

## Deep Smarts How To Cultivate And Transfer Enduring Business Wisdom

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EIGHT: Recreating Deep Smarts Through Guided Experience ... Deep smarts are the engine of any organization as well as the essential value that individuals build throughout their careers. Distinct from IQ, this type of expertise consists of practical wisdom: accumulated knowledge, know-how, and intuition gained through extensive experience. How do such smarts develop? And what happens when people with deep smarts leave a particular job or the organization?

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

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

Amazon.com: Deep Smarts: How to Cultivate and Transfer ... Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom Article (PDF Available) in Industrial and Labor Relations Review · January 2005 with 1,050 Reads How we measure 'reads'

9781591395287: Deep Smarts: How to Cultivate and Transfer ... Deep Smarts: how to Cultivate and Transfer Enduring Human Wisdom By Dorothy Leonard & Walter Swap Harvard Business School Press, 2005. Dorothy Leonard and Walter Swap are well known knowledge management scholars. In this book they explain how organizations can develop and share expertise.

Amazon.com: Deep Smarts: How to Cultivate and Transfer ... Deep Smarts, the book, stands out among its peers in the rapidly growing field of knowledge management books on the strength of several virtues that are expressed in the subtitle. The authors show the reader how to cultivate and transfer enduring business wisdom, with "how to" being one of the key elements.

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DEEP SMARTS HOW TO CULTIVATE AND TRANSFER ENDURING ... Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom Recreating Tacit Knowledge Through Guided Experience Working Knowledge Research Program Babson, April 28, 2004 Dorothy Leonard and Walter Swap

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Deep Smarts: How to Cultivate and Transfer Enduring ... Deep smarts are acquired through experience rather than formal teaching, and in any complex field it can take as long as 10 years to develop an expert. The challenge for both managers and teachers of business is how to accelerate this process. Many try to do so by using simulations to compress both space and time and to allow safe experimentation.

DEEP SMARTS HOW TO CULTIVATE AND TRANSFER ENDURING ... What sets deep smarts apart and makes them so valuable is that they are built on first-hand life experiences, resulting in tacit knowledge that is hard for other firms to copy. But, as Leonard and Swap explain, this transfer barrier is precisely what makes deep smarts such a challenge to manage inside organizations.

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

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

Deep Smarts: How to Cultivate and Transfer Business Wisdom ... Review of Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom, by Dorothy Leonard and Walter Swap. Industrial & Labor Relations Review , Vol. 59, No. 2.

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