

Deep Smarts How To Cultivate And Transfer Enduring Business Wisdom

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Cultivating deep smarts in an organization requires serious commitment from a manager. The manager must study it enough to understand its nature. It also requires a big investment in other people in order to give them the opportunity to develop deep smarts, which is to say, to move beyond ordinary levels of competence.

Deep Smarts: How to Cultivate and Transfer Enduring ...

PDF | On Jan 1, 2005, Dorothy Leonard and others published Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom | Find, read and cite all the research you need on ResearchGate

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Deep smarts are the engine of any organization as well as the essential value that individuals build throughout their careers. Distinct from IQ, this type of expertise consists of practical ... - Selection from Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom [Book]

Deep Smarts: How to Cultivate and Transfer Enduring ...

Recreating Deep Smarts Through Guided Experience. D EEP SMARTS, we have argued, are not just nice to have. They are essential to your organization, and managers who consciously cultivate them in current and future employees are investing in a competitive advantage.

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Deep Smarts: How to Cultivate and Transfer Enduring ...

Deep Smarts: How to Cultivate and Transfer Business Wisdom.Boston, MA: Harvard Business School Press, 2005.

Deep Smarts: How to Cultivate and Transfer Business Wisdom ...

Leonard and Swap describe the origins and limits of deep smarts and outline processes for cultivating and leveraging them across the organization. Developing an experience repertoire and receiving...

Deep Smarts: How to Cultivate and Transfer Enduring ...

The most valuable part of deep smarts is the tacit know-how (and often, know-who) that a person has built up over years of experience. This knowledge cannot be easily documented and handed over in...

Deep Smarts - Harvard Business Review

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Deep Smarts How To Cultivate And Transfer Enduring ...

Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom Dorothy Leonard Walter Swap Review of Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom, by Dorothy

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Amazon.com: Deep Smarts: How to Cultivate and Transfer ...

"Deep Smarts" is a very special book. In it, authors Dorothy Leonard and Walter Swap show the importance of `deep smarts' to life and creativity, how to build `deep smarts' personally and organizationally, how to assemble deep smarts for creating value, how beliefs and social influences shape `deep smarts," and how individuals (coaches) and organizations can transfer, or cultivate `deep smarts.'

Amazon.com: Customer reviews: Deep Smarts: How to ...

Her 2005 book Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom (co-authored with Walter Swap) explores the importance and nature of experience-based knowledge. Responding to requests for practice-based tools and techniques for transferring knowledge, she and co-authors Walter Swap and Gavin Barton published in 2015 Critical Knowledge Transfer: Tools for Managing Your Company's Deep Smarts .

Deep Smarts and Core Capabilities — Knowledge Architecture

Read PDF Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom Authored by Leonard, Walter C. Swap, Dorothy Leonard-Barton Released at - Filesize: 3.5 MB Reviews A brand new eBook with a new standpoint. I have got read through and i also am confident that i will gonna

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Deep Smarts How To Cultivate And Transfer Enduring ...

BRAND NEW, Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom, Leonard, Walter C. Swap, Dorothy Leonard-Barton, Deep smarts are the engine of any organization as well as the essential value that individuals build throughout their careers. Distinct from IQ, this type of expertise consists of

Get PDF # Deep Smarts: How to Cultivate and Transfer ...

An interview with Dorothy Leonard and Walter Swap: The first issue that any organization has to face is the identification of the deep smarts. Dorothy Leonard and Walter Swap are co-authors of the new book 'Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom.' Leonard is a professor emerita at the Harvard Business School and Swap is a professor of psychology emeritus at Tufts ...

Deep smarts are the engine of any organization as well as the essential value that individuals build throughout their careers. Distinct from IQ, this type of expertise consists of practical wisdom: accumulated knowledge, know-how, and intuition gained through extensive experience. How do such smarts develop? And what happens when people with deep smarts leave a particular job or the organization? Can any of their smarts be transferred? Should they be? Basing their conclusions on a multi-year research project, Dorothy Leonard and Walter Swap argue that cultivating and managing deep smarts are critical parts of any leader's job. The authors draw on examples from firms of all sizes and types to illustrate the connection between deep smarts and organizational viability and continuous innovation. Leonard and Swap describe the origins and limits of deep smarts and outline processes for cultivating and leveraging them across the organization. Developing an experience repertoire and receiving strategic guidance from wise coaches can help individuals move up the ladder of expertise from novice to master. Addressing a topic of increasing importance as the Boomer generation retires, Deep Smarts challenges leaders to take a hands-on approach to managing the experience-based knowledge shaping the future of their organizations.

"Addressing the critical issue of knowledge transfer within an organization, this book offers practical advice on how to structure the transition of documented information and the even more valuable non-documented knowledge that outgoing staffers have-before it leaves with them. Whether a result of a retirement, an acquisition, promotions, transfers, or layoffs-all organizations have lost what these authors call "deep smarts" when workers leave. Now, Dorothy Leonard and Walter Swap, coauthors of the popular Deep Smarts, and their coauthor Gavin Barton offer a solution. The trio has constructed a new approach that not only helps organizations put in place the structures and practices to pass along knowledge from expert to successor, but also identifies tacit knowledge-knowledge that is largely undocumented and lives inside of people's heads. Based on theory and research, this book offers a variety of examples, tools, and templates to take action before essential knowledge disappears"--

