

excellence.

Leadership At Scale Claudio Feser 2018-12-04 Traditional approaches to leadership development focus on a small number of individuals at the top. However, in today's world of constant change and decentralized decision-making, organizations need effective leaders at all levels of their organizations. That requires a much broader and deeper pool of leadership talent, and most organizations fall far short of what they need. Leadership at Scale defines a new approach. In it, top experts at McKinsey, the world's number one leadership factory, expose the secrets of how to drive leadership development that reaches the entire organization, adapts to diverse contexts and achieves impact at scale. Grounded in extensive research and the global experience of +25 leadership experts and illustrated with a fictional step-by-step case with numerous real-life examples, this book provides leaders with the systematic and fact-based approach they need to unlock organizational performance through leadership effectiveness.

The Routledge Companion to Career Studies Hugh Gunz 2019-11-12 The Routledge Companion to Career Studies is an in-depth reference for researchers, students, and practitioners looking for a comprehensive overview of the state of the art of career studies. Split into five parts, the volume looks at major areas of research within career studies and reflects on the latest developments in the areas of theory, empirical studies, and methodology. The book's five parts cover (1) major theoretical and methodological debates and approaches to studying careers; (2) careers as dynamic, ongoing processes covering such issues as time, shaping careers, career outcomes and patterns, and the forces shaping careers; (3) the local, national, and global context of careers, (4) implementing career research to design practical interventions in areas such as education, counseling, and national policy; and (5) a commentary on the current state of career scholarship and its future development as represented in this volume, by founding scholars in the field. This book will be a sourcebook for scholars studying careers, research students intending to take up the study of careers, and anyone – scholars and practitioners – with an interest not only in understanding careers, the factors shaping them and where they lead, but also in how this understanding might be used in practice.

Selfassessmentpakket 3.0 Stephen Paul Robbins 2003 Inleidend overzicht van het gehele vakgebied van management.

Modern Ship Engineering, Design and Operations Carlos Reusser 2021-12-22 Some marine propulsion systems are based on thermal machines that operate under the diesel cycle. Their main advantages, compared to other propulsion systems based on thermal machines, are low specific fuel consumption and greater thermal efficiency. However, their main disadvantages lie in the emissions produced by combustion, such as carbon dioxide (CO₂), sulfur oxide (SO_x), and nitrogen oxide (NO_x). Over the last decade, the International Maritime Organization (IMO) has adopted a series of regulations to reduce these emissions based on the introduction of several energy efficiency designs and operational indicators. In this context, this book focuses on the design and operation efficiency of ships through an analysis of the main propulsion systems. It discusses the use of alternative fuels as well as the integration of hybrid and fully electric propulsion systems.

Cases on Healthcare Information Technology for Patient Care Management Sarnikar, Surendra 2012-12-31 Health care organizations have made investments in health information technologies such as electronic health records, health information exchanges, and many more, which have increased the importance of Health Information Technology studies. Cases on Healthcare Information Technology for Patient Care Management highlights the importance of understanding the potential challenges and lessons learned from past technology implementations. This comprehensive collection of case studies aims to help improve the understanding of the process as well as challenges faced and lessons learned through implementation of health information technologies.

Organizational Behavior Stephen P. Robbins 2011 Robbins/Judge provides the research you want, written in reader-friendly language and accompanied with the best-selling self-assessment software, SAL. What Is Organizational Behavior?; Foundations of Individual Behavior; Attitudes and Job Satisfaction; Personality and Values; Perception and Individual Decision Making; Motivation Concepts; Motivation: From Concepts to Applications; Emotions and Moods; Foundations of Group Behavior; Understanding Work Teams; Communication; Basic Approaches to Leadership; Contemporary Issues in Leadership; Power and Politics; Conflict and Negotiation; Foundations of Organization Structure; Organizational Culture; Human Resource Policies and Practices; Organizational Change and Stress Management; Globally accepted and written by one of the most foremost authors in the field, this is a necessary read for all managers, human resource workers, and anyone needing to understand and improve their people skills.

