

Collective Genius

“A riveting account that reaches beyond the market landscape to say something universal about risk and triumph, about hubris and failure.”—The New York Times NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BUSINESSWEEK In this business classic—now with a new Afterword in which the author draws parallels to the recent financial crisis—Roger Lowenstein captures the gripping roller-coaster ride of Long-Term Capital Management. Drawing on confidential internal memos and interviews with dozens of key players, Lowenstein explains not just how the fund made and lost its money but also how the personalities of Long-Term’s partners, the arrogance of their mathematical certainties, and the culture of Wall Street itself contributed to both their rise and their fall. When it was founded in 1993, Long-Term was hailed as the most impressive hedge fund in history. But after four years in which the firm dazzled Wall Street as a \$100 billion moneymaking juggernaut, it suddenly suffered catastrophic losses that jeopardized not only the biggest banks on Wall Street but the stability of the financial system itself. The dramatic story of Long-Term’s fall is now a chilling harbinger of the crisis that would strike all of Wall Street, from Lehman Brothers to AIG, a decade later. In his new Afterword, Lowenstein shows that LTCM’s implosion should be seen not as a one-off drama but as a template for market meltdowns in an age of instability—and as a wake-up call that Wall Street and

Online Library Collective Genius

government alike tragically ignored. Praise for *When Genius Failed* “[Roger] Lowenstein has written a squalid and fascinating tale of world-class greed and, above all, hubris.”—*BusinessWeek* “Compelling . . . The fund was long cloaked in secrecy, making the story of its rise . . . and its ultimate destruction that much more fascinating.”—*The Washington Post* “Story-telling journalism at its best.”—*The Economist*

“Fascinating...full of optimism...this quick, accessible read will appeal to anyone with interest in how plants continue to surprise us.” —*Library Journal*

Do plants have intelligence? Do they have memory? Are they better problem solvers than people? *The Revolutionary Genius of Plants*—a fascinating, paradigm-shifting work that upends everything you thought you knew about plants—makes a compelling scientific case that these and other astonishing ideas are all true. Plants make up eighty percent of the weight of all living things on earth, and yet it is easy to forget that these innocuous, beautiful organisms are responsible for not only the air that lets us survive, but for many of our modern comforts: our medicine, food supply, even our fossil fuels. On the forefront of uncovering the essential truths about plants, world-renowned scientist Stefano Mancuso reveals the surprisingly sophisticated ability of plants to innovate, to remember, and to learn, offering us creative solutions to the most vexing technological and ecological problems that face us today. Despite not having brains or central nervous systems, plants perceive their surroundings with an even greater sensitivity

Online Library Collective Genius

than animals. They efficiently explore and react promptly to potentially damaging external events thanks to their cooperative, shared systems; without any central command centers, they are able to remember prior catastrophic events and to actively adapt to new ones. Every page of *The Revolutionary Genius of Plants* bubbles over with Stefano Mancuso's infectious love for plants and for the eye-opening research that makes it more and more clear how remarkable our fellow inhabitants on this planet really are. In his hands, complicated science is wonderfully accessible, and he has loaded the book with gorgeous photographs that make for an unforgettable reading experience. *The Revolutionary Genius of Plants* opens the doors to a new understanding of life on earth.

Uncovers the elements of creative collaboration by examining six of the century's most extraordinary groups and distill their successful practices into lessons that virtually any organization can learn and commit to in order to transform its own management into a collaborative and successful group of leaders. Paper. DLC: Organizational effectiveness - Case studies.

In *Cultivating Genius*, Dr. Gholdy E. Muhammad presents a four-layered equity framework--one that is grounded in history and restores excellence in literacy education. This framework, which she names, Historically Responsive Literacy, was derived from the study of literacy development within 19th-century Black literacy societies. The framework is essential and universal for all students, especially youth of

Online Library Collective Genius

color, who traditionally have been marginalized in learning standards, school policies, and classroom practices. The equity framework will help educators teach and lead toward the following learning goals or pursuits: Identity Development--Helping youth to make sense of themselves and others Skill Development-- Developing proficiencies across the academic disciplines Intellectual Development--Gaining knowledge and becoming smarter Criticality--Learning and developing the ability to read texts (including print and social contexts) to understand power, equity, and anti-oppression When these four learning pursuits are taught together--through the Historically Responsive Literacy Framework, all students receive profound opportunities for personal, intellectual, and academic success. Muhammad provides probing, self-reflective questions for teachers, leaders, and teacher educators as well as sample culturally and historically responsive sample plans and text sets across grades and content areas. In this book, Muhammad presents practical approaches to cultivate the genius in students and within teachers. Are you the boss you need to be? You never dreamed being the boss would be so hard. You're caught in a web of conflicting expectations from your subordinates, from those above you, and from your peers and customers. You're not alone. As Harvard Business School's Linda Hill and manager and executive Kent Lineback reveal in *Being the Boss*, becoming an effective manager is a painful, difficult journey. It requires trial and error, endless effort, and slowly acquired personal insight. Many managers never complete the journey and instead just learn how to get by. At worst, they become

