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Bio. Thomas O. Davenport is co-author of *Manager Redefined: The Competitive Advantage in the Middle of Your Organization*. He can be reached at editor@talentmgt.com.

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Stephen D. Harding is the author of *Contrasting Values In Western Europe* (0.0 avg rating, 0 ratings, 0 reviews) and *Manager Redefined*

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Bio. Thomas O. Davenport is co-author of *Manager Redefined: The Competitive Advantage in the Middle of Your Organization*. He can be reached at editor@talentmgt.com.

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