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“An enthusiastic, example-rich argument for innovating in a particular way—by deliberately experimenting and taking small exploratory steps in novel directions. Light, bright, and packed with tidy anecdotes” (The Wall Street Journal). What do Apple CEO Steve Jobs, comedian Chris Rock, prize-winning architect Frank Gehry, and the story developers at Pixar films all have in common? Bestselling author Peter Sims found that rather than start with a big idea or plan a whole project in advance, they make a methodical series of little bets, learning critical information from lots of little failures and from small but significant wins. Reporting on a fascinating range of research, from the psychology of creative blocks to the influential field of design thinking, Sims offers engaging and illuminating accounts of breakthrough innovators at work, and a whole new way of thinking about how to navigate uncertain situations and unleash our untapped creative powers.

The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic. Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management (HRM) and addresses the myriad challenges faced by today's human resource professionals. Volume 2 highlights human resource management forms. The book contains a tool that can be used to build HR forms as well as processing transactions and measuring effectiveness. The book's many field-tested forms

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can be downloaded, modified, and used immediately. The contributors also present a view of HR forms that help when planning for an audit and compliance activities and reporting on human resource effectiveness. The HR forms include: Interview Assessment Forms, New Employee Orientation Checklist, Blended Learning Program Review Form, Education Workshop Form, Talent Management Form, Job Analysis Worksheet Form, Manager Performance Evaluation Form, 360 Degree Feedback Form, Salary Change Form, Reporting Injury/Accident Form, Employee Disability Verification Form, Human Resource Metrics Form, and much more. The Encyclopedia of Human Resource Management gives human resource professionals the knowledge, information, and tools needed to implement the best practices in the field.

An examination of the diverse roles exotic animals, both living species and depicted as motifs in art, played in the fashioning of the Medici's courtly identity.

Examines why creativity and insight are incredibly vibrant at the intersection of domains, disciplines, cultures and fields and tells us how to get to those places. This book reveals the core principles that reign when divergent concepts are combined.

Explores how historical, artistic, and technological developments and cross-cultural exchange have altered our conceptions of creativity.

As technology races ahead, what will people do better than computers? What hope will there be for us when computers can drive cars better than humans, predict Supreme Court decisions better than legal experts, identify faces, scurry helpfully around offices and factories, even perform some surgeries, all faster, more reliably, and less expensively than people? It's easy to imagine a nightmare scenario in which computers simply take over most of the tasks that people now

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get paid to do. While we'll still need high-level decision makers and computer developers, those tasks won't keep most working-age people employed or allow their living standard to rise. The unavoidable question—will millions of people lose out, unable to best the machine?—is increasingly dominating business, education, economics, and policy. The bestselling author of *Talent Is Overrated* explains how the skills the economy values are changing in historic ways. The abilities that will prove most essential to our success are no longer the technical, classroom-taught left-brain skills that economic advances have demanded from workers in the past. Instead, our greatest advantage lies in what we humans are most powerfully driven to do for and with one another, arising from our deepest, most essentially human abilities—empathy, creativity, social sensitivity, storytelling, humor, building relationships, and expressing ourselves with greater power than logic can ever achieve. This is how we create durable value that is not easily replicated by technology—because we're hardwired to want it from humans. These high-value skills create tremendous competitive advantage—more devoted customers, stronger cultures, breakthrough ideas, and more effective teams. And while many of us regard these abilities as innate traits—"he's a real people person," "she's naturally creative"—it turns out they can all be developed. They're already being developed in a range of far-sighted organizations, such as:

- the Cleveland Clinic, which emphasizes empathy training of doctors and all employees to improve patient outcomes and lower medical costs;
- the U.S. Army, which has revolutionized its training to focus on human interaction, leading to stronger teams and greater success in real-world missions;
- Stanford Business School, which has overhauled its curriculum to teach interpersonal skills through human-to-human experiences.

As technology advances, we shouldn't

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focus on beating computers at what they do—we'll lose that contest. Instead, we must develop our most essential human abilities and teach our kids to value not just technology but also the richness of interpersonal experience. They will be the most valuable people in our world because of it. Colvin proves that to a far greater degree than most of us ever imagined, we already have what it takes to be great.