Online Library Collective Genius

terrible bosses. This essential book, now with a new preface, explains how to avoid that fate by mastering three imperatives: **Manage yourself:** Learn that management isn't about doing all the work on your own. It's about leading others to accomplish things with you as their guide. **Manage your network:** Understand how power and influence work in your organization, and build a network of mutually beneficial relationships to navigate your company's complex political environment **Manage your team:** Create a high-performing "we" out of all the "I's" who report to you. Packed with compelling stories and practical advice, *Being the Boss* is an indispensable guide not only for first-time managers but for all managers seeking to master the most daunting challenges of leadership.

NEW YORK TIMES BESTSELLER - *Being a Lazy Genius* isn't about doing more or doing less. It's about doing what matters to you. "I could not be more excited about this book."--Jenna Fischer, actor and cohost of the *Office Ladies* podcast The chorus of "shoulds" is loud. You should enjoy the moment, dream big, have it all, get up before the sun, track your water consumption, go on date nights, and be the best. Or maybe you should ignore what people think, live on dry shampoo, be a negligent PTA mom, have a dirty house, and claim your hot mess like a badge of honor. It's so easy to feel overwhelmed by the mixed messages of what it means to live well. Kendra Adachi, the creator of the Lazy Genius movement, invites you to live well by your own definition and equips you to be a genius about what matters and lazy about what doesn't. Everything

from your morning routine to napping without guilt falls into place with Kendra's thirteen Lazy Genius principles, including: - Decide once - Start small - Ask the Magic Question - Go in the right order - Schedule rest Discover a better way to approach your relationships, work, and piles of mail. Be who you are without the complication of everyone else's "shoulds." Do what matters, skip the rest, and be a person again. How to Innovate and Execute Leaders already know that innovation calls for a different set of activities, skills, methods, metrics, mind-sets, and leadership approaches. And it is well understood that creating a new business and optimizing an already existing one are two fundamentally different management challenges. The real problem for leaders is doing both, simultaneously. How do you meet the performance requirements of the existing business—one that is still thriving—while dramatically reinventing it? How do you envision a change in your current business model before a crisis forces you to abandon it? Innovation guru Vijay Govindarajan expands the leader's innovation tool kit with a simple and proven method for allocating the organization's energy, time, and resources—in balanced measure—across what he calls “the three boxes”:

- Box 1: The present—Manage the core business at peak profitability
- Box 2: The past—Abandon ideas, practices, and attitudes that could inhibit innovation
- Box 3: The future—Convert breakthrough ideas into new products and businesses

The three-box framework makes leading innovation easier because it gives leaders a simple vocabulary and set of tools for managing and measuring these different sets of behaviors and activities across all

Online Library Collective Genius

levels of the organization. Supported with rich company examples—GE, Mahindra & Mahindra, Hasbro, IBM, United Rentals, and Tata Consultancy Services—and testimonies of leaders who have successfully used this framework, this book solves once and for all the practical dilemma of how to align an organization on the critical but competing demands of innovation.

"Genius 101 makes for a great read on a centuries-old scientific puzzle - as well as a lively text on the wellsprings and manifestations of genius." Teresa M. Amabile, PhD
The Edsel Bryant Ford Professor of Business Administration Harvard Business School
[A] clear and engaging summary of this mysterious and utterly important phenomenon written by arguably the world's expert on the topic. Nearly 30 years of Simonton's fascination and focused intellect on the topic of exemplary genius come together in this brief, accessible and insightful volume. If only all introductory courses were this much fun! --Gregory J. Feist, PhD San Jose State University "The latest, and possibly most comprehensive, entry into this genre [on the study of genius] is Dean Keith Simonton's new book *Genius 101*... Simonton, a psychology professor at the University of California, Davis, is one of the world's leading authorities on the intellectually eminent..." --Time Magazine, February 13, 2009 "Genius 101 is an extremely readable and entertaining book: I read it in one sitting....Each chapter is informative, well organized, provocative, and entertaining. This book presents the best short introduction to genius to be found." --Robert Sternberg *PsycCritiques* Are geniuses born or made?

Online Library Collective Genius

How do psychologists measure "genius"? Is it "genius," or is it "madness"? "Genius," contrary to common belief, is not strictly a matter of intelligence. Intellect, personality, creativity, even serendipity play a significant role in molding a genius. So, what does it mean to be a genius? *Genius 101* examines the many definitions of "genius," and the multiple domains in which it appears, including art, science, music, business, literature, and the media. Dr. Simonton introduces the study of genius theory and the research supporting it, using non-scientific, accessible language-fit for a non-genius. The *Psych 101 Series Short*, reader-friendly introductions to cutting-edge topics in psychology. With key concepts, controversial topics, and fascinating accounts of up-to-the-minute research, *The Psych 101 Series* is a valuable resource for all students of psychology and anyone interested in the field.

