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Talent Wants to Be Free: Why We Should Learn to Love Leaks, Raids, and Free Riding

Orly Lobel

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Orly Lobel : Talent Wants to Be Free: Why We Should Learn to Love Leaks, Raids, and Free Riding before purchasing it in order to gauge whether or not it would be worth my time, and all praised Talent Wants to Be Free: Why We Should Learn to Love Leaks, Raids, and Free Riding:

0 of 0 people found the following review helpful. Pleasure to read! By Alex T. Everyone knows that Silicon Valley is

just an awesome force around the world in terms of innovation, growth, and wealth. But not everyone understands why this is so. Many assume that there is something in the culture of Silicon Valley, or its success has to do with the plentiful venture capital there, or its proximity to Stanford University. While all of these factors certainly play a role scholars have pointed out that California's prohibition on restrictive covenants or non-competes is also a major factor for Silicon Valley's success. Non-compete clauses in employment contracts prevent you from leaving your employer to go work for a competitor firm as long as the firm has a reasonable business interest. In most states, even if you work for a fast-food restaurant, you might sign a non-compete agreement that would stop you from going down the street and working for a competitor. Some rationales for enforcing non-compete clauses are (1) the efficiency of enforcing contracts (2) the prevention of trade secret violations. In Silicon Valley, where workers are unrestrained, workers pass on their knowledge from firm to firm as they change jobs, which speeds up the learning and innovation of the firms in the region. In this book, Professor Orly Lobel does a tremendous job of tying together all the theoretical and empirical supports as to why California's prohibition on NCs matter for innovation, for growth, and for prosperity of the region. After tying together all the theory and evidence, she adds her experimental studies that are grounded in behavioral economics to prove that when workers are unrestrained, they are more likely to be motivated and creative, which is good for firms and the workers. I anticipate that more research will support her ideas and believe she persuasively shows that a region can benefit by adopting a policy where workers' rights to be free are put forth above the rights of firms to control them. This book and the surrounding literature are must-read material for anyone interested in why Silicon Valley is so successful. One more thing: in the Kindle version, the last sentence of the book reads "Far from it when talent is free, everyone thrives. Free should be free." 0 of 0 people found the following review helpful. Misleading title
By Persson Roland I was disappointed by this title. The title suggests socio-emotional aspects of talent but content is on legal and legally administrative matters. While the title is snappy and catching it is a misnomer. A different title would have attracted the right audience
4 of 6 people found the following review helpful. Wonderful book: read it!
By H. Baber Orly Lobel has written a wonderful book, challenging orthodoxies about the requisites for innovation and economic progress. According to the received view, privatization facilitates development. Ideas must be owned and talent must be constrained if firms are to benefit from their employees' innovations and achievements. Lobel challenges economic orthodoxy and makes a compelling case in favor of the free movement of talent, and of ideas--not merely because that arrangement is just, but because, she argues, it facilitates innovation and economic advantage. For anyone concerned with these issues, this book is invaluable!

This timely book challenges conventional business wisdom about competition, secrecy, motivation, and creativity. Orly Lobel, an internationally acclaimed expert in the law and economics of human capital, warns that a set of counterproductive mentalities are stifling innovation in many regions and companies. Lobel asks how innovators, entrepreneurs, research teams, and every one of us who experiences the occasional spark of creativity can triumph in today's innovation ecosystems.

"Lobel does an expert job at guiding us through the complex world of restrictive strategies and proves why new approaches to information exchange and protection are imperative if we want to live in a world that fosters innovation and progress."
Dan Ariely, author of *Predictably Irrational* and *The Honest Truth About Dishonesty*
"By combining rigorous academic work and charming storytelling, Orly Lobel has written a book that is interesting and valuable for anyone interested in understanding innovation as well as becoming more innovative."
Tal Ben-Shahar, author of *Choose the Life You Want and Happier*
"Orly Lobel's powerful messages set human talent free will change the way entrepreneurs and policymakers think about creative advancements. *Talent Wants to Be Free* is a how-to guide for economic growth in the twenty-first century."
Jason Mazzone, author of *Copyfraud and Other Abuses of Intellectual Property Law*
"Professor Lobel's father wisely advised her, 'If you want something, give it away.' Now, she has given all of us a profound gift: a provocative and compelling argument that we should abandon our obsession with controlling ideas and expertise. She draws on research in decision science, behavioral economics, psychology, law, philosophy, and game theory including much of her own original research to show the benefits of making talent free. *Talent Wants to Be Free* is filled with fascinating ideas about how people and skills become depleted when they are monopolized, and is a must read for anyone interested in the ongoing debate about technology, human capital, and innovation."
Frank Partnoy, author of *Wait and The Match King*
"What promotes innovation and fairness: intellectual property rights and restrictions on employees moving from one company to another or free flow of information and people? Especially as technology rewrites rules and expectations, anyone interested in promoting innovation should read Orly Lobel's powerful analysis that combines lessons from practice, insights from law, and provocative ideas from across the globe."
Martha Minow, Dean of Harvard Law School and author of *Partners, Not Rivals and Not Only for Myself*
"In this fascinating and accessible book, Orly Lobel argues persuasively that firms innovate best not by controlling human capital, but by setting their most creative employees free -- even if this means losing them."
Christopher Jon Sprigman, Class of 1963 Research Professor, University of Virginia School of Law, author of *The Knockoff Economy* and *Freakonomics* blog contributor
"A compelling argument for a new set of attitudes toward human capital that will

sharpen our competitive edge and fuel the creative sparks in any environment. PUBLISHERS WEEKLYDont Miss. To hold on to their top talent and protect proprietary information, firms routinely require employees to sign noncompete and nondisclosure contracts. But that's the road to economic stagnation, writes Orly Lobel of the University of San Diego in Talent Wants to Be Free. Evidence suggests that companies will have better luck with RD when high turnover allows knowledgeable employees to move freely within their industriesLobel calls this being smarter about "human capital strategies." We say it's the 21st-century way of teaching business. Biz Ed Magazine About the Author Orly Lobel is Herzog Professor of Law at the University of San Diego, where she is founding member and professor of the Center for Intellectual Property and Markets. A world traveler, she lives in La Jolla, CA.