This well-illustrated study investigates the symbolic dimensions of painted maps as products of ambitious early modern European courts.

INC 500/5000 Strategies to Growing your business. God's way is the best way to success. If you are committed to implementing the strategies in this book, you can become an INC 500/5000 organization. God layed out the plan on what to do. You just need to follow it.

From the bestselling author of Thinkertoys, this follow up brings innovative creative thinking techniques within reach, giving you the tools to tackle everyday challenges in new ways. Internationally renowned business creativity expert, Michael Michalko will show you how creative people think—and how to put their secrets to work for you in business and in your personal life. You don't have to be a genius to solve problems like one. Michalko researched and analyzed hundreds of history's greatest thinkers across disciplines—from Leonardo da Vinci to Pablo Picasso—to bring the best of their techniques together and to teach you how to apply them in your own life. Cracking Creativity is filled with exercises and anecdotes that will soon have you looking at problems and seeing many different solutions.

You know the moments of inspiration that come out of nowhere? Maybe it's an idea for a product that will change people's lives, or a way to solve a conflict. No matter the epiphany, this surge of excitement is often as fleeting as the good ideas we abandon too quickly. But what if we took a

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chance? What if we used our momentum to see our ideas through? Our ancestors used their ideas for change. They took big risks to improve the lives of future generations, doing whatever it took with few alternatives. Now it's our turn to take the risks and change the world, but we're comfortable and complacent-even when we shouldn't be. In *The Elephant's Dilemma*, Jon Bostock shares how he took a chance with his fascinating story of business success. He shows how we're chained to our current reality, and what can happen when we break free and reimagine our future. His book is an urgent battle cry asking us to step forward, live a more fulfilled life, and leave a legacy for future generations.

Creativity in Product Innovation describes a remarkable new technique for improving the creativity process in product design. Certain "regularities" in product development are identifiable, objectively verifiable and consistent for almost any kind of product. These regularities are described by the authors as Creativity Templates. This book describes the theory and implementation of these templates, showing how they can be used to enhance the creative process and thus enable people to be more productive and focused.

Representing the culmination of years of research on the topic of creativity in marketing, the Creativity Templates approach has been recognized as a breakthrough in such journals as *Science*, *Journal of Marketing Research*, *Management Science*, and *Technological Forecasting and Social Change*.

* Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. As you read this summary, you will discover that the best ideas are born at the crossroads of worlds, because curiosity and diversity are the keys to creativity, and therefore, to innovation. You will also discover that : it is by aiming at the Intersection that you experience the Medici effect and that

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ideas explode; finding great ideas only requires bringing novelty and diversity into your life and your business; everyone is capable of innovating, even in a seemingly unrelated field; to innovate, you don't have to be afraid of failure, because it allows you to improve. Through numerous examples from all over the world and from a wide variety of fields, Frans Johansson demonstrates how much and how the mixture of cultures can give rise to great ideas. According to him, everyone has access to a wonderful space, the "Intersection", where ideas from all walks of life come together. This is where the Medici Effect is declared, the one that inspired the intellectuals and artists of the Renaissance, brought together by the famous Italian family. Whether you are an entrepreneur, artist, philanthropist or researcher, you can bring great ideas to life by following the advice in this summary! *Buy now the summary of this book for the modest price of a cup of coffee!

This worldwide bestseller offers simple guidance for building the kind of open and trusting relationships vital for tackling global systemic challenges and developing adaptive, innovative organizations—over 200,000 copies sold and translated into seventeen languages! We live, say Edgar and Peter Schein, in a culture of “tell.” All too often we tell others what we think they need to know or should do. But whether we are leading or following, what matters most is we get to the truth. We have to develop a commitment to sharing vital facts and identifying faulty assumptions—it can mean the difference between success and failure. This is why we need Humble Inquiry more than ever. The Scheins define Humble Inquiry as “the gentle art of drawing someone out, of asking questions to which you do not know the answer, of building relationships based on curiosity and interest in the other person.” It was inspired by Edgar's twenty years of work in high-hazard industries and the health-care system, where

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honest communication can literally mean the difference between life and death. In this new edition the authors look at how Humble Inquiry differs from other kinds of inquiry, offer examples of it in action, and show how to overcome the barriers that keep us telling when we should be asking. This edition offers a deepening and broadening of this concept, seeing it as not just a way of posing questions but an entire attitude that includes better listening, better responding to what others are trying to tell us, and better revealing of ourselves. Packed with case examples and a full chapter of exercises and simulations, this is a major contribution to how we see human conversational dynamics and relationships, presented in a compact, personal, and eminently practical way.