A compulsively readable psychological thriller set in New York and at Oxford University in which a group of six students play an elaborate game of dares and consequences with tragic result It was only ever meant to be a game played by six best friends in their first year at Oxford University; a game of consequences, silly forfeits, and childish dares. But then the game changed: The stakes grew higher and the dares more personal and more humiliating, finally evolving into a vicious struggle with unpredictable and tragic results. Now, fourteen years later, the remaining players must meet again for the final round. Who knows better than your best friends what would break you? A gripping psychological thriller partly inspired by the author's own time at Oxford

University, *Black Chalk* is perfect for fans of the high tension and expert pacing of *The Secret History* and *The Bellwether Revivals*. Christopher J. Yates' background in puzzle writing and setting can clearly be seen in the plotting of this clever, tricky book that will keep you guessing to the very end.

Making the leap to management and leadership In your career, or anyone's, there is one transition that stands out as the most crucial--going from individual contributor to competent manager. New managers have to learn how to lead others rather than do the work themselves, to win trust and respect, to motivate, and to strike the right balance between delegation and control. Many fail to make the transition successfully. In this timeless, indispensable book, Harvard Business School professor and leadership guru Linda Hill traces the experiences of nineteen new managers over the course of their first year in the role. She reveals the complexity of the transition, highlighting the expectations of these managers, their subordinates, and their superiors. We hear the new managers describe how they reframed their understanding of their roles and responsibilities, how they learned to build effective cross-functional work relationships, how and when they used individual and organizational resources, and how they learned to cope with the inevitable stresses of leadership. Hill vividly shows that becoming a manager is a profound psychological adjustment--a true transformation--as well

as a continuous process of learning from experience. *Becoming a Manager*, a veritable treasury of essential leadership wisdom, is a book you will turn to again and again no matter where you are on your career journey.

Using research findings from top organizations and companies, a group of leaders and thinkers discusses the demands of today's global economy and reveals the relationship between leadership, creativity and innovation. 20,000 first printing.

Biz Stone, the co-founder of Twitter, discusses the power of creativity and how to harness it, through stories from his remarkable life and career. *THINGS A LITTLE BIRD TOLD ME* From GQ's "Nerd of the Year" to one of Time's most influential people in the world, Biz Stone represents different things to different people. But he is known to all as the creative, effervescent, funny, charmingly positive and remarkably savvy co-founder of Twitter-the social media platform that singlehandedly changed the way the world works. Now, Biz tells fascinating, pivotal, and personal stories from his early life and his careers at Google and Twitter, sharing his knowledge about the nature and importance of ingenuity today. In Biz's world: -Opportunity can be manufactured -Great work comes from abandoning a linear way of thinking -Creativity never runs out -Asking questions is free -Empathy is core to personal and global success In this book, Biz also

addresses failure, the value of vulnerability, ambition, and corporate culture. Whether seeking behind-the-scenes stories, advice, or wisdom and principles from one of the most successful businessmen of the new century, *THINGS A LITTLE BIRD TOLD ME* will satisfy every reader.

From Henry Darger's elaborate paintings of young girls caught in a vicious war to the sacred art of the Reverend Howard Finster, the work of outsider artists has achieved unique status in the art world. Celebrated for their lack of traditional training and their position on the fringes of society, outsider artists nonetheless participate in a traditional network of value, status, and money. After spending years immersed in the world of self-taught artists, Gary Alan Fine presents *Everyday Genius*, one of the most insightful and comprehensive examinations of this network and how it confers artistic value. Fine considers the differences among folk art, outsider art, and self-taught art, explaining the economics of this distinctive art market and exploring the dimensions of its artistic production and distribution. Interviewing dealers, collectors, curators, and critics and venturing into the backwoods and inner-city homes of numerous self-taught artists, Fine describes how authenticity is central to the system in which artists—often poor, elderly, members of a minority group, or mentally ill—are seen as having an unfettered form of expression highly valued in the art world. Respected dealers,

he shows, have a hand in burnishing biographies of the artists, and both dealers and collectors trade in identities as much as objects. Revealing the inner workings of an elaborate and prestigious world in which money, personalities, and values affect one another, Fine speaks eloquently to both experts and general readers, and provides rare access to a world of creative invention—both by self-taught artists and by those who profit from their work. “Indispensable for an understanding of this world and its workings. . . . Fine’s book is not an attack on the Outsider Art phenomenon. But it is masterful in its anatomization of some of its contradictions, conflicts, pressures, and absurdities.”—Eric Gibson, Washington Times

Collective Genius: The Art and Practice of Leading Innovation
Harvard Business Press

