

(Library ebook) Clever: Leading Your Smartest, Most Creative People

# Clever: Leading Your Smartest, Most Creative People

*Rob Goffee, Gareth Jones*

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**Rob Goffee, Gareth Jones : Clever: Leading Your Smartest, Most Creative People** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Clever: Leading Your Smartest, Most Creative People:

0 of 0 people found the following review helpful. Fantastic concept about clevers. Managers must read!By ShaltobinThe notion of "clevers" in this book is so helpful and quite brilliant/perceptive. The acknowledgement that some peoples' talents are tapped into differently than the majority is extremely important. The modern convention for talent management does not work for the brightest/most creative and ambitious innovators. Adopting a new type of

work setup for these individuals only benefits you. I think the book is unknowingly referring to high IQ ADHD people (it gets more uncanny as the book moves along). If so, even more reason why the notions/implications discussed are so crucial to talent management/discovery. The only issue I had with this book was the presentation style of the message within (yes, it's possible I'm not smart enough to read this book easily). But, it doesn't organize the content in a structured, easy to digest way, in my opinion. In fact, I'd really prefer a more organized audio version, but it doesn't exist. You have to infer or read between the lines too often, or you could miss a point entirely (especially if you struggle with inferring skills). For instance, I prefer to read this sort of book in clearly segmented steps for each point: first state the point clearly, then explain it (quotes for support only, full interviews in back of book), then a short summary, and finally a set of bullets listing main takeaways of the chapter/point. Otherwise, it's like playing where's waldo to get clarity, never quite sure if you understood the intended takeaway or not. I took notes as I went along, and it helped a lot. This is my ONLY complaint about this great book. I've heard some reviewers say they feel it's outdated material or they didn't enjoy it - However, the concept is very real and important. I think everyone should make an honest effort to read understand the concepts it is trying to communicate. Especially business folks, and those who manage talent at all levels (the higher the level, the more crucial it is). Glimpses of the future of work structure and innovation are found between the lines of this book...the content is extremely valuable. Please, don't let the format or entertainment factors stop you from reading this message.

3 of 4 people found the following review helpful. Fairly engaging, not incredibly thought-provoking  
By Dan Brown  
I finished it, but it did not focus as much on the intricacies of clever people as much as how to make clever people play nice in teams. Teamwork, teams, team environment- most of the book talks about these concepts.

1 of 2 people found the following review helpful. BORING!!! HATED IT!!!!  
By GRoh  
my goodness!!! this book is a compilation of interviews and opinions....wish I hadn't picked this book to read as part of my leadership program.....UGH!!

If your company is like most, it has a handful of people who generate disproportionate quantities of value: A researcher creates products that bankroll the entire organization for decades. A manager spots consumer-spending patterns no one else sees and defines new market categories your enterprise can serve. A strategist anticipates global changes and correctly interprets their business implications. Companies' competitiveness, even survival, increasingly hinge on such "clever people." But the truth is, clever people are as fiercely independent as they are clever-they don't want to be led. So how do you corral these players in your organization and inspire them to achieve their highest potential? In *Clever*, Rob Goffee and Gareth Jones offer potent insights drawn from their extensive research. The authors explain how to: -Identify your clever people and their motivations -Shelter your "clevers" from political distractions that can inhibit their productivity -Help clevers generate even more value by creating clever teams -Manage the unique tensions that can arise when clevers work together

Leading clever people can be enormously challenging, yet doing so effectively is the key to your organization's sustained success. Lively and engaging, this book provides the ideas, practices, and examples you need to create an environment where your most brilliant people can flourish.

From Publishers Weekly  
They tend to obsess over work projects, don't like to be told what to do and need lots of space. They are video-game designer Will Wright, iMac creator Jonathan Ive and Louis Vuitton brand rejuvenator Marc Jacobs. They are the clevers, the highly talented individuals with the potential to create disproportionate amounts of value from the resources that the organization makes available to them. Goffee and Jones, professors at the London School of Business, present a smart and surprisingly entertaining manual on identifying and handling these employees for optimum benefit, complete with a dos and don'ts chart. They advocate building a corporate culture catering to these individuals; following the lead of Cisco Systems, Nestle; and Google; and argue that the stagnant economy demands creative approaches to inspire productivity: the particular skills of exceptionally gifted workers can be harnessed by entire businesses, creating clever teams and corporations. The book is balanced in its treatment and also explores the flip side of cleverness, making the important caveat: the clever economy is not a utopian capitalist idyll, in its illustration of how unchecked and glamorized cleverness contributed to Wall Street's implosion. (Sept.)

Copyright © Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. Some big fibs have endured longer than any others. "The cheque's in the post," for example. Or: "No, darling, you look lovely in that." And finally: "Our people are our biggest asset." Here is a terrific new book that explodes the last item in that unholy trinity. The truth is that not every employee is such a huge asset, or "talent", to use the fashionable term. Only some of your people are your biggest asset. The point is to spot them, nurture them - and know when to leave them well alone; hellip; These are the people who, in your business, are going to make the difference between just getting by and excelling. They have vast potential. Handle with care. - The Financial Times, September 3, 2009