BUNGA RAMPAI AKUNTANSI PUBLIK Abdul Halim, Setiyono Miharjo, Evi Maria, Abdul Halim, Heru Fahlevi, Syukriy Abdullah, Afrah Junita, Icuk Rangga Bawono, Henny Purnamasari, Harnovinsah, Ana Sopanah, Lilik Purwanti, Baihaqi, Armelly, Nila Aprila, Rini Indriani, Emilda Sulastrri, Nurhidayah, Nur Azlina, Sem Paulus, Faiz Zamzami, Ihda Arifin Faiz, Irkham Huda, Yulistiana, Muhammad Hudaya, Wahyudin Nor, Dewi Lesmanawati, Marchelyn Pongsapan, Wuryan Andayani, Hestining Tyastuti, Indrawati Yuhertiana, Anita Primastiwi, Natalia Soka, Yovita Buraken, Rida Perwita Sari, Zulkifli Angga Laksmana, Annisa Isyaturrodhiah, Evada Dewata, Mochamad Hanif Rifqy 2020-08-21 Buku ini merupakan kumpulan tulisan dari berbagai hasil riset dengan tiga isu akuntansi publik yaitu isu akuntansi pemerintah daerah, isu organisasi publik (nirlaba), dan isu akuntansi bumdes. Dari ketiga isu tersebut menjadi 21 sub judul yang menarik untuk dibaca. Hadirnya buku ini diharapkan dapat menambah literatur bagi yang berminat mendalami dan meneliti ilmu akuntansi (sektor) publik. Sebuah peristiwa penting yang menjadi milestone perkembangan Akuntansi Publik terjadi di FEB UGM pada tanggal, 1 Desember 2018 yaitu perubahan nama dari Akuntansi Sektor Publik (ASP) menjadi Akuntansi Publik (AP) pada acara Workshop Akuntansi Publik "Posisi dan Teori Dasarnya" yang dihadiri oleh 200 peserta dari berbagai PTN/PTS se Indonesia. Penyebutan kata "sektor" menempatkan akuntansi untuk organisasi nirlaba ini sebagai subordinat atau cabang dari akuntansi yang lebih besar, dalam hal ini adalah akuntansi untuk organisasi bisnis. Oleh karena itu penggunaan kata yang tepat adalah Akuntansi Publik (tanpa sector). Akuntansi Publik

adalah akuntansi yang memiliki hulu sendiri yang terpisah dari hulu Akuntansi Bisnis. Beberapa argument yang mendukung diantaranya: adanya perbedaan latar belakang pembentukan organisasi, tujuan pendirian organisasi dan cara pencapaian tujuan organisasi, serta sumber dan sifat pendanaan organisasi. Perbedaan-perbedaan ini memberikan konsekuensi perbedaan yang signifikan di antara kedua dunia akuntansi tersebut pada aspek perencanaan dan penganggaran, sistem pelaporan keuangan (akuntansi keuangan), maupun akuntansi manajemen. Dengan diterbitkannya buku ini, kami penyunting mengucapkan banyak terima kasih kepada semua penulis yang telah berkontribusi dalam buku ini dan juga penerbit yang telah membantu proses penerbitan. Semoga buku ini dapat memberi manfaat bagi pembelajaran, pengembangan, pemahaman, dan menjadi inspirasi untuk terbitnya buku-buku berikutnya.

Organizational Behavior: Science, The Real World, and You Debra L. Nelson 2013-04-09 Help your students learn not only the concepts and theories that enhance the management of human behavior at work but also how to practice these skills with Nelson/Quick's ORGANIZATIONAL BEHAVIOR. The latest edition of this book clearly demonstrates how organizational behavior theories and research apply to companies today with engaging cases, meaningful exercises, and examples that include six new focus companies students will instantly recognize. The authors present foundational organizational behavior topics, such as motivation, leadership, teamwork, and communication. Students also examine emerging issues reshaping the field today, such as the theme of change. They study how change affects attitudes and behaviors in an organization as well as what new opportunities and experiences change presents. Students further explore growing themes of globalization, diversity, and ethics. The authors anchor the book's multifaceted approach in both classic research and leading-edge scholarship. Timely examples from all types of organizations throughout this edition reflect today's most current trends, including six new focus companies--Netflix, Ford, Groupon, and more. Self-assessments and other interactive learning opportunities allow your students to grow and develop, both as individuals and as important contributors to an organization, as they progress throughout your course. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The SAGE Handbook of Management Learning, Education and Development Steven J Armstrong 2009-05-07 The scholarship of management teaching and learning has established itself as a field in its own right and this benchmark handbook is the first to provide an account of the discipline. Original chapters from leading international academics identify the key issues and map out where the discipline is going. Each chapter provides a comprehensive and critical overview of the given topic area, highlights current debates and reviews the emerging research agenda. Chapters embrace the study of organizations as a whole, the concepts of individual and collective learning, the delivery of formal management education and the facilitation of management development. Through consideration of these themes the Handbook analyzes, promotes and critiques the contribution of management learning, education and development to management understanding. It will be an invaluable point of reference for all students and researchers interested in broadening their understanding of this exciting and dynamic new field.