This lively chronicle of the years 1847–1947—the century when the Jewish people changed how we see the world—is “[a] thrilling and tragic history...especially good on the ironies and chain-reaction intimacies that make a people and a past” (The Wall Street Journal). In a hundred-year period, a handful of men and women changed the world. Many of them are well known—Marx, Freud, Proust, Einstein, Kafka. Others have vanished from collective memory despite their enduring importance in our daily lives. Without Karl Landsteiner, for instance, there would

be no blood transfusions or major surgery. Without Paul Ehrlich, no chemotherapy. Without Siegfried Marcus, no motor car. Without Rosalind Franklin, genetic science would look very different. Without Fritz Haber, there would not be enough food to sustain life on earth. What do these visionaries have in common? They all had Jewish origins. They all had a gift for thinking in wholly original, even earth-shattering ways. In 1847, the Jewish people made up less than 0.25% of the world's population, and yet they saw what others could not. How? Why? Norman Lebrecht has devoted half of his life to pondering and researching the mindset of the Jewish intellectuals, writers, scientists, and thinkers who turned the tides of history and shaped the world today as we know it. In *Genius & Anxiety*, Lebrecht begins with the Communist Manifesto in 1847 and ends in 1947, when Israel was founded. This robust, magnificent, beautifully designed volume is “an urgent and moving history” (The Spectator, UK) and a celebration of Jewish genius and contribution.

You never dreamed being the boss would be so hard. You're caught in a web of conflicting expectations from subordinates, your supervisor, peers, and customers. You're not alone. As Linda Hill and Kent Lineback reveal in *Being the Boss*, becoming an effective manager is a painful, difficult journey. It's trial and error, endless effort, and slowly acquired personal insight. Many managers never

complete the journey. At best, they just learn to get by. At worst, they become terrible bosses. This new book explains how to avoid that fate, by mastering three imperatives: - Manage yourself: Learn that management isn't about getting things done yourself. It's about accomplishing things through others. - Manage a network: Understand how power and influence work in your organization and build a network of mutually beneficial relationships to navigate your company's complex political environment. - Manage a team: Forge a high-performing "we" out of all the "I"s who report to you. Packed with compelling stories and practical guidance, *Being the Boss* is an indispensable guide for not only first-time managers but all managers seeking to master the most daunting challenges of leadership.

Wall Street Journal Bestseller A thought-provoking, accessible, and essential exploration of why some leaders (“Diminishers”) drain capability and intelligence from their teams, while others (“Multipliers”) amplify it to produce better results. Including a foreword by Stephen R. Covey, as well the five key disciplines that turn smart leaders into genius makers, *Multipliers* is a must-read for everyone from first-time managers to world leaders.

Genius. The word connotes an almost unworldly power: the power to create, to grasp universal secrets, even to destroy. As renowned intellectual historian

Darrin McMahon explains in *Divine Fury*, the concept of genius can be traced back to antiquity, when men of great insight were thought to be advised by demons. The modern idea of genius emerged in tension with a growing belief in human equality; contesting the notion that all are created equal, geniuses served to dramatize the exception of extraordinary individuals not governed by ordinary laws. Today, the idea of genius has become cheapened—rock stars and football coaches earn the term with seemingly the same ease as astrophysicists and philosophers—yet our enduring fascination with it reflects the desires, needs, and fears of ordinary human beings. The first comprehensive history of this mysterious yet foundational concept, *Divine Fury* follows the fortunes of genius from Socrates to Napoleon to Einstein and beyond, analyzing its democratization, disappearance, and potential rebirth.

Ten songs, from “Bill Bailey, Won’t You Please Come Home” (1902) to “You Made Me Love You” (1913), ignited the development of the classic pop ballad. In this exploration of how the style of the Great American Songbook evolved, Michael G. Garber unveils the complicated, often-hidden origins of these enduring, pioneering works. He riffs on colorful stories that amplify the rising of an American folk art composed by innovators both famous and obscure. Songwriters, and also the publishers, arrangers, and performers, achieved together a collective genius that

moved hearts worldwide to song. These classic ballads originated all over the nation—Louisiana, Colorado, Illinois, Michigan—and then the Tin Pan Alley industry, centered in New York, made the tunes unforgettable sensations. From ragtime to bop, cabaret to radio, new styles of music and modes for its dissemination invented and reinvented the intimate, personal American love ballad, creating something both swinging and tender. Rendered by Frank Sinatra, Ella Fitzgerald, and a host of others, recordings and movies carried these songs across the globe. Using previously underexamined sources, Garber demonstrates how these songs shaped the music industry and the lives of ordinary Americans. Besides covering famous composers like Irving Berlin, this history also introduces such little-known figures as Maybelle Watson, who had to sue to get credit and royalties for creating the central content of the lyric for “My Melancholy Baby.” African American Frank Williams contributed to the seminal “Some of These Days” but was forgotten for decades. The ten ballads explored here permanently transformed American popular song.