If you believe that the latest blockbuster medication is worth a premium price over your generic brand, or that doctors have access to all the information they need about a drug's safety and effectiveness each time they write a prescription, Dr. Jerry Avorn has some sobering news. Drawing on more than twenty-five years of patient care, teaching, and research at Harvard Medical School, he shares his firsthand experience of the wide gap in our knowledge of the effectiveness of one medication as compared to another. In *Powerful Medicines*, he reminds us that every pill we take represents a delicate compromise between the promise of healing, the risk of side effects, and an increasingly daunting price. The stakes on each front grow higher every year as new drugs with impressive power, worrisome side effects, and troubling costs are introduced. This is a comprehensive behind-the-scenes look at issues that affect everyone: our shortage of data comparing the worth of similar drugs for the same condition; alarming lapses in the detection of lethal side effects; the underuse of life-saving medications; lavish marketing campaigns that influence what doctors prescribe; and the

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resulting upward spiral of costs that places vital drugs beyond the reach of many Americans. In this engagingly written book, Dr. Avorn asks questions that will interest every consumer: How can a product judged safe by the Food and Drug Administration turn out to have unexpectedly lethal side effects? Why has the nation's drug bill been growing at nearly 20 percent per year? How can physicians and patients pick the best medication in its class? How do doctors actually make their prescribing decisions, and why do those decisions sometimes go wrong? Why do so many Americans suffer preventable illnesses and deaths that proper drug use could have averted? How can the nation gain control over its escalating drug budget without resorting to rationing or draconian governmental controls? Using clinical case histories taken from his own work as a practitioner, researcher, and advocate, Dr. Avorn demonstrates the impressive power of the well-conceived prescription as well as the debacles that can result when medications are misused. He describes an innovative program that employs the pharmaceutical industry's own marketing techniques to reduce use of some of the most overprescribed and overpriced products. *Powerful Medicines* offers timely and practical advice on how the nation can improve its drug-approval process, and how patients can work with doctors to make sure their prescriptions are safe, effective, and as affordable as possible. This is a passionate and provocative call for action as well as a compelling work of clear-headed science.

Originally published as: *The Medici effect: breakthrough insights at the intersection of ideas, concepts, and cultures*. Boston, Massachusetts: Harvard Business School Press, A2004.

The acclaimed author of *Ignore Everybody* is back with more irreverent wisdom, wit, and original cartoons. "It has never

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been easier to make a great living doing what you love. But to make it happen, first you need an EVIL PLAN. Everybody needs to get away from lousy bosses, from boring, dead-end jobs that they hate, and ACTUALLY start doing something they love, something that matters. Life is short." -Hugh MacLeod
Freud once said that in order to be truly happy people need two things: the capacity to work and the capacity to love. Evil Plans is about being able to do both at the same time. The sometimes unfortunate side effect is that others will hate you for it. MacLeod's insights are brash, wise, and often funny.

Michelangelo's adventure in Constantinople, from the "mesmerizing" (New Yorker) and "masterful" (Washington Post) author of *Compass In 1506*, Michelangelo—a young but already renowned sculptor—is invited by the sultan of Constantinople to design a bridge over the Golden Horn. The sultan has offered, alongside an enormous payment, the promise of immortality, since Leonardo da Vinci's design has been rejected: "You will surpass him in glory if you accept, for you will succeed where he has failed, and you will give the world a monument without equal." Michelangelo, after some hesitation, flees Rome and an irritated Pope Julius II—whose commission he leaves unfinished—and arrives in Constantinople for this truly epic project. Once there, he explores the beauty and wonder of the Ottoman Empire, sketching and describing his impressions along the way, as he struggles to create what could be his greatest architectural masterwork. *Tell Them of Battles, Kings, and Elephants*—constructed from real historical fragments—is a thrilling page-turner about why stories are told, why bridges are built, and how seemingly unmatched fragments, seen from the opposite sides of civilization, can mirror one another. This book has been replaced by *I Love a Fire Fighter*, Second Edition, ISBN 978-1-4625-4100-3.

