

Wiser Getting Beyond Groupthink To Make Groups Smarter

Wiser Groupthink Versus High-quality Decision Making in International Relations The Wiley Blackwell Handbook of the Psychology of Team Working and Collaborative Processes Making Decisions That Matter Psychological Processes in International Negotiations The SAGE Encyclopedia of Industrial and Organizational Psychology EBOOK: Organisational Behaviour, 6e Organisational Behaviour BIOS Instant Notes in Sport and Exercise Psychology Groupthink The Social Net Management Victims of Groupthink Understanding and Managing Organizational Behavior Organizational Behaviour Papers and Addresses Presented at the Annual Meeting of the Technical Association of the Pulp and Paper Industry American Foreign Policy Brownstone Diploma for Windows to Accompany Canadian Organizational Behaviour Design News Social Psychology and Modern Life Cass R. Sunstein Mark Schafer Eduardo Salas Kathleen M. Galotti Francesco Aquilar Steven G. Rogelberg SINDING Stephen Robbins Dave Shaw Irving Lester Janis Yair Amichai-Hamburger Arthur G. Bedeian Irving Lester Janis Jennifer M. George Nancy Langton William C. Vocke Steven Lattimore McShane Patricia Niles Middlebrook

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why are group decisions so hard since the beginning of human history people have made decisions in groups first in families and villages and now as part of companies governments school boards religious organizations or any one of countless other groups and having more than one person to help decide is good because the group benefits from the collective knowledge of all of its members and this results in better decisions right back to reality we ve all been involved in group decisions and they re hard and they often turn out badly why

many blame bad decisions on groupthink without a clear idea of what that term really means now nudge coauthor cass sunstein and leading decision making scholar reid hastie shed light on the specifics of why and how group decisions go wrong and offer tactics and lessons to help leaders avoid the pitfalls and reach better outcomes in the first part of the book they explain in clear and fascinating detail the distinct problems groups run into they often amplify rather than correct individual errors in judgment they fall victim to cascade effects as members follow what others say or do they become polarized adopting more extreme positions than the ones they began with they emphasize what everybody knows instead of focusing on critical information that only a few people know in the second part of the book the authors turn to straightforward methods and advice for making groups smarter these approaches include silencing the leader so that the views of other group members can surface rethinking rewards and incentives to encourage people to reveal their own knowledge thoughtfully assigning roles that are aligned with people's unique strengths and more with examples from a broad range of organizations from google to the cia and written in an engaging and witty style wiser will not only enlighten you it will help your team and your organization make better decisions decisions that lead to greater success

are good and bad outcomes significantly affected by the decision making process itself indeed they are in that certain decision making techniques and practices limit the ability of policymakers to achieve their goals and advance the national interest the success of policy often turns on the quality of the decision making process mark schaffer and scott crichlow identify the factors that contribute to good and bad policymaking such as the personalities of political leaders the structure of decision making groups and the nature of the exchange between participating individuals analyzing thirty nine foreign policy cases across nine administrations and incorporating both statistical analyses and case studies including a detailed examination of the decision to invade iraq in 2003 the authors pinpoint the factors that are likely to lead to successful or failed decision making and they suggest ways to improve the process schaffer and crichlow show how the staffing of key offices and the structure of central decision making bodies determine the path of an administration even before topics are introduced additionally they link the psychological characteristics of leaders to the quality of their decision processing there is no greater work available on understanding and improving the dynamics of contemporary decision making

a state of the art psychological perspective on team working and collaborative organizational processes this handbook makes a unique contribution to organizational psychology and hrm by providing comprehensive international coverage of the contemporary field of team working and collaborative organizational processes it provides critical reviews of key topics related to teams including design diversity leadership trust processes and performance measurement drawing on the work of leading thinkers including linda argote neal ashkanasy robert kraut floor rink and daan van knippenberg

the goal of this book is to describe ongoing research that examines real people making real decisions and compares it with theoretical predications to provide readers with food for thought when it comes to their own decision making to point out quest