Many people think leadership is a higher calling that resides exclusively with a select few who practice and preach big, complex leadership philosophies. But as this practical book reveals, what’s most important for leadership is principled consistency. Time and again, small things done well build trust and respect within a team. Using stories from his time at Netscape, Apple, and Slack, Michael Lopp presents a series of small but compelling practices to help you build leadership skills. You’ll learn how to create

Online Library Collective Genius

teams that are highly productive, highly respected, and highly trusted. Lopp has been speaking and writing about this topic for over a decade and now maintains a Slack leadership channel with over 13,000 members. The essays in this book examine the practical skills Lopp learned from exceptional leaders—as a manager at Netscape, a senior manager and director at Apple, and an executive at Slack. You'll learn how to apply these lessons to your own experience.

Examines how genius and creativity arise and the factors which affect them.

In this fascinating book, New Yorker business columnist James Surowiecki explores a deceptively simple idea: Large groups of people are smarter than an elite few, no matter how brilliant—better at solving problems, fostering innovation, coming to wise decisions, even predicting the future. With boundless erudition and in delightfully clear prose, Surowiecki ranges across fields as diverse as popular culture, psychology, ant biology, behavioral economics, artificial intelligence, military history, and politics to show how this simple idea offers important lessons for how we live our lives, select our leaders, run our companies, and think about our world.

The rules of business are changing dramatically. The Aspen Institute's Judy Samuelson describes the profound shifts in attitudes and mindsets that are redefining our notions of what constitutes business success. Dynamic forces are conspiring to clarify the new rules of real value creation—and to put the old rules to rest. Internet-powered transparency, more powerful worker voice, the decline in importance of capital, and the

complexity of global supply chains in the face of planetary limits all define the new landscape. As executive director of the Aspen Institute Business and Society Program, Judy Samuelson has a unique vantage point from which to engage business decision makers and identify the forces that are moving the needle in both boardrooms and business classrooms. Samuelson lays out how hard-to-measure intangibles like reputation, trust, and loyalty are imposing new ways to assess risk and opportunity in investment and asset management. She argues that “maximizing shareholder value” has never been the sole objective of effective businesses while observing that shareholder theory and the practices that keep it in place continue to lose power in both business and the public square. In our globalized era, she demonstrates how expectations of corporations are set far beyond the company gates—and why employees are both the best allies of the business and the new accountability mechanism, more so than consumers or investors. Samuelson's new rules offer a powerful guide to how businesses are changing today—and what is needed to succeed in tomorrow's economic and social landscape.

In a perfect world, software engineers who produce the best code are the most successful. But in our perfectly messy world, success also depends on how you work with people to get your job done. In this highly entertaining book, Brian Fitzpatrick and Ben Collins-Sussman cover basic patterns and anti-patterns for working with other people, teams, and users while trying to develop software. This is valuable information

from two respected software engineers whose popular series of talks—including "Working with Poisonous People"—has attracted hundreds of thousands of followers. Writing software is a team sport, and human factors have as much influence on the outcome as technical factors. Even if you've spent decades learning the technical side of programming, this book teaches you about the often-overlooked human component. By learning to collaborate and investing in the "soft skills" of software engineering, you can have a much greater impact for the same amount of effort. Team Geek was named as a Finalist in the 2013 Jolt Awards from Dr. Dobb's Journal. The publication's panel of judges chose five notable books, published during a 12-month period ending June 30, that every serious programmer should read.

In the late nineteenth- and early twentieth-century United States, ideas of genius did more than define artistic and intellectual originality. They also provided a means for conceptualizing women's participation in a democracy that marginalized them. Widely distributed across print media but reaching their fullest development in literary fiction, tropes of female genius figured types of subjectivity and forms of collective experience that were capable of overcoming the existing constraints on political life. The connections between genius, gender, and citizenship were important not only to contests over such practical goals as women's suffrage but also to those over national membership, cultural identity, and means of political transformation more generally. In *The Genius of Democracy* Victoria Olwell uncovers the political uses of genius,

challenging our dominant narratives of gendered citizenship. She shows how American fiction catalyzed political models of female genius, especially in the work of Louisa May Alcott, Henry James, Mary Hunter Austin, Jessie Fauset, and Gertrude Stein. From an American Romanticism that saw genius as the ability to mediate individual desire and collective purpose to later scientific paradigms that understood it as a pathological individual deviation that nevertheless produced cultural progress, ideas of genius provided a rich language for contests over women's citizenship. Feminist narratives of female genius projected desires for a modern public life open to new participants and new kinds of collaboration, even as philosophical and scientific ideas of intelligence and creativity could often disclose troubling and more regressive dimensions. Elucidating how ideas of genius facilitated debates about political agency, gendered identity, the nature of consciousness, intellectual property, race, and national culture, Olwell reveals oppositional ways of imagining women's citizenship, ways that were critical of the conceptual limits of American democracy as usual.

