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Nota di contenuto	Front matter -- Contents -- Acknowledgments -- I. The Science of Learning -- 1. Learn or Die: Building a High-Performance Learning Organization -- 2. Learning: How Our Mind Works -- 3. Emotions: The Myth of Rationality -- 4. Learning: The Right People -- 5. Creating a Learning Environment -- 6. Learning Conversations -- 7. Critical Thinking Tools -- 8. A Conversation with Dr. Gary Klein -- II. Building a Learning Organization -- Introduction -- 9. Bridgewater Associates, LP: Building a Learning "Machine" -- 10. Intuit, Inc.: "It's Time to Bury Caesar" -- 11. United Parcel Service, Inc.: Being "Constructively Dissatisfied" -- Epilogue -- Notes -- Bibliography -- Index
Sommario/riassunto	To compete with today's increasing globalization and rapidly evolving technologies, individuals and organizations must take their ability to learn-the foundation for continuous improvement, operational excellence, and innovation-to a much higher level. In Learn or Die, Edward D. Hess combines recent advances in neuroscience, psychology, behavioral economics, and education with key research on high-performance businesses to create an actionable blueprint for becoming a leading-edge learning organization. Learn or Die examines the process of learning from an individual and an organizational standpoint. From an individual perspective, the book discusses the cognitive, emotional, motivational, attitudinal, and behavioral factors

that promote better learning. Organizationally, *Learn or Die* focuses on the kinds of structures, culture, leadership, employee learning behaviors, and human resource policies that are necessary to create an environment that enables critical and innovative thinking, learning conversations, and collaboration. The volume also provides strategies to mitigate the reality that humans can be reflexive, lazy thinkers who seek confirmation of what they believe to be true and affirmation of their self-image. Exemplar learning organizations discussed include the secretive Bridgewater Associates, LP; Intuit, Inc.; United Parcel Service (UPS); W. L. Gore & Associates; and IDEO.