global interests are at stake at the treaty table but personalities on either side can create difficulties apart from the issues a skilled negotiator needs to be able to defuse the tensions and misperceptions that can derail progress there are few sources that combine the psychological knowledge with the skills of persuasion now a unique collaboration between experts in cognitive psychotherapy and political science psychological processes in international negotiations provides such a resource drawing on a wide range of theory and data from neuroscientific findings and historical events to albert ellis rational emotive model of behavior the book explains how the negotiation process works under both adverse and optimum conditions the authors identify psychological elements in participants and in negotiators themselves that have the greatest effect on negotiation outcomes including group identity and groupthink egocentrism emotional awareness and competence and the various interpersonal and communication skills as well as steps readers can take to improve their performance with this book negotiators have the tools to come to clear judgments and creative non aggressive solutions highlights of the coverage cognition and emotion in the context of negotiation characteristics traits of successful proactive negotiators cognitive views of war and international crisis meta communications and the working relationship emotive keys to coping with stalemates summaries of a 15 session cognitive emotional training program for negotiators and the proposed european cognitive school of international negotiation practical guide sections linking theoretical and practical material this synthesis of scientific insights and real world applications makes psychological processes in international negotiations necessary reading for negotiators mediators and conflict managers as well as for students and researchers in this field the authors premise is clear peace and stability create winners on all sides

the well received first edition of the encyclopedia of industrial and organizational psychology 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources nearly ten years later sage presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective

this sixth edition of organisational behaviour provides a thorough introduction to the field for students and aspiring practitioners alike comprehensively revised to reflect the most recent developments this text also retains its strong research foundations balancing a psychological approach with social perspectives covering the effects of personality emotions values and group dynamics on an organisation this book also has a strong business focus emphasising the role of an organisation s leaders structure and politics on its overall behaviour key features new end of chapter case studies for each chapter with relevant examples from across the globe featuring companies such as united airlines zara and hp covering the chapter s main topics applying the key theories and emphasising what has been learnt new chapter on organisational architecture combining and refining two

previous chapters on organisational structure and organisational design new irl logos to highlight sections that can be seen and applied directly to real life situations ob in practice mini cases throughout the chapters have been revised and updated to provide concise international examples enabling the reader to apply theories learnt into practice re organised chapter structure to ensure greater synergy between chapters and improved flow of knowledge throughout the text available for the first time with connect our highly reliable easy to use digital teaching and learning solution that embeds learning science and award winning adaptive tools to improve student results also with access to smartbook our adaptive reading study and practice environment specific to the book s content

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

instant notes in sport and exercise psychology provides concise coverage of sport and exercise psychology at the undergraduate level and also covers the crucial basic psychology that underpins the subject it has four main themes theoretical approaches and research methods sport psychology at both the individual and group level of analysis exercise psychology practical applications including performance enhancement and ethics suitable for students in sport and exercise science sport psychology sport studies and sports management it will be useful for coaches and athletes who wish to gain an up to date understanding of the key concepts theories and research in this area

how do people fall in love on the internet why is cyberspace such a violent place this volume answers these and many other questions focusing on the psychological well being of internet users and the commercial benefits of understanding online behaviour

janis identifies the causes and fateful consequences of groupthink the process that takes over when decision making bodies agree for the sake of agreeing to abandon their critical judgment

for courses in organizational behavior human relations and industrial psychology george jones offers comprehensive concept coverage and a focus on only the most current proven theories this edition offers a wealth of leaning tools that actually show students how ob can help them become better managers

the 1 canadian and only 100 canadian authored organizational behaviour text has been thoroughly updated and finely tuned to reflect the continuous changes canadian organizations face in today s business world there s a revolution going on in the workplace knowledge is replacing infrastructure self leadership is replacing direct supervision networks are replacing hierarchies virtual teams are replacing committees companies are looking for employees with emotional intelligence not just technical smarts globalization has become

the mantra of corporate survival co workers aren't just down the hall they're at the other end of an internet connection canadian organizational behaviour cob is written with this revolution in mind

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