. Sunstein Stephan Meier Martin J. Alperen OECD Brian M. Barry Sandra Guerra Maureen Dunne Thomas G. Sticht Jason R. Dunn Douglas B. Gutknecht Lawrence J. Greene Robert Doyle Bullard Fred Luthans John Michels (Journalist) Douglas R. Porter Jonathan Bailor National Neighborhood Coalition (U.S.) Scott Stawski Ajit C. Tamhane*

why are group decisions so hard since the beginning of human history people have made decisions in groups first in families and villages and now as part of companies governments school boards religious organizations or any one of countless other groups and having more than one person to help decide is good because the group benefits from the collective knowledge of all of its members and this results in better decisions right back to reality we ve all been involved in group decisions and they re hard and they often turn out badly why many blame bad decisions on groupthink without a clear idea of what that term really means now nudge coauthor cass sunstein and leading decision making scholar reid hastie shed light on the specifics of why and how group decisions go wrong and offer tactics and lessons to help leaders avoid the pitfalls and reach better outcomes in the first part of the book they explain in clear and fascinating detail the distinct problems groups run into they often amplify rather than correct individual errors in judgment they fall victim to cascade effects as members follow what others say or do they become polarized adopting more extreme positions than the ones they began with they emphasize what everybody knows instead of focusing on critical information that only a few people know in the second part of the book the authors turn to straightforward methods and advice for making groups smarter these approaches include silencing the leader so that the views of other group members can surface rethinking rewards and incentives to encourage people to reveal their own knowledge thoughtfully assigning roles that are aligned with people s unique strengths and more with examples from a broad range of organizations from google to the cia and written in an engaging and witty style wiser will not only enlighten you it will help your team and your organization make better decisions decisions that lead to greater success

move over customer centricity this book highlights that no company can afford to put employees second with robust evidence and rich cases meier explains why leaders who fail to care about people do so at their own peril adam grant 1 new york times bestselling author of think again in an ever shifting work landscape leaders can no longer ignore their most overlooked stakeholders their employees in the

employee advantage behavioral economist stephan meier explains why organizations must value their employees as much as if not more than their customers those that pivot toward an employee centric model will be more profitable innovative and appealing to top talent the good news you don t need to start from scratch the customer centric tools that give you a competitive advantage can be repurposed to focus on employees through case studies of fortune 500 companies like costco dhl and best buy as well as smaller organizations you will learn why employees care about more than just money when it comes to their jobs the same way customers care about more than just price what two mindset shifts are essential to becoming an employee centric workplace how improving your employee experience will benefit your business and your bottom line the future of work is human centric the companies that win in the marketplace will be those with the best employees to get and stay ahead businesses must embrace the employee advantage

the complete guide to understanding the structure of homeland security law new topics featuring leading authors cover topics on security threats of separatism secession and rightwing extremism aviation industry s crew resource management principles and ethics legal and social issues in homeland security legal and social issues in homeland security in addition the chapter devoted to the trans pacific partnership is a description of economic statecraft what we really gain from the tpp and what we stand to lose the power of pop culture in the hands of isis describes how isis communicates and how pop culture is used expertly as a recruiting tool text organized by subject with the portions of all the laws related to that particular subject in one chapter making it easier to reference a specific statute by topic allows the reader to recognize that homeland security involves many specialties and to view homeland security expansively and in the long term includes many references as a resource for professionals in various fields including military government first responders lawyers and students includes an instructor manual providing teaching suggestions discussion questions true false questions and essay questions along with the answers to all of these

this report presents research on applying bi to changing the behaviour of organisations with a focus on fostering elements of a safety culture in the energy sector it presents comparative findings from experiments with energy regulators in canada ireland mexico and oman as well as guidance for applying bi to safety culture going forward