Fundamentals of the Physical Therapy Examination: Patient Interview and Tests & Measures Associate Professor Doctor of Physical Therapy Program University of Indianapolis Krannert School of Physical Therapy Indianapolis Indiana Stacie J Fruth 2013-02-14 Fundamentals of the Physical Therapy Examination: Patient Interview and Tests & Measures introduces physical therapy students to essential screening and examination techniques that form the foundation of their practice, across all body systems. It then builds on the foundational knowledge and helps students develop clinical decision-making skills. Experienced clinicians make numerous and rapid decisions about what questions to ask during a patient interview, what systems need to be screened for problems that lie outside the scope of physical therapy, and what tests and measures must be performed during an initial patient examination. Physical therapy students and some new graduates often struggle with this decision-making process and answering the why questions. This text provides the reader with fundamental, step-by-step approach to the subjective and objective portions of the examination process for a broad spectrum of patients within the musculoskeletal, neuromuscular, integumentary, and cardiopulmonary realms (according to the Guide to Physical Therapist Practice). Ample rationale is provided for why a test/measure would or would not be selected based on the patient's diagnosis or presentation. In addition to rationale to help with the clinical decision-making process, case examples and sample documentation will also be provided.

OB: The Essentials Stephen P. Robbins 2015-05-20 Robbins: Leading the way in OB Written as an alternative to Robbins' larger Organisational Behaviour text, OB: The Essentials is an applied and focused text that will help your students to quickly grasp the essential elements of OB. In an engaging 13 chapter format, this book retains the fluid writing style, academic rigour and extensive use of examples that are trademark features of the Robbins texts. While there are less chapters, the book continues to provide cutting-edge content that is often missing in other OB books – this is not merely a subset of material from Robbins' Organisational Behaviour text; it was written from the ground up to present all the essential content in a shorter format. This new text will have broad appeal; particularly to visual learners who will appreciate the lively design and extensive use of examples and photographs to aid comprehension and retention of concepts. New co-author Dr Michael Jones of the University of Wollongong brings his avid enthusiasm for student education as well as a solid research background in motivation, commitment and business operations to the new text. Reviewers and users of the Robbins texts regularly report that they are 'conversational', 'interesting', 'student-friendly' and 'very clear and understandable'. Packed full of pedagogical features that will engage and stimulate your students, OB: The Essentials will ensure that they are getting a sound understanding of OB. Features such as the 'Applying Knowledge' and 'Student Challenge' boxes prompt

students to apply and think strategically about what they have just learnt.

Social Issues in the Workplace: Breakthroughs in Research and Practice Management Association, Information Resources 2017-11-30 Corporations have a social responsibility to assist in the overall well-being of their employees through the compliance of moral business standards and practices. However, many societies still face serious issues related to unethical business practices. Social Issues in the Workplace: Breakthroughs in Research and Practice is a comprehensive reference source for the latest scholarly material on the components and impacts of social issues on the workplace. Highlighting a range of pertinent topics such as business communication, psychological health, and work-life balance, this multi-volume book is ideally designed for managers, professionals, researchers, students, and academics interested in social issues in the workplace.

Organisational Behaviour Stephen P. Robbins 2001 This book is the first Southern African edition of Stephen P. Robbins's Organizational Behaviour, the best-selling organisational behaviour textbook worldwide.

Metrics 2.0: Creating Scorecards for High-Performance Work Teams and Organizations Ruth A. Huwe 2010-04-15 This one-stop handbook gives managers who have been charged with creating metric scorecards techniques that will make them truly effective. • Includes a statistics chapter with an expanded discussion of power analysis and a reprint of Cohen's classic power charts • Offers a conceptualization section in each chapter that provides a vocabulary of metric terms • Presents an expanded discussion of Katz and Kahn's properties of an open system • Provides a description of how generic system theory concepts can be applied to the workplace • An extensive reference section with a step-by-step summary helps managers put it all together