The updated edition of the bestselling book that has changed millions of lives with its insights into the growth mindset "Through clever research studies and engaging writing, Dweck illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life."—Bill Gates, GatesNotes After decades of research, world-renowned Stanford University psychologist Carol S. Dweck, Ph.D., discovered a simple but groundbreaking idea: the power of mindset. In this brilliant book, she shows how success in school, work, sports, the arts, and almost every area of human endeavor can be dramatically influenced by how we think about our talents and abilities. People with a fixed mindset—those who believe that abilities are fixed—are less likely to flourish than those with a growth mindset—those who believe that abilities can be developed. Mindset reveals how great parents, teachers, managers, and athletes can put this idea to use to foster outstanding accomplishment. In this edition, Dweck offers new insights into her now famous and broadly embraced concept. She introduces a phenomenon she calls false growth mindset and guides people toward adopting a deeper, truer growth mindset. She also expands the mindset concept beyond the individual, applying it to the cultures of groups and organizations. With the right mindset, you can motivate those you lead, teach, and love—to transform their lives and your own.

Breakthrough Knowledge Transfer Techniques for Every Professional! No matter where you work there are people with experience teaching people who need to learn. Everyone is part of this exchange yet few people know how to do it well. Now, there's a comprehensive how-to manual for effective knowledge transfer: Teach What You Know . Steve Trautman introduces simple, practical mentoring techniques he created for engineers at Microsoft, and has proven in many diverse organizations ranging from Nike to Boeing. This is real-world, get-it done advice, organized into a framework you can use no matter what you need to teach. Trautman provides common-sense tools to successfully pass along years or even decades of experiences: easy-to- use checklists, sample training plans, lists of questions, step-by-step procedures, and a start-to finish case study. Teach What You Know will help you orient new employees, support transitions to new assignments and promotions, prepare for employee retirements, build teams, roll out new technologies, and even move forward after reorganizations and mergers.

Self-awareness is the bedrock of emotional intelligence that enables you to see your talents, shortcomings, and potential. But you won't be able to achieve true self-awareness with the usual quarterly feedback and self-reflection alone. This book will teach you how to understand your thoughts and emotions, how to persuade your colleagues to share what they really think of you, and why self-awareness will spark more productive and rewarding relationships with your employees and bosses. This volume includes the work of: Daniel Goleman Robert Steven Kaplan Susan David HOW TO BE HUMAN AT WORK. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

The magazine of mobile warfare.

Read the Wall Street Journal Bestseller for "cultivating intense focus" for fast, powerful performance results for achieving success and true meaning in one's professional life (Adam Grant, author of Give and Take). Deep work is the ability to focus without distraction on a cognitively demanding task. It's a skill that allows you to quickly master complicated information and produce

better results in less time. Deep Work will make you better at what you do and provide the sense of true fulfillment that comes from craftsmanship. In short, deep work is like a super power in our increasingly competitive twenty-first century economy. And yet, most people have lost the ability to go deep—spending their days instead in a frantic blur of e-mail and social media, not even realizing there's a better way. In Deep Work, author and professor Cal Newport flips the narrative on impact in a connected age. Instead of arguing distraction is bad, he instead celebrates the power of its opposite. Dividing this book into two parts, he first makes the case that in almost any profession, cultivating a deep work ethic will produce massive benefits. He then presents a rigorous training regimen, presented as a series of four "rules," for transforming your mind and habits to support this skill. 1. Work Deeply 2. Embrace Boredom 3. Quit Social Media 4. Drain the Shallows A mix of cultural criticism and actionable advice, Deep Work takes the reader on a journey through memorable stories—from Carl Jung building a stone tower in the woods to focus his mind, to a social media pioneer buying a round-trip business class ticket to Tokyo to write a book free from distraction in the air—and no-nonsense advice, such as the claim that most serious professionals should quit social media and that you should practice being bored. Deep Work is an indispensable guide to anyone seeking focused success in a distracted world. An Amazon Best Book of 2016 Pick in Business & Leadership Wall Street Journal Business Bestseller A Business Book of the Week at 800-CEO-READ

From executives complaining that their teams don't contribute ideas to employees throwing up their hands because their input isn't sought—company culture is the culprit. Courageous Cultures provides a road map to build a high-performance, high-engagement culture around sharing ideas, solving problems, and rewarding contributions from all levels. Many leaders are convinced they have an open environment that encourages employees to speak up and are shocked when they learn that employees are holding back. Employees have ideas and want to be heard. Leadership wants to hear them. Too often, however, employees and leaders both feel that no one cares about making things better. The disconnect typically only widens over time, with both sides becoming more firmly entrenched in their viewpoints. Becoming a courageous culture means building teams of microinnovators, problem solvers, and customer advocates working together. A microinnovator is the employee who consistently seeks out small, but powerful, ways to improve the business. A problem solver is the employee who cares about what's not working and wants to make it better. They uncover and speak openly about what's not working and think critically about how to fix it. A customer advocate is the employee who sees through your customers' eyes and speaks up on their behalf. They actively look for ways to improve customers' experience and minimize customer frustrations. In our world of rapid change, a courageous culture is your competitive advantage. It ensures that your company is "sticky" for both customers and employees. In this book you'll learn practical tools to uncover, leverage, and scale the best ideas from every level of your organization. See how the latest research conducted by the authors confirms why organizations struggle when it comes to creating strong cultures where employees are encouraged to contribute their best thinking. Learn proven models and tools that leaders can apply throughout all levels of the organization, to reengage and motivate employees. Understand best practices from companies around the world and learn how to apply these strategies and techniques in your own organization.