a judge s role is to make decisions this book is about how judges undertake this task it is about forces on the judicial role and their consequences about empirical research from a variety of academic disciplines that observes and verifies how factors can affect how judges judge on the one hand judges decide by interpreting and applying the law but much more affects judicial decision making psychological effects group dynamics numerical reasoning biases court processes influences from political and other institutions and technological advancement all can have a bearing on judicial outcomes in how judges judge empirical insights into judicial decision making brian m barry explores how these factors beyond the law affect judges in their role case examples judicial rulings judges own self reflections on their role and accounts from legal history complement this analysis to contextualise the research make it more accessible and enrich the reader s understanding and appreciation of judicial decision making offering research based insights into how judges make the decisions that can impact daily life and societies around the globe this book will be of interest to practising and training judges litigation lawyers and those studying law and related disciplines

in the world of corporate governance the board of directors is often viewed as the black box of companies only the board members who are seated at the meeting table understand how this decision making machine works in this book a board member with over 25 years experience pulls off the lid and shows both how boards have worked and how they could work this book is grounded in extensive research in three different surveys one with more than 100 brazilian directors another with 340 board members from 40 countries and a final one with 103 brazilian directors serving on 238 boards it also includes interviews with ira millstein sir adrian cadbury robert monks and

mervyn king the inner workings of the board of directors are revealed what keeps directors awake at night obstacles to efficient decision making behavioral dynamics both within the board and in relation to the management pitfalls that arise from individual and group biases based on these insights and the author s own consulting and board experience the book presents a guide to behavioral tools enabling directors and executives to confidently navigate the boardroom improving interactivity and the efficiency of the decision making process intended for directors and executives who are directly involved in the board s activities as well as for leaders responsible for strategy implementation this book provides a behavioral compass for all those interacting with the black box

national bestseller a porchlight book company top new release as seen on armchair expert with dax shepard an interesting read for anybody curious about the human story and our development in society irish tech news groundbreaking guide innovative and accessible sanfrancisco book review in the neurodiversity edge renowned oxford trained cognitive scientist neurodiversity expert and business leader dr maureen dunne presents a pioneering framework to harnessing the power of neurodiversity to navigate the most important human resources revolution in the modern era did you know that an estimated 1 in 5 people are neurodivergent have a mind that works differently such as the autistic adhders the dyslexic synesthetes and other unique neurotypes and that the vast majority are motivated capable and unemployed this indispensable guide is based on more than two decades of immersive cognitive science research case studies stories from neurodivergent voices in the trenches work with hundreds of organizations from start ups to global fortune 500 titans and dr dunne s own lived experiences as a neurodivergent employer entrepreneur board member and ceo too many unique minds and perspectives on the sidelines and too many organizations beset by groupthink innovation stagnation and a lack of access to qualified new candidates the neurodiversity edge takes you all the way from why to what and to how delivering practical insights that build on a new foundational framework cultivate a values driven approach to building a culture of sustained authentic inclusion where everyone can thrive how to

improve the interview process to avoid missing game changing talent develop a hybrid office protocol that works for everyone and a support infrastructure that aligns with universal design principles discover why google's project aristotle found that innovation and performance hinge on psychological safety uncover and eliminate the destructive influence of unconscious cognitive biases take a graphic tour into the wonders of the human mind understand unique problem solving abilities such as lateral thinking visual spatial thinking multisensory thinking leaps of creative insight hyperfocus and many more how to articulate and implement organizational goals and measure progress toward them the neurodiversity edge is an essential guide for executives board directors human resources professionals managers recruiters entrepreneurs venture capitalists allies educators nonprofit leaders and anyone with an interest in better understanding neurodiversity authentic neuroinclusion and the human mind

faster smarter digital video shows you how to produce high quality digital video faster smarter and easier you get practical concise guidance for choosing a digital camcorder capturing better video editing footage and audio adding professional effects using the digital media capabilities in the microsoft rm windows rm xp operating system and delivering your final production live canned or over the faster smarter digital video delivers accurate how to information that's easy to absorb and apply the language is friendly and down to earth with no jargon or silly chatter use the concise explanations easy numbered steps and visual examples that help you swing into action and get the job done

