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# DRIVEN



HOW HUMAN NATURE  
SHAPES  
OUR CHOICES

PAUL R. LAWRENCE  
NITIN NOHRIA

# Driven How Human Nature Shapes Our Choices

**William T. Hennessy**



## **Driven How Human Nature Shapes Our Choices:**

Driven Paul R. Lawrence, Nitin Nohria, 2002 Reveals the scientific foundation for an understanding of human nature and the mysteries of human behavior **Driven** Lawrence, 2002-01-01 Driven Paul R. Lawrence, Nitin Nohria, 2002-09-23 A touchstone for understanding how we behave on the job This is a stimulating and provocative book in bringing together important ideas from different fields and thereby giving us a whole new slant on human nature Edgar H Schein Sloan Fellows Professor of Management Emeritus and Senior Lecturer MIT In this astonishing provocative and solidly researched book two Harvard Business School professors synthesize 200 years of thought along with the latest research drawn from the biological and social sciences to propose a new theory a unified synthesis of human nature Paul Lawrence and Nitin Nohria have studied the way people behave in that most fascinating arena of human behavior the workplace and from their work they produce a book that examines the four separate and distinct emotive drives that guide human behavior and influence the choices people make the drives to acquire bond learn and defend They ultimately show that just as advances in information technology have spurred the New Economy in the last quarter of the twentieth century current advances in biology will be the key to understanding humans and organizations in the new millennium *Driven to Lead* Paul R. Lawrence, 2010-07-13 PRAISE FOR DRIVEN TO LEAD A powerful scientific framework grounded in evolutionary biology that helps us think about leadership successes and failures throughout history and how we might address humanity's need for better leadership going forward NITIN NOHRIA dean Harvard Business School Brilliant insights straightforward easy to comprehend and extremely useful to anyone in business I predict the four drives model will replace Maslow's hierarchy of needs as the accepted way of describing human behavior DAVID N BURT chairman emeritus Supply Chain Management Institute University of San Diego Paul Lawrence is back *Driven to Lead* is the most comprehensive general theory of leadership ever created By digging deeply into Darwin Lawrence offers a practical guide for authentic leaders to excel in today's challenging world BILL GEORGE professor of management practice Harvard Business School and former chair and CEO Medtronic If Darwin had written a book about leadership in the twenty first century this would be it RANJAY GULATI Jaime and Josefina Chua Tiampo Professor of Business Administration Harvard Business School It's the E mc<sup>2</sup> of human behavior MALCOLM DELEO Vice President of Innovation Daymon Worldwide This book presents a rigorous and novel theory on how evolution and the human brain can produce effective and ineffective leadership The writing is clear It is accessible to practitioners as well as to researchers CHRIS ARGYRIS professor emeritus Harvard Business School **Lessons from Political Leadership in Africa** Chris Jones, Pregala Pillay, Purshottama Reddy, Sakhile Zondi, 2022-02-17 The central message of this book is that leadership serves as a blueprint to transform Africa into a global powerhouse There is an urgent need to refocus our efforts on the African Continent and her people while at the same time forging ahead with democratic accountable people centred ethical and transparent governance and leadership Corruption has undoubtedly become a hostile enemy in robbing the poor violating the

trust of the people and eroding the moral fibre of society Abuse of power position or office compounded by greed self enrichment and acts of dishonesty has dire consequences for mankind and as such each contribution in this book promotes Africa s vision to sustain humanity and its people away from social ills such as extreme poverty distinct inequalities and large scale unemployment What is needed is a new generation of bold passionate confident inspiring leaders to make a difference and leave an edible mark in the global arena This is the fundamental spirit of leadership for the Africa that this book wants and wishes to nurture We cannot go back and change the past but we can learn lessons both good and bad and change the future towards a bigger better and brighter tomorrow *Research Handbook of Responsible Management* Oliver