Learn to love your kitchen by making it work for you with this practical guidebook from the New York Times bestselling author of *The Lazy Genius Way*. Using proven Lazy Genius principles—embracing what matters to you and ditching what doesn't—Kendra Adachi helps you feed your people with efficiency and ease. You'll learn to apply her simple, actionable five-step process—prioritize, essentialize, organize, personalize, and systemize—to multiple areas of your kitchen so you can equip and enjoy it in ways

Online Library Collective Genius

you've always wanted today and during any transition life throws your way. As you learn to plan, prep, cook, and host like a Lazy Genius, you will find the five Lazy Genius steps become a part of every aspect of your happier, easier kitchen life. They are foundational to finding pain points, naming helpful solutions, and creating a sustainable rhythm in your kitchen. This practical book—loaded with color, illustrations, and practical help—is where you begin. This is a guidebook, not a cookbook, about kitchen organization, meal planning, grocery shopping, prepping, cooking, and cleaning up. Straightforward, strategic, soulful, and a little sassy, The Lazy Genius Kitchen might just change everything in your hardest-working room.

Why can some organizations innovate time and again, while most cannot? You might think the key to innovation is attracting exceptional creative talent. Or making the right investments. Or breaking down organizational silos. All of these things may help—but there's only one way to ensure sustained innovation: you need to lead it—and with a special kind of leadership. Collective Genius shows you how. Preeminent leadership scholar Linda Hill, along with former Pixar tech wizard Greg Brandeau, MIT researcher Emily Truelove, and Being the Boss coauthor Kent Lineback, found among leaders a widely shared, and mistaken, assumption: that a “good” leader in all other respects would also be an effective leader of innovation. The truth is, leading innovation takes a distinctive kind of leadership, one that unleashes and harnesses the “collective genius” of the people in the organization. Using vivid stories of individual leaders at companies

Online Library Collective Genius

like Volkswagen, Google, eBay, and Pfizer, as well as nonprofits and international government agencies, the authors show how successful leaders of innovation don't create a vision and try to make innovation happen themselves. Rather, they create and sustain a culture where innovation is allowed to happen again and again—an environment where people are both willing and able to do the hard work that innovative problem solving requires. *Collective Genius* will not only inspire you; it will give you the concrete, practical guidance you need to build innovation into the fabric of your business.

Evolving Leadership provides guidance for individuals and organizations who champion the vision of the UN's 2030 Agenda for Sustainable Development.

Do you want to be a better leader? Raise the threshold of your pain. Do you want your church to grow or your business to reach higher goals? Reluctance to face pain is your greatest limitation. There is no growth without change, no change without loss, and no loss without pain. Bottom line: if you're not hurting, you're not leading. But this book is not a theological treatise on pain. Rather in *Leadership Pain* Samuel Chand—best-selling author recognized as "the leader's leader"—provides a concrete, practical understanding of the pain we experience to help us interpret pain more accurately and learn the lessons God has in it for us. Chand is ruthlessly honest and highly practical as he examines the principles and practices that make our pain a means of fulfilling God's divine purposes for our churches, communities, and us. These features are included in this leadership treasure trove: **POWERFUL**, personal stories from some of the finest leaders in the world, such as Craig Groeschel, Benny Perez, Mike Kai,

Online Library Collective Genius

Lisa Bevere, Mark Chironna, Dale Bronner, Philip Wagner, Michael Pitts, and numerous others REVEALING INSIGHTS into the growth that occurs through pain in leadership roles PRACTICAL EXERCISES to help you apply the valuable principles you are learning

Author, intellectual, and social critic, Ralph Ellison (1914-94) was a pivotal figure in American literature and history and arguably the father of African American modernism. Universally acclaimed for his first novel, *Invisible Man*, a masterpiece of modern fiction, Ellison was recognized with a stunning succession of honors, including the 1953 National Book Award. Despite his literary accomplishments and political activism, however, Ellison has received surprisingly sparse treatment from biographers. Lawrence Jackson's biography of Ellison, the first when it was published in 2002, focuses on the author's early life. Powerfully enhanced by rare photographs, this work draws from archives, literary correspondence, and interviews with Ellison's relatives, friends, and associates. Tracing the writer's path from poverty in dust bowl Oklahoma to his rise among the literary elite, Jackson explores Ellison's important relationships with other stars, particularly Langston Hughes and Richard Wright, and examines his previously undocumented involvement in the Socialist Left of the 1930s and 1940s, the black radical rights movement of the same period, and the League of American Writers. The result is a fascinating portrait of a fraternal cadre of important black writers and critics--and the singularly complex and intriguing man at its center.