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Complex Adaptive Leadership, a Gower bestseller, has been taught in corporate leadership programmes, business schools and universities around the world to high acclaim. In this updated paperback edition, the author argues that leadership is a complex dynamic process and should involve all those engaged in a particular enterprise. Nick Obolensky has practised, researched and taught leadership in the public, private and voluntary sectors, and in this exciting book he brings together his knowledge of theory, his own experience, and the results of 19 years of research involving 2,500 executives in 40 countries around the world.

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In this book, the author walks you through every step of how to write a book. After you read it, you'll be ready to start writing today.

Rethink the Way You Think In hindsight, every great idea seems obvious. But how can you be the person who comes up with those ideas? In this revised and expanded edition of his groundbreaking Thinkertoys, creativity expert Michael Michalko reveals life-changing tools that will help you think like a genius. From the linear to the intuitive, this comprehensive handbook details ingenious creative-thinking techniques for approaching problems in unconventional ways. Through fun and thought-provoking exercises, you'll learn how to create original ideas that will improve your personal life and your business life. Michalko's techniques show you how to look at the same information as everyone else and see something different. With hundreds of hints, tricks, tips, tales, and puzzles, Thinkertoys will open your mind to a world of innovative solutions to everyday and not-so-everyday problems.

New York mayor Michael Bloomberg claims to run the city like a business. In Bloomberg's New York, Julian Brash applies

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methods from anthropology, geography, and other social science disciplines to examine what that means. He describes the mayor's attitude toward governance as the Bloomberg Way—a philosophy that holds up the mayor as CEO, government as a private corporation, desirable residents and businesses as customers and clients, and the city itself as a product to be branded and marketed as a luxury good. Commonly represented as pragmatic and nonideological, the Bloomberg Way, Brash argues, is in fact an ambitious reformulation of neoliberal governance that advances specific class interests. He considers the implications of this in a blow-by-blow account of the debate over the Hudson Yards plan, which aimed to transform Manhattan's far west side into the city's next great high-end district. Bringing this plan to fruition proved surprisingly difficult as activists and entrenched interests pushed back against the Bloomberg administration, suggesting that despite Bloomberg's success in redrawing the rules of urban governance, older political arrangements—and opportunities for social justice—remain.

The Regulatory Technology Handbook The transformational potential of RegTech has been confirmed in recent years with US\$1.2 billion invested in start-ups (2017) and an expected additional spending of US\$100 billion by 2020. Regulatory technology will not only provide efficiency gains for compliance and reporting functions, it will radically change market structure and supervision. This book, the first of its kind, is providing a comprehensive and invaluable source of information aimed at corporates, regulators, compliance professionals, start-ups and policy makers. The REGTECH Book brings into a single volume the curated industry expertise delivered by subject matter experts. It serves as a single reference point to understand the RegTech eco-system and its impact on the industry. Readers will learn foundational

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notions such as: • The economic impact of digitization and datafication of regulation • How new technologies (Artificial Intelligence, Blockchain) are applied to compliance • Business use cases of RegTech for cost-reduction and new product origination • The future regulatory landscape affecting financial institutions, technology companies and other industries Edited by world-class academics and written by compliance professionals, regulators, entrepreneurs and business leaders, the RegTech Book represents an invaluable resource that paves the way for 21st century regulatory innovation.

Since its original publication by McGraw-hill almost 10 years ago, this best-selling guide to the inner workings of Japanese strategic thinking has become an acknowledged classic. Kenichi Ohmae a business strategist of international renown provides a Compelling account of the reasons why companies dominate the global processes and planning techniques, why they work, and how companies can benefit from focusing on the three essential elements of any strategic plan: company customer and competition. Replete with numerous illustrative case histories of strategic thinking in action, Ohmae s classic work continues to inspire managers at all levels to new heights of bold, imaginative strategic thinking.