Practical Stress Management John A. Romas 2022-02-09 Practical Stress Management, Eighth Edition emphasizes a positive approach to stress management, covering topics such as relaxation techniques, coping with anxiety, managing anger, communication skills, exercise and nutrition. In this edition, the authors cover the latest advances in stress management, as well as stress related to the use of technology in education. The context of disasters, such as the COVID-19 pandemic, is also incorporated throughout. The workbook describes some of the surreptitious meditation techniques from India not described before in any text. Worksheets and Thoughts for Reflection boxes help users determine their own level of stress to apply effective stress management techniques. Presents techniques for managing personal distress Covers a range of topics to help manage stress, from meditation to nutrition Includes a companion website with audio guided relaxation techniques, learning modules and a sample syllabus

Valuing People and Technology in the Workplace: A Competitive Advantage Framework Hughes, Clareth 2012-03-31 Valuing People and Technology in the Workplace: A Competitive Advantage Framework introduces a more proactive, strategic approach to bring employees into, and develop them within, an organization. Interpreting and accepting this concept requires managers to think of employees as they would think of technology. Technology, equipment, and systems are strategically aligned within organizations. Integrating the literature from strategic technology management, strategic human resource management, and human resource development and exploring how this integration can provide competitive advantage to organizations for better implementation of people and technology development initiatives is a potential solution. Valuing People and Technology in the Workplace: A Competitive Advantage Framework provides a comprehensive framework that can be used to develop and design case studies that could measure the identified values that people, technology, and strategy can provide to the organization. This book aims to serve as a guide for managers and leaders as they develop strategies to introduce new people and technology into the workplace.

Operations and Service Management: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources 2017-11-30 Organizations of all types are consistently working on new initiatives, product lines, and workflows as a way to remain competitive in the modern business environment. No matter the type of project at hand, employing the best methods for effective execution and timely completion of the task is essential to business success. Operations and Service Management: Concepts, Methodologies, Tools, and Applications is a comprehensive reference source for the latest research on business operations and production processes. It examines the need for a customer focus and highlights a range of pertinent topics such as financial performance measures, human resource development, and business analytics, this multi-volume book is ideally designed for managers, professionals, students, researchers, and academics interested in operations and service management.

Enterprise Risk Management in International Construction Operations Xianbo Zhao 2015-05-18 This book provides readers an understanding of the implementation of Enterprise Risk Management (ERM) for international construction operations. In an extended case study, it primarily focuses on Chinese construction firms (CCFs) based in Singapore. In this regard, the book explains the differences and similarities between Risk Management (RM), Project Risk Management (PRM) and ERM in the construction industry, and examines their linkages for international construction operations in a broader context. The explanation elaborates on how companies may adopt and implement RM, PRM and ERM as appropriate in their various operations, both in their home market as well as in overseas host markets. The book also reviews the whole spectrum of work relating to organizational behavior (OB) as one of the key underpinnings for companies to evaluate and implement ERM. It will benefit practitioners from the industry as well as academics interested in the implementation of ERM practices in international construction operations.

Organizational Behavior Stephen P. Robbins 2009 Robbins/Judge provide the research you want in the language your students understand; accompanied with the best selling self-assessment software, SAL. Some topics include management functions; the social sciences; helping employees balance work and other responsibilities; improving people skills; improving customer service; motivational concepts; communication; power and politics; conflict and negotiation; culture; and stress management. Globally accepted and written by

one of the most foremost authors in the field, this is a necessary read for all managers, human resource workers, and anyone needing to understand and improve their people skills.

Ethical and Social Perspectives on Global Business Interaction in Emerging Markets Al-Shammari, Minwir 2016-02-10 Societal demands, needs, and perspectives of ethical and socially responsible behavior within business environments are a driving force for corporate self-regulation. As such, executives must consistently work to understand the current definition of ethical business behavior and strive to meet the expectations of the cultures and communities they serve. *Ethical and Social Perspectives on Global Business Interaction in Emerging Markets* compiles current research relating to business ethics within developing markets around the world. This timely publication features research on topics essential to remaining competitive in the modern global marketplace, such as corporate social responsibility, corporate governance, consumer behavior understanding, and ethical leadership, and how all of these components attribute to the decision making process in business environments. Business executives and managers, graduate-level students, and academics will find this publication to be essential to their research, professional, and educational needs.