We Can Do This! is *the* pocket guide to unleash the latent potential of our teams, our communities and our society. Harness the power of 10 frameworks used by professional facilitators and consultants, and achieve greater impact. Endorsed by Peter Senge (MIT), Margaret Wheatley (Berkana), Satish Kumar (Resurgence), Nina Simons (Bioneers), & others

Online Library Collective Genius

Two ex-Secret Service agents must face a dark world of violence, codes, and spies at a secret CIA training camp in this #1 New York Times bestseller about a mystery that could destroy the nation. Near Washington, D.C., there are two clandestine institutions: the world's most unusual laboratory and a secret CIA training camp. Drawn to these sites by a murder, ex-Secret Service agent Sean King encounters a dark world of mathematicians, codes, and spies. His search for answers soon leads him to more shocking violence-and an autistic girl with an extraordinary genius. Now, only by working with his partner, Michelle Maxwell, who is battling her own personal demons, can he catch a killer...and stop a national threat.

The Grand Union was a leaderless improvisation group in SoHo in the 1970s that included people who became some of the biggest names in postmodern dance: Yvonne Rainer, Trisha Brown, Steve Paxton, Barbara Dilley, David Gordon, and Douglas Dunn. Together they unleashed a range of improvised forms from peaceful movement explorations to wildly imaginative collective fantasies. This book delves into the "collective genius" of Grand Union and explores their process of deep play. Drawing on hours of archival videotapes, Wendy Perron seeks to understand the ebb and flow of the performances. Includes 65 photographs.

Turning conventional wisdom on its head, a Senior Partner and an Innovation Specialist from McKinsey & Company debunk the myth that high-octane, built-to-last companies can continue to excel year after year and reveal the dynamic strategies of discontinuity and creative destruction these corporations must adopt in order to maintain excellence and remain competitive. In striking contrast to such bibles of business literature as *In Search of Excellence* and *Built to Last*, Richard N. Foster and Sarah Kaplan draw on research they conducted at McKinsey & Company of more than one thousand corporations in fifteen industries over a thirty-

Online Library Collective Genius

six-year period. The industries they examined included old-economy industries such as pulp and paper and chemicals, and new-economy industries like semiconductors and software. Using this enormous fact base, Foster and Kaplan show that even the best-run and most widely admired companies included in their sample are unable to sustain their market-beating levels of performance for more than ten to fifteen years. Foster and Kaplan's long-term studies of corporate birth, survival, and death in America show that the corporate equivalent of El Dorado, the golden company that continually outperforms the market, has never existed. It is a myth. Corporations operate with management philosophies based on the assumption of continuity; as a result, in the long term, they cannot change or create value at the pace and scale of the markets. Their control processes, the very processes that enable them to survive over the long haul, deaden them to the vital and constant need for change. Proposing a radical new business paradigm, Foster and Kaplan argue that redesigning the corporation to change at the pace and scale of the capital markets rather than merely operate well will require more than simple adjustments. They explain how companies like Johnson and Johnson, Enron, Corning, and GE are overcoming cultural "lock-in" by transforming rather than incrementally improving their companies. They are doing this by creating new businesses, selling off or closing down businesses or divisions whose growth is slowing down, as well as abandoning outdated, ingrown structures and rules and adopting new decision-making processes, control systems, and mental models. Corporations, they argue, must learn to be as dynamic and responsive as the market itself if they are to sustain superior returns and thrive over the long term. In a book that is sure to shake the business world to its foundations, *Creative Destruction*, like *Re-Engineering the Corporation* before it, offers a new paradigm that will

Online Library Collective Genius

change the way we think about business.

In this charming romantic comedy perfect for fans of Meg Cabot and Sophie Kinsella, critically acclaimed author Teri Wilson shows us that sometimes being pushed out of your comfort zone leads you to the ultimate prize. Charlotte Gorman loves her job as an elementary school librarian, and is content to experience life through the pages of her books. Which couldn't be more opposite from her identical twin sister. Ginny, an Instagram-famous beauty pageant contestant, has been chasing a crown since she was old enough to enunciate the words world peace, and she's not giving up until she gets the title of Miss American Treasure. And Ginny's refusing to do it alone this time. She drags Charlotte to the pageant as a good luck charm, but the winning plan quickly goes awry when Ginny has a terrible, face-altering allergic reaction the night before the pageant, and Charlotte suddenly finds herself in a switcheroo the twins haven't successfully pulled off in decades. Woefully unprepared for the glittery world of hair extensions, false eyelashes, and push-up bras, Charlotte is mortified at every unstable step in her sky-high stilettos. But as she discovers there's more to her fellow contestants than just wanting a sparkly crown, Charlotte realizes she has a whole new motivation for winning.