What does it take to change the world? This book will show you how to harness the power of CASCADES to create a revolutionary movement! If you could make a change—any change you wanted—what would it be? Would it be something in your organization or your industry? Maybe something it's in your community or throughout society as a whole? Creating true change is never easy. Most startups don't survive. Most community groups never get beyond small local actions. Even when a spark catches fire and protesters swarm the streets, it often seems to fizzle out almost as fast as it started. The

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status quo is, almost by definition, well entrenched and never gives up without a fight. In this groundbreaking book, one of today's top innovation experts delivers a guide for driving transformational change. To truly change the world or even just your little corner of it, you don't need a charismatic leader or a catchy slogan. What you need is a cascade: small groups that are loosely connected but united by a common purpose. As individual entities, these groups may seem inconsequential, but when they synchronize their collective behavior as networks, they become immensely powerful. Through the power of cascades, a company can be made anew, an industry disrupted, or even an entire society reshaped. As Satell takes us through past and present movements, he explains exactly why and how some succeed while others fail.

A husband-and-wife doctor team offers fresh and startling perspective on one of our most cherished and misunderstood institutions. Drs. Astro and Danielle Teller know better than most that finding the right partner in life doesn't always happen the first time around. Through their own divorces they learned how widely held cultural assumptions and misinformation that nobody thinks to question—what they refer to as “sacred cows”—create unnecessary heartache for people who are already suffering through a terrible time. Do you think, for example, that the divorce rate in the United States is rising? Or that children are harmed by divorce? Most people do, but it turns out that neither of these notions is supported by the data. Combining the rigor that has established them as leaders in their respective fields along with a dose of good-natured humor, the Tellers ask readers to take a fresh look at seven common sacred cows: the Holy Cow, the Expert Cow, the Selfish Cow, the Defective Cow, the Innocent Victim Cow, the One True Cow, and the Other Cow. This is not a book that is “for” marriage or “for”

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divorce, but “for” the freedom to decide how to live most honestly and happily either as part of a couple or a single person.

Italy delights and stimulates with its magnificent cities and monuments, its stunningly beautiful landscapes, the glory of its art and architecture, the richness and variety of its food, the elegance of its design and fashion, and the vitality and charm of its people. Italian style and culture have been exported all over the world. What is it like at home? Almost ten years after the 2008 banking crisis, Italy struggles to maintain its standard of living, the stability of the currency, and its ability to provide jobs for its school leavers and university graduates, many of whom now leave to work elsewhere in Europe. In addition, the influx of refugees from southeast Europe and across the Mediterranean is putting pressure on both its security and its economy. How are traditional Italian society and politics changing to deal with these challenges, with its most famous political personality of the last ten years, the former prime minister Silvio Berlusconi, still apparently waiting in the wings? The Italians are the most European-minded of nations, having emerged from a long history of regional fragmentation. Culture Smart! Italy introduces you to their history and culture and offers an insider's guide to their daily lives, passions, and preoccupations. This is your chance to get to know them better.

Why do so many world-changing insights come from people with little or no related experience? Charles Darwin was a geologist when he proposed the theory of evolution. And it was an astronomer who finally explained what happened to the dinosaurs. Frans Johansson's *The Medici Effect* shows how breakthrough ideas most often occur when we bring concepts from one

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field into a new, unfamiliar territory, and offers examples how we can turn the ideas we discover into path-breaking innovations.

"If you are a fan of the great outdoors and love to hike or would like to start hiking, Michael Haynes writes an invaluable trail guide. Go out and buy the book and then go explore. You will not be disappointed." -- Edwards Book Blog A fresh new edition of the bestselling guide, now with full-colour maps and images. The National Capital Region and its environs offer an extraordinary variety of hiking. And there's no better person to guide you than Michael Haynes. From the urban oasis of the Ottawa Greenbelt to the pastures and lakes of Eastern Ontario and the rugged hills and winding rivers of western Quebec, Michael Haynes offers hikers an authoritative guide to 50 of the best trails in the area: from short urban trails to full-day wilderness excursions and even a few mid-winter hikes. With each trail accompanied by a full-colour elevation map and beautifully composed photographs, this book is the perfect accompaniment for your next adventure in Ottawa, Gatineau Park, and beyond.