The Wiley Handbook of Educational Supervision Sally J. Zepeda 2018-11-20 An authoritative guide to educational supervision in today's complex environment *The Wiley Handbook of Educational Supervision* offers a comprehensive resource that explores the evolution of supervision through contributions from a panel of noted experts. The text explores a wealth of topics including recent and dramatic changes in the complex context of today's schools. This important resource: Describes supervision in a historical context Includes a review of adult learning and professional community Reviews new teacher preparation and comprehensive induction systems Contains perspectives on administrative feedback, peer coaching and collaboration Presents information on professional development and job-embedding learning Examines policy and implementation challenges in teacher evaluation Written for researchers, policy analysts, school administrators and supervisors, *The Wiley Handbook of Educational Supervision* draws on concepts, theories and research from other closely related fields of study to enhance and challenge our understanding of educational supervision.

Essentials of Organizational Behavior Plus 2019 MyLab Management with Pearson EText -- Access Card Package Stephen P. Robbins 2019-07-12

Managing Organizational Behavior in the African Context David B. Zoogah 2012-12-10 *Managing Organizational Behavior in an African Context* discusses management and organization science theories as they apply within the social, cultural and economic contexts in which organizations operate in Africa. The first organizational behavior book to cover the entire continent, it uses the findings of OB studies to establish a conceptual foundation, then explores how those topics apply in Africa's unique business environment. This integrative framework allows students and scholars to connect organizational phenomena in Africa with those in other parts of the globe. Illustrative examples, mini-cases, and self-assessment exercises all based on Africa-specific sectors, industries, and organizations round out this foundational guide to the OB field in Africa.

Essentials of Organizational Behavior Stephen P. Robbins 2017-01-04 For courses in organizational behavior. A streamlined presentation of key organizational behavior concepts *Essentials of Organizational Behavior* teaches readers how to communicate and interact within organizations, through real-world scenarios. The text offers comprehensive coverage of key organizational behavior (OB) concepts, making each lesson engaging and easy to absorb. Readers can use the book's concepts to apply what they've learned to their own education, future career plans, and other organizational endeavors. Currently used at more than 500 colleges and universities worldwide, *Essentials of Organizational Behavior* serves as a popular resource so readers can learn and understand the most important concepts in OB. With updated research and the integration of contemporary global issues, the 14th Edition focuses on the most relevant OB concepts that resonate with readers. Also available with MyLab Management MyLab(tm) Management is an online homework, tutorial, and assessment program designed to work with this text to engage students and improve results. Within its structured environment, students practice what they learn, test their understanding, and pursue a personalized study plan that helps them better absorb course material and understand difficult concepts. Note: You are purchasing a standalone product; MyLab Management does not come packaged with this content. Students, if interested in purchasing this title with MyLab Management, ask your instructor for the correct package ISBN and Course ID. Instructors, contact your Pearson representative for more information. If you would like to purchase both the physical text and MyLab Management, search for: 0134639596 / 9780134639598 *Essentials of Organizational Behavior Plus MyLab Management with Pearson eText -- Access Card Package* 0134523857 / 9780134523859 *Essentials of Organizational Behavior* 0134527275 / 9780134527277 MyLab Management with Pearson eText -- Access Card -- for *Essentials of Organizational Behavior*

Fundamentals of Tests and Measures for the Physical Therapist Assistant Stacie J. Fruth 2019-01-15 *Fundamentals of Tests and Measures for the Physical Therapist Assistant* provides students with the tools required to interpret the physical therapy evaluation and replicate the measurements and tests. This text guides students in learning how to utilize case information and documentation furnished by the PT to assist in the follow-up treatment.

Spirituality, Sustainability, and Success Christopher G. Beehner 2018-08-07 This book offers a pragmatic approach to the benefits of spirituality and sustainability for both individual and organizational success. It introduces sustainability and workplace spirituality as contemporary solutions to the challenging organizational environment. The first few chapters introduce the fundamentals of spirituality, workplace spirituality, and sustainability. The author then demonstrates how the three qualities are beneficial in achieving personal and business success. Through the combination of synthesized research summaries and case studies of individuals and organizations, this book offers readers a fresh

perspective on the importance of spirituality and sustainability to organizational performance.

Trainen van interpersoonlijke vaardigheden Stephen P. Robbins 2003 Studie- en trainingsboek voor leidinggevend en personeelsfunctionarissen om medewerkers leiding te geven en te motiveren.