Laasch,Roy Suddaby,R. E. Freeman,Dima Jamali,2020-05-29 Outlining origins of the field and latest research trends this Research Handbook offers a unique and cutting edge take on the numerous avenues to responsible management in the 21st century Renowned contributors present iconic viewpoints that have formed the foundation of responsible management research introducing cutting edge conceptual lenses for the study of the responsible management process **Thinking in**

**Circles About Obesity** Tarek K. A. Hamid,2009-09-22 Today s children may well become the first generation of Americans whose life expectancy will be shorter than that of their parents The culprit public health experts agree is obesity and its associated health problems Heretofore the strategy to slow obesity s galloping pace has been driven by what the philosopher Karl Popper calls the bucket theory of the mind When minds are seen as containers and public understanding is viewed as being a function of how many scientific facts are known the focus is naturally on how many scientific facts public minds contain But the strategy has not worked Despite all the diet books the wide availability of reduced calorie and reduced fat foods and the broad publicity about the obesity problem America s waistline continues to expand It will take more than food pyramid images or a new nutritional guideline to stem obesity s escalation Albert Einstein once observed that the significant problems we face cannot be solved at the same level of thinking we were at when we created them and that we would have to shift to a new level a deeper level of thinking to solve them This book argues for and presents a different perspective for thinking about and addressing the obesity problem a systems thinking perspective While already commonplace in engineering and in business the use of systems thinking in personal health is less widely adopted Yet this is precisely the setting where complexities are most problematic and where the stakes are highest Return on Character Fred Kiel,2015-03-17 Does the

character of our leaders matter You may think this question was answered long ago Countless business authors and analysts have assured us that great leadership demands great character Time and again we ve seen that truth play out as once thriving organizations falter and fail under the guidance of leaders behaving badly Why then do so many executives remain skeptical about the true value of leadership character A winning strategy and a sound business model are what really matter they argue character is just the icing on the cake What s been missing from this debate is hard evidence data that shows not only that leadership character matters for organizational success but how it matters and concrete evidence that it leads to

better business results Now in this groundbreaking book respected leadership researcher adviser and author Fred Kiel offers that evidence solid data that demonstrates the connection between character leadership excellence and organizational results After seven years of rigorous research based on a landmark study of more than 100 CEOs and over 8 000 of their employees observations Kiel s findings show that leaders of strong character achieved up to five times the ROA for their organizations as did leaders of weak character Return on Character goes on to reveal How leadership character is formed how it creates value and how that value spreads throughout the organization How low character leaders undermine the success of even the best business plans How leaders at any level can develop the habits of strong character and unlearn the habits of poor character The book also provides a character building methodology step by step advice and techniques for assessing your own character habits and improving your performance and that of your organization Return on Character provides the blueprint for building your own leadership character and creating a character driven organization that achieves superior business results

*Moral Intelligence* Doug Lennick,Fred Kiel,2007 Using a combination of research and original thought leadership this book demonstrates how the performing companies have leaders who apply moral values to achieve enduring personal and organizational success It reveals how companies benefit from the moral intelligence of their leaders and help build specific moral competencies leaders need

**Just Ask Leadership: Why Great Managers Always Ask the Right Questions** Gary B. Cohen,2009-08-28 John T Chain Jr rose from a second lieutenant to four star general and led our national missile defense program Mike Harper led ConAgra Foods from 636 million to 20 billion in 20 years and increased its stock value 150 times over Ask Gary Cohen what these remarkable leaders have in common and his answer will be straightforward They use questions to generate fresh ideas inspire committed action and build an army of forward thinking leaders In Just Ask Leadership Cohen steers you away from the all too common idea that if you don't assert yourself with strong statements you will not be respected On the contrary statistics prove that 95 percent of employees prefer to be asked questions rather than be told what to do Involving employees and colleagues in decision making processes builds an environment rich with energy excitement and innovative problem solving Just Ask Leadership outlines not only specific questions to ask in certain contexts but also how to implement question based leadership as a whole Learn how to Spend more time on long term goals and less on short term crises Build a culture of accountability Create unity and trust throughout your workforce Steer decision making to the most appropriate parties Develop rapport while instilling respect When you ask questions you show respect and you are respected in turn It is that simple A combination of Cohen's proven expertise and interviews with nearly 100 highly effective leaders Just Ask Leadership explains how to harness the power of questions to make your organization more competitive more profitable and a better place to work

