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"Deep Smarts" is a very special book. In it, authors Dorothy Leonard and Walter Swap show the importance of 'deep smarts' to life and creativity,

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how to build 'deep smarts' personally and organizationally, how to assemble deep smarts for creating value, how beliefs and social influences shape 'deep smarts,' and how individuals (coaches) and organizations can transfer, or cultivate 'deep smarts.'

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Her 2005 book *Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom* (co-authored with Walter Swap) explores the importance and nature of experience-based knowledge. Responding to requests

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And practice-based tools and techniques for transferring knowledge, she and co-authors Walter Swap and Gavin Barton published in 2015 *Critical Knowledge Transfer: Tools for Managing Your Company's Deep Smarts* .

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organization as well as the essential value that individuals build throughout their careers. Distinct from IQ, this type of expertise consists of

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An interview with Dorothy Leonard and Walter Swap: The first issue that any organization has to face is the identification of the deep smarts.

Dorothy Leonard and Walter Swap are co-authors of the new book 'Deep Smarts: How to Cultivate and Transfer Enduring Business Wisdom.' Leonard

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is a professor emerita at the Harvard Business School and Swap is a professor of psychology emeritus at Tufts ...

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