this collection of readings explores some possible blind spots in our traditional thinking about organizations emphasizes the need for new concepts and intellectual handles that help us grasp some of the essentials of organizational life during turbulent and uncertain times useful for the student of sociology industrial psychology and management

sixteen units contain over 85 sequential reproducible lessons employing real life examples from school and home

experts from academia government and nonprofit organizations offer an environmental justice perspective on smart growth discussing equitable solutions to suburban sprawl and urban decay

organizational behavior by fred luthans was the first mainstream organizational behavior text on the market and continues the tradition of being the most current and up to date researched text today well known author fred luthans is the 5th highest publisher in academy of management journals is a senior research scientist with the gallup organization and continues to do research in the organizational behavior area organizational behavior 11th edition is ideal for instructors who take a research based and conceptual approach to their ob course

this book provides proven strategies and solutions that you can use to put smart growth management into action includes pros and cons difficulties and describes what worked and what hasn't includes mixed use projects conserving open space expanding transportation options creating livable communities suburban greenfields and the roles of players involved

in this revolutionary weight loss program informed by more than 1 200 scientific studies fitness and diet expert jonathan bailor offers concrete evidence that the calorie counting model of weight loss doesn't work in fact cutting edge science supports a radically different approach to weight loss and health proving that by focusing on food and exercise quality rather than calorie quantity you can burn fat and boost health more easily and enjoyably than you ever thought possible the human body does not recognize all calories as equal some foods are used to repair tissue boost brain power and fuel our metabolism while others are stored as fat in the calorie myth bailor shows us how eating more of the right kinds of foods and exercising less but at a higher intensity is the true formula for burning fat why because eating high quality foods like whole plants and nutritious proteins balances the hormones that regulate our metabolism when we eat these foods

our bodies naturally maintain a healthy weight but when we eat sugar starches processed fats and other poor quality foods the body's regulatory system becomes clogged and prevents us from burning extra calories translation those extra 10 pounds aren't the result of eating too much they're the result from eating the wrong foods in the calorie myth buster offers clear comprehensive guidance on what to eat and why providing an eating plan recipes and a simple yet effective exercise regimen based on the principles of high intensity interval training losing weight doesn't have to mean going hungry or spending hours at the gym the calorie myth offers a radical new model for weight loss and long term health

the book that reveals how today's most successful leaders turn vision into reality featuring profiles of jeff bezos bill gates mark zuckerberg steve jobs reed hastings mike lawrie and more consensus negotiation compromise a democratic approach to leadership drives most organizations today consensus based decision making may be popular but it is far from the best approach in business it's also rarely the right approach for c level executives especially now that digital technology is driving real business disruption simply put consensus is an innovation killer the most successful disruptive companies are propelled forward by mandate driven leaders these leaders are inspired by a compelling belief idea strategy or tactic through their willpower organizations are thrust into the future the mandate driven leadership model is the hallmark of visionaries who have changed entire industries and sustained consistent innovation in their own companies the power of mandate reveals what it takes to be an effective leader in today's disruptive business environment you'll learn how the most audacious visionaries managed turn their visions into reality this timely book will help you discover your inner visionary avoid the pitfalls of consensus leadership create a mandate driven culture develop leadership skills in others and more profiles of the most successful mandate driven leaders including amazon's jeff bezos apple's steve jobs facebook's mark zuckerberg netflix's reed hastings airbnb's brian chesky dxc technology's mike lawrie and microsoft's bill gates provide invaluable leadership lessons you can begin applying today

introducing the concepts and methods of modern statistics with an emphasis on computer assisted data analysis the book focuses on interpretation of results rather than their computation review of probability collecting data summarizing and exploring data sampling distributions of statistics basic concepts of inference linear regression and correlation analysis of single factor and multifactor experiments

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