**High Commitment High Performance** Michael Beer,2009-07-17 How to create the high performance high commitment organization Integrating knowledge from strategic management performance management and organization design strategic human

resource expert and Harvard Business School Professor Michael Beer outlines what the high commitment high performance organization looks like and provides practitioners with the transformation process to help them get there Starting with leaders who have the right values Beer shows how to weave together a complete system that includes top to bottom communication organization design HR policies and leadership transformation process and outlines what practitioners must do in HR structure systems goals culture and strategy to create high performance organizations *Weaving the Roots* William T. Hennessy, 2011-05-31 New from Broadside Books Voices of the Tea Party In Weaving the Roots you ll learn how even tiny grassroots organizations can make big impacts on the world through smart use of free or inexpensive social media tools First you ll learn the major tools like Facebook twitter LinkedIn Google Buzz blogging talk radio and SMS text How they work how they work together and how you can maximize your impact with a small team Next you ll explore five key activities for social networking and which tools work best recruiting informing activating advocating coordinating Finally you ll find out the science behind social media You ll get answers to questions that many don t know to ask like what time of day to tweet or post on Facebook which day of the week is best for which social channel and how to announce an event to get lots of attendees without lots of time consuming questions **Harvard Business School Bulletin** ,2002 **The Manager's Bookshelf** Jon Lepley Pierce, 2005 A supplement or stand alone text for undergraduate graduate level courses in Introduction to Management or Organizational Behavior This collection of objective summaries of a broad sampling of business best sellers introduces students to the thoughts philosophies views and experiences of a number of authors whose works have captivated the attention of today s management community It considers the works of noted authors on such topics as management paradigms high performing organizations organizational vision and goals motivation empowerment and participation teams and teamwork leadership managing diversity organizational change and renewal organizational learning and knowledge driven management global dimensions and managing personal effectiveness **Harvard Business Review** ,2004 EBOOK Organisational Behaviour Steven McShane, Mara Olekalns, Alex Newman, Angela Martin, 2018-09-17 Organisational Behaviour 6e and its rich suite of digital educational resources leads the market in this exciting field Now in its sixth edition the engaging text has been developed to satisfy the evolving needs of learners and academics with its offerings of contemporary theory and research real world examples learning resources and visually stimulating design CONTEMPORARY AND INFORMED New and updated discussions of current theories and practice that encourage critical analysis Features that reinforce the text s Asia Pacific focus as well as its global orientation RELEVANT AND ENGAGING New OB Insight and OB Ethics features New and revised chapter opening vignettes New end of chapter and holistic case studies help students practise their diagnostic skills and apply OB concepts Updated OB by the Numbers features highlight interesting survey results ENABLES EFFECTIVE LEARNING Organisational Behaviour 6e is recognised for its up to date content presented in a clear focused accessible and thought provoking style that enables learners to link theories with

real world practices     Across the Board ,2002     **An Introduction to Theory and Reasoning in Nursing** Betty M. Johnson,Pamela Bayliss Webber,2010 This nursing text is devoted to the teaching of theory research and reasoning It helps nursing students develop a foundation of reasoning skills that are necessary to integrate the components of knowledge skills values meanings and experiences into nursing practice The text delivers a clear and understandable message about theory what it is and how it supports nurses and their practice It provides an overview of theory theory development important nursing theories and nursing theorists as well as a method for critiquing theory     *Academy of Management Perspectives* ,2006     The American Psychologist ,2008-02 Includes proceedings of the 54th 55th annual meetings of the association 1946 47 and proceedings of meetings of various regional psychological associations

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