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The performance review. It is one of the most insidious, most damaging, and yet most ubiquitous of corporate activities. We all hate it. And yet nobody does anything about it. Until now... Straight-talking Sam Culbert, management guru and UCLA professor, minces no words as he puts managers on notice that -- with the performance review as their weapon of choice -- they have built a corporate culture based on intimidation and fear. Teaming up with Wall Street Journal Senior Editor Lawrence Rout, he shows us why performance reviews are bogus and how they undermine both creativity and productivity. And he puts a good deal of the blame squarely

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on human resources professionals, who perpetuate the very practice that they should be trying to eliminate. But Culbert does more than merely tear down. He also offers a substitute -- the performance preview -- that will actually accomplish the tasks that performance reviews were supposed to, but never will: holding people accountable for their actions and their results, and giving managers and their employees the kind of feedback they need for improving their skills and to give the company more of what it needs. With passion, humor, and a rare insight into what motivates all of us to do our best, Culbert offers all of us a chance to be better managers, better employees and, indeed, better people. Culbert has long said his goal is to make the world of work fit for human consumption. "Get Rid of the Performance Review!" shows us

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how to do just that.

Discover a "compelling" framework for setting and achieving your goals (Carol Dweck, author of Mindset), from a psychologist on the cutting edge of motivational science. A great deal of ink has been spilled on the subject of motivating and influencing others, but what happens when the person you most want to influence is you? Setting and achieving goals for yourself—at work, at home, and in relationships—is harder than it seems. How do you know where to start? How do you carry on in the face of roadblocks and distractions? How do you decide which tasks and ambitions to prioritize when you're faced with more responsibilities, needs, and desires than you can keep track of? In Get It Done,

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psychologist and behavioral scientist Ayelet Fishbach presents a new theoretical framework for self-motivated action, explaining how to: Identify the right goals Attack the "middle problem" Battle temptations Use the help of others around you And so much more... With fascinating research from the field of motivation science and compelling stories of people who learned to motivate themselves, *Get It Done* illuminates invaluable strategies for pulling yourself in whatever direction you want to go—so you can achieve your goals while staying healthy, clearheaded, and happy.

* Instant WSJ bestseller * Translated into 18 languages * #1 Most Recommended Book of the year (Bloomberg annual survey of CEOs and entrepreneurs) * An Amazon,

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Bloomberg, Financial Times, Forbes, Inc., Newsweek, Strategy + Business, Tech Crunch, Washington Post Best Business Book of the year * Recommended by Bill Gates, Daniel Kahneman, Malcolm Gladwell, Dan Pink, Adam Grant, Susan Cain, Sid Mukherjee, Tim Ferriss Why do good teams kill great ideas? Loonshots reveals a surprising new way of thinking about the mysteries of group behavior that challenges everything we thought we knew about nurturing radical breakthroughs. Bahcall, a physicist and entrepreneur, shows why teams, companies, or any group with a mission will suddenly change from embracing new ideas to rejecting them, just as flowing water will suddenly change into brittle ice. Mountains of print have been written about culture. Loonshots identifies the small shifts in structure that control

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this transition, the same way that temperature controls the change from water to ice. Using examples that range from the spread of fires in forests to the hunt for terrorists online, and stories of thieves and geniuses and kings, Bahcall shows how a new kind of science can help us become the initiators, rather than the victims, of innovative surprise. Over the past decade, researchers have been applying the tools and techniques of this new science—the science of phase transitions—to understand how birds flock, fish swim, brains work, people vote, diseases erupt, and ecosystems collapse. Loonshots is the first to apply this science to the spread of breakthrough ideas. Bahcall distills these insights into practical lessons creatives, entrepreneurs, and visionaries can use to change our world. Along the way, readers will

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learn how chickens saved millions of lives, what James Bond and Lipitor have in common, what the movie Imitation Game got wrong about WWII, and what really killed Pan Am, Polaroid, and the Qing Dynasty. ¶If The Da Vinci Code and Freakonomics had a child together, it would be called Loonshots.¶ ¶Senator Bob Kerrey

A charming, meticulously researched, and illuminating look at how technology infiltrates every aspect of raising children today, filled with helpful advice parents can use to best navigate the digital landscape, and ultimately learn to trust their own judgment. There's an app or device for nearly every aspect of parenting today: monitoring your baby; entertaining or educating your toddler; connecting with other new parents

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for tips, tricks, and community—virtually every aspect of daily life. But it isn't a parenting paradise; the truth is much more complicated. The mother of two young daughters, journalist Sophie Brickman wondered what living in a tech-saturated world was doing to her and her children. She turned to experts, academics, doctors, and innovators for advice and insight. *Baby, Unplugged* brings together Brickman's in-depth research with her own candid (sometimes hilarious) personal experience to help parents sort through the wide and often confusing tech offerings available today and to sort out what's helpful and what's not. Filled with relatable and entertaining stories as well as practical takeaways, *Baby, Unplugged* is destined to become a touchstone for parents today, giving them the permission to forge their own path

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through the morass of technological options, to restore their faith in themselves, and to help them raise good, social, and engaged people in the modern world.