When you become a Multiplier, your whole team succeeds! Why do some leaders double their team's effectiveness, while others seem to drain the energy right out of the room? Using insights gained from more than 100 interviews with school leaders, this book pinpoints the five disciplines that define how Multipliers bring out the best across their schools. By practicing these disciplines, you'll learn how to:

- Attract top teachers to your school
- Create an intense environment that demands people's best thinking
- Drive sound decisions by constructing debate and decision-making forums
- Give your team a sense of ownership for responsibilities

and results

This engaging book spans three centuries to provide the first full account of the long and diverse history of genius in France. Exploring a wide range of examples from literature, philosophy, and history, as well as medicine, psychology, and journalism, Ann Jefferson examines the ways in which the idea of genius has been ceaselessly reflected on and redefined through its uses in these different contexts. She traces its varying fortunes through the madness and imposture with which genius is often associated, and through the observations of those who determine its presence in others. Jefferson considers the modern beginnings of genius in eighteenth-century aesthetics and the works of philosophes such as Diderot. She then investigates the nineteenth-century notion of national and collective genius, the self-appointed role of Romantic poets as misunderstood geniuses, the recurrent obsession with failed genius in the realist novels of writers like Balzac and Zola, the contested category of female genius, and the medical literature that viewed genius as a form of pathology. She shows how twentieth-century views of genius narrowed through its association with IQ and child prodigies, and she discusses the different ways major theorists—including Sartre, Barthes, Derrida, and Kristeva—have repudiated and subsequently revived the concept. Rich in narrative detail, *Genius in France* brings a fresh approach to French intellectual and cultural history, and to the burgeoning field of genius studies.

Be a more effective leader with strategic thinking *Leading with Strategic Thinking*

reveals what effective leaders do differently. Eschewing the one-size-fits-all leadership model, this helpful guide outlines four general leadership types and demonstrates how each type achieves success – whether through personal vision, structured process, collaboration, or by empowering others. The authors identify the actions and skills that distinguish strategic leadership, drawn from interviews and focus groups with over three hundred leaders from around the world. Examples and case studies illustrate these concepts in action, and the provided reference materials steer readers toward more advanced information on this important topic. The disruptive forces of technology and globalization raise new challenges for leaders. This book is a manual that will help executives and aspiring leaders harness these forces and address the two central questions of strategic leadership: How do the best leaders develop their strategy? How do effective leaders drive strategic change? Becoming a strategic leader isn't about mimicking an icon. The most effective leaders seize opportunity in a way that consciously integrates environmental requirements, stakeholder expectations, and personal ability. *Leading with Strategic Thinking* shows what these leaders do, and gives anyone the tools to be a more strategic leader.

As a leader, it's your job to extract maximum talent, energy, knowledge, and innovation from your customers and employees. But how? In *The Social Organization*, two of Gartner's lead analysts strongly advocate exploiting social technology. The authors share insights from their study of successes and failures at more than four hundred

Online Library Collective Genius

organizations that have used social technologies to foster—and capitalize on—customers' and employees' collective efforts. But the new social technology landscape isn't about the technology. It's about building communities, fostering new ways of collaborating, and guiding these efforts to achieve a purpose. To that end, the authors identify the core disciplines managers must master to translate community collaboration into otherwise impossible results:

- Vision: defining a compelling vision of progress toward a highly collaborative organization.
- Strategy: taking community collaboration from risky and random success to measurable business value.
- Purpose: rallying people around a clear purpose, not just providing technology.
- Launch: creating a collaborative environment and gaining adoption.
- Guide: participating in and influencing communities without stifling collaboration.
- Adapt: responding creatively to change in order to better support community collaboration.

The Social Organization highlights the benefits and challenges of using social technology to tap the power of people, revealing what managers must do to make collaboration a source of enduring competitive advantage.

Here, Dr. Janik abandons trying to fix what's wrong with education and teaching, and instead, argues replacing it with non-traumatic, curiosity-based, discovery-driven, mentor-assisted, transformational learning.

This inspiring and inventive guide teaches readers how to develop their full potential by following the example of the greatest genius of all time, Leonardo da Vinci. Acclaimed

Online Library Collective Genius

author Michael J. Gelb, who has helped thousands of people expand their minds to accomplish more than they ever thought possible, shows you how. Drawing on Da Vinci's notebooks, inventions, and legendary works of art, Gelb introduces Seven Da Vincian Principles—the essential elements of genius—from curiosità, the insatiably curious approach to life to connessione, the appreciation for the interconnectedness of all things. With Da Vinci as your inspiration, you will discover an exhilarating new way of thinking. And step-by-step, through exercises and provocative lessons, you will harness the power—and awesome wonder—of your own genius, mastering such life-changing abilities as:

- Problem solving
- Creative thinking
- Self-expression
- Enjoying the world around you
- Goal setting and life balance
- Harmonizing body and mind

Drawing on Da Vinci's notebooks, inventions, and legendary works of art, acclaimed author Michael J. Gelb, introduces seven Da Vincian principles, the essential elements of genius, from curiosità, the insatiably curious approach to life, to connessione, the appreciation for the interconnectedness of all things. With Da Vinci as their inspiration, readers will discover an exhilarating new way of thinking. Step-by-step, through exercises and provocative lessons, anyone can harness the power and awesome wonder of their own genius, mastering such life-changing skills as problem solving, creative thinking, self-expression, goal setting and life balance, and harmonizing body and mind.

[Copyright: 1345cf6b47936393ad537a33f35a5dba](https://www.1345cf6b47936393ad537a33f35a5dba)