The price of college tuition has increased more than any other major good or service for the last twenty years. Nine out of ten American high school seniors aspire to go to college, yet the United States has fallen from world leader to only the tenth most educated nation. Almost half of college students don't graduate; those who do have unprecedented levels of federal and private student loan debt, which constitutes a credit bubble similar to the mortgage crisis. The system particularly fails the first-

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generation, the low-income, and students of color who predominate in coming generations. What we need to know is changing more quickly than ever, and a rising tide of information threatens to swamp knowledge and wisdom. America cannot regain its economic and cultural leadership with an increasingly ignorant population. Our choice is clear: Radically change the way higher education is delivered, or resign ourselves to never having enough of it. The roots of the words "university" and "college" both mean community. In the age of constant connectedness and social media, it's time for the monolithic, millennium-old, ivy-covered walls to undergo a phase change into something much lighter, more permeable, and fluid. The future lies in personal learning networks and paths, learning that blends experiential and digital approaches, and free and open-source educational models. Increasingly, you will decide what, when, where, and with whom you want to learn, and you will learn by doing. The university is the cathedral of modernity and rationality, and with our whole civilization in crisis, we are poised on the brink of Reformation.

Why do so many world-changing insights come from people with little or no related experience? Charles Darwin was a geologist when he proposed the theory of evolution. And it was an astronomer who finally explained what happened to the dinosaurs. Frans Johansson's *The Medici Effect* shows how breakthrough ideas most often occur when we bring concepts from one field into a new, unfamiliar territory and offers examples of how we can turn the ideas we discover into path-

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breaking innovations. Clayton M. Christensen, bestselling author of *The Innovator's Dilemma*, has described *The Medici Effect* as "one of the most insightful books about managing innovation I have ever read. Its assertion that breakthrough principles of creativity occur at novel intersections is an enduring principle of creativity that should guide innovators in every field." Now with a new preface and a discussion guide, and a foreword by Harvard Business School professor Teresa Amabile, *The Medici Effect* is a timeless classic that will help you reach your innovative peak.

Examines the court of Pope Leo X in sixteenth-century Rome, and discusses the popularity of the Pope's white elephant, Hanno, a gift from the king of Portugal. From Adam Steltzner, who led the Entry, Descent, and Landing team in landing the Curiosity rover on the surface of Mars, comes a profound book about breakthrough innovation in the face of the impossible. The Jet Propulsion Laboratory (JPL) is home to some of history's most jaw-dropping feats of engineering. When NASA needed to land Curiosity—a 2,000-pound, \$2.5 billion rover—on the surface of Mars, 140 million miles away, they turned to JPL. Steltzner's team couldn't test their kooky solution, the Sky Crane. They were on an unmissable deadline, and the world would be watching when they succeeded—or failed. At the helm of this effort was an unlikely rocket scientist and accidental leader, Adam Steltzner. After barely graduating from high school, he followed his curiosity to the local community college to find out why the stars moved. Soon he

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discovered an astonishing gift for math and physics. After getting his Ph.D. he ensconced himself within JPL, NASA's decidedly unbureaucratic cousin, where success in a mission is the only metric that matters. The Right Kind of Crazy is a first-person account of innovation that is relevant to anyone working in science, art, or technology. For instance, Steltzner describes:

- How his team learned to switch from fear-based to curiosity-based decision making
- How to escape "The Dark Room"—the creative block caused by fear, uncertainty, and the lack of a clear path forward
- How to tell when we're too in love with our own ideas to be objective about them—and, conversely, when to fight for them
- How to foster mutual respect within teams while still bashing bad ideas

The Right Kind of Crazy is a book for anyone who wants to channel their craziness into creativity, balance discord and harmony, and find a signal in a flood of noise.

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