Left Brain, Right Stuff takes up where other books about decision making leave off. For many routine choices, from shopping to investing, we can make good decisions simply by avoiding common errors, such as searching only for confirming information or avoiding the hindsight bias. But as Phil Rosenzweig shows, for many of the most important, more complex situations we face—in business, sports, politics, and more—a different way of thinking is required. Leaders must possess the ability to shape opinions, inspire followers, manage risk, and outmaneuver and outperform rivals. Making

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winning decisions calls for a combination of skills: clear analysis and calculation—left brain—as well as the willingness to push boundaries and take bold action—right stuff. Of course leaders need to understand the dynamics of competition, to anticipate rival moves, to draw on the power of statistical analysis, and to be aware of common decision errors—all features of left brain thinking. But to achieve the unprecedented in real-world situations, much more is needed. Leaders also need the right stuff. In business, they have to devise plans and inspire followers for successful execution; in politics, they must mobilize popular support for a chosen program; in the military, commanders need to commit to a battle strategy and lead their troops; and in start-ups, entrepreneurs must manage risk when success is uncertain.

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In every case, success calls for action as well as analysis, and for courage as well as calculation. Always entertaining, often surprising, and immensely practical, *Left Brain, Right Stuff* draws on a wealth of examples in order to propose a new paradigm for decision making in synch with the way we have to operate in the real world. Rosenzweig's smart and perceptive analysis of research provides fresh, and often surprising, insights on topics such as confidence and overconfidence, the uses and limits of decision models, the illusion of control, expert performance and deliberate practice, competitive bidding and new venture management, and the true nature of leadership.

One of the Best Technology Books of 2020—Financial Times

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Levy's all-access Facebook reflects the reputational swan dive of its subject. . . . The result is evenhanded and devastating. San Francisco Chronicle [Levy's] evenhanded conclusions are still damning. Reason [He] doesn't shy from asking the tough questions. The Washington Post Reminds you the HBO show Silicon Valley did not have to reach far for its satire. NPR.org The definitive history, packed with untold stories, of one of America's most controversial and powerful companies: Facebook As a college sophomore, Mark Zuckerberg created a simple website to serve as a campus social network. Today, Facebook is nearly unrecognizable from its first, modest iteration. In light of recent controversies surrounding election-influencing "fake news" accounts, the handling of its users

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personal data, and growing discontent with the actions of its founder and CEO—who has enormous power over what the world sees and says—never has a company been more central to the national conversation. Millions of words have been written about Facebook, but no one has told the complete story, documenting its ascendancy and missteps. There is no denying the power and omnipresence of Facebook in American daily life, or the imperative of this book to document the unchecked power and shocking techniques of the company, from growing at all costs to outmaneuvering its biggest rivals to acquire WhatsApp and Instagram, to developing a platform so addictive even some of its own are now beginning to realize its dangers. Based on hundreds of interviews from inside and outside Facebook, Levy's

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sweeping narrative of incredible entrepreneurial success and failure digs deep into the whole story of the company that has changed the world and reaped the consequences.

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The first major biography of the pathbreaking, perpetually influential surrealist artist and iconoclast whose inspiration can be seen in everyone from Jasper Johns to Beyoncé by

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the celebrated biographer of Cézanne and Braque In this thought-provoking life of René Magritte (1898-1967), Alex Danchev makes a compelling case for Magritte as the single most significant purveyor of images to the modern world. Magritte's surreal sensibility, deadpan melodrama, and fine-tuned outrageousness have become an inescapable part of our visual landscape, through such legendary works as The Treachery of Images (Ceci n'est pas une pipe) and his celebrated iterations of Man in a Bowler Hat. Danchev explores the path of this highly unconventional artist from his middle-class Belgian beginnings to the years during which he led a small, brilliant band of surrealists (and famously clashed with André Breton) to his first major retrospective, which traveled to the United States in 1965 and gave rise to his

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international reputation. Using 50 color images and more than 160 black-and-white illustrations, Danchev delves deeply into Magritte's artistic development and the profound questions he raised in his work about the very nature of authenticity. This is a vital biography for our time that plumbs the mystery of an iconoclast whose influence can be seen in everyone from Jasper Johns to Beyoncé.

The first full and authoritative biography of an American—indeed a world-wide—musical and cultural legend “No one worked harder than B.B. No one inspired more up-and-coming artists. No one did more to spread the gospel of the blues.” President Barack Obama “He is without a doubt the most important artist the blues has ever produced.” Eric

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Clapton Riley "Blues Boy" King (1925-2015) was born into deep poverty in Jim Crow Mississippi. Wrenched away from his sharecropper father, B.B. lost his mother at age ten, leaving him more or less alone. Music became his emancipation from exhausting toil in the fields. Inspired by a local minister's guitar and by the records of Blind Lemon Jefferson and T-Bone Walker, encouraged by his cousin, the established blues man Bukka White, B.B. taught his guitar to sing in the unique solo style that, along with his relentless work ethic and humanity, became his trademark. In turn, generations of artists claimed him as inspiration, from Jimi Hendrix and Eric Clapton to Carlos Santana and the Edge. King of the Blues presents the vibrant life and times of a trailblazing giant. Witness to dark prejudice and lynching in

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his youth, B.B. performed incessantly (some 15,000 concerts in 90 countries over nearly 60 years)—in some real way his means of escaping his past. Several of his concerts, including his landmark gig at Chicago’s Cook County Jail, endure in legend to this day. His career roller-coasted between adulation and relegation, but he always rose back up. At the same time, his story reveals the many ways record companies took advantage of artists, especially those of color. Daniel de Visé has interviewed almost every surviving member of B.B. King’s inner circle—family, band members, retainers, managers, and more—and their voices and memories enrich and enliven the life of this Mississippi blues titan, whom his contemporary Bobby “Blue” Bland simply called “the man.”

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Written for both HRM majors and non-majors, Human Resource Management: Functions, Applications, and Skill Development equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook; expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity; and features 17 new case studies on a range

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