Organizational Behavior in Sport Management Christopher R. Barnhill 2021-04-09 This textbook presents a comprehensive analysis of organizational behavior in sport organizations from a practitioner's perspective. It covers issues related to managing employees and work teams as well as organizational structure and culture in sport. The book has four sections: Organizational Behavior in the Sports Industry, Getting to Know Employees and Volunteers of Sport Organizations, Work Groups and Teams, and Understanding the Organization. Each chapter begins with a practitioner interview describing a challenge that was overcome by their organization. That example is used to highlight applicable theories and interventions used in the industry. Additional examples or theories are discussed to provide students a broad picture of managerial issues in the sports industry and provide alternative approaches to intervention illustrated in the practitioner interview. The case studies offer the opportunity to practice and apply the ideas to real-world scenarios in the sports industry. Students using this book will gain an understanding of how managers and leaders apply theory to communicate with and engage employees to foster desired organizational cultures while being challenged to address common issues using cases and hypothetical situations.

Organisational Behaviour Stephen Robbins 2013-08-20 Robbins: Leading the way in OB Organisational Behaviour shows managers how to apply the concepts and practices of modern organisational behaviour in a competitive, dynamic business world. Written and researched by industry-respected authors, this continues to be Australia's most popular text for introductory courses in organisational behaviour. A new suite of learning and teaching resources that will excite future managers and inspire critical thinking, accompanies the text.

Business Ethics K. Praveen Parboteeah 2013-04-12 Business Ethics provides a thorough review and analysis of business ethics issues using several learning tools: Strategic Stakeholder Management as the Theme: All chapters use a strategic stakeholder approach as a unifying theme. The text is thus the first text that adopts this approach. Most business ethics scholars and practitioners agree that successful ethical companies are the ones that can strategically balance the needs of their various stakeholders. By adopting this approach, students will be able to see how the various aspects of business ethics are connected. Theory-based and Application-based: All chapters have important applicable theories integrated with discussion of how such theories apply in practice. Unlike other texts that are either too theoretical or too practical, this text provides the appropriate blend of theory and practice to provide deeper insights into the concepts covered in the chapter. Global Perspective: Unless most other texts, this text provides a global perspective on business ethics. Most chapters include material pertaining to ethics in global contexts. Included are cases about companies in a wide range of countries including Japan, U.K., China and India among many others. Cases: The text contains over 30 real world global cases. Each chapter ends with a short two page case as well as a longer case that varies in length. Each has discussions questions at the end. Finally each of the four parts ends with a Comprehensive Case; proven teaching cases from The Ivey School and other sources.

Essentials of Managing Public Health Organizations James A. Johnson 2019-11-26 Written for undergraduate students in public health, community health, and a range of other health disciplines, as well as beginning managers and supervisors working in public health, Essentials of Managing Public Health Organizations is a concise, yet comprehensive text that uniquely focuses on managing public health organizations by addressing key management topics, processes, and emerging issues. Beginning with an overview of public health and key public health organizations, the text moves onto explain public health management fundamentals and functions— from planning and decision making, organizing and managing change, to staffing, leading, budgeting, ethics, and more. By the end of the text, the reader will not only better understand public health organizations, but the skills and functions needed to effectively manage them.

Born Entrepreneurs, Born Leaders Scott Shane 2010-03-04 It's no secret that your genes have a subtle, but powerful impact on your job and career. But did you know that your DNA accounts for one third of the difference between you and your co-workers in many aspects of work life, from job satisfaction to income level? That's the revelation of this fascinating book—one that will change the way you think It's no secret that your genes have a subtle, but powerful impact on your job and career. But did you know that your DNA accounts for one third of the difference between you and your co-workers in many aspects of work life, from job satisfaction to income level? That's the revelation of this fascinating book—one that will change the way you think about the role of genetics in the workplace. Despite extensive evidence highlighting the influence of genetics in the business world, this critical connection has been glossed over by corporate leaders and management gurus. Now, for the first time, author Scott Shane explains why genes matter, and how an understanding of their relationship to behavior is of vital importance to employers, employees, and policy makers. This eye-opening resource begins with an incisive look at the basic function of genes and their effects on organizational behavior, providing a real-world analysis of how genes influence numerous aspects of our professional lives, from the jobs we choose, to how effectively we make decisions and manage people. Born Entrepreneurs, Born Leaders also delves into role that genetics plays in creativity and innovation, and focuses on how genes affect our tendency to start companies. Armed with these insights, you'll not only learn how to leverage your innate skills and personality, but you'll discover how to succeed by acting in ways contrary to your "nature." Packed with scientifically grounded insights, this phenomenal book also examines the potential use of genetic information in creating job assignments and designing incentive and training plans. Ultimately, Born Entrepreneurs, Born Leaders shows how a heightened awareness

of your own-and your colleagues'-genetic predispositions can make you a better employee or employer.