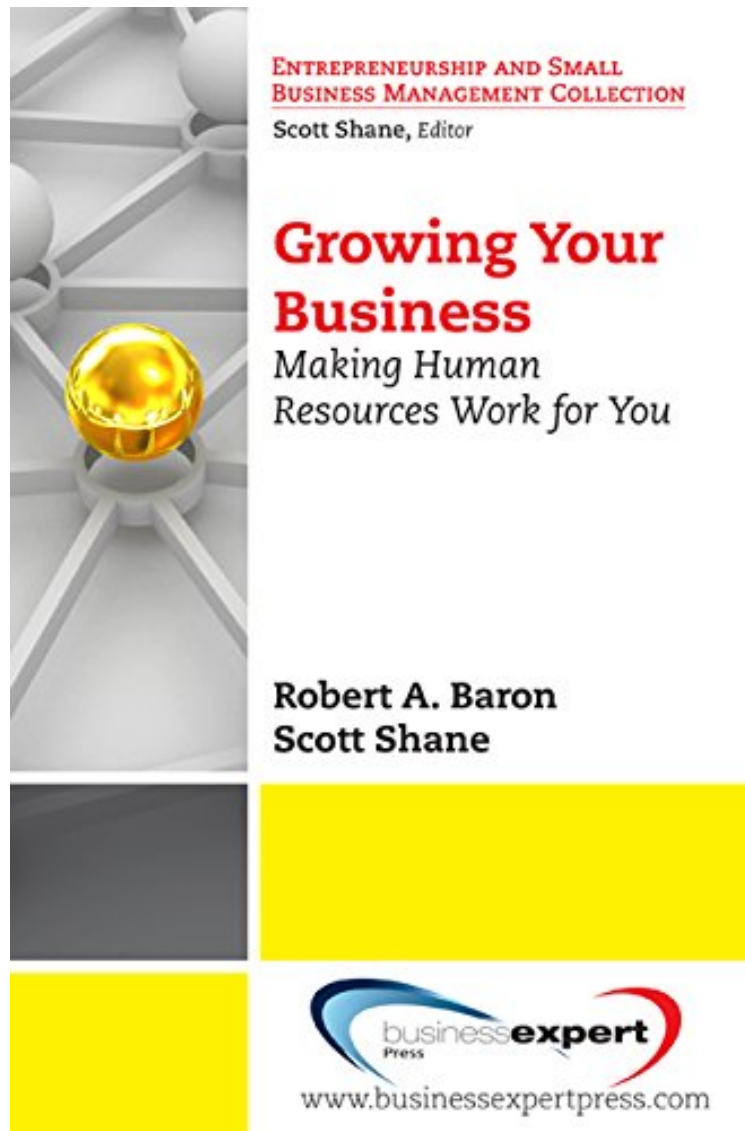


Growing Your Business: Making Human Resources Work for You

Robert Baron, Scott Shane

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Robert Baron, Scott Shane : Growing Your Business: Making Human Resources Work for You before purchasing it in order to gauge whether or not it would be worth my time, and all praised Growing Your Business: Making Human Resources Work for You:

If you are an entrepreneur starting a new venture, this book provides the information you need to choose your initial team of cofounders and employees. It shows you how to piece individual skills, talents and abilities into a cohesive structure that is prepped for success and follows with advice on how to continue using the same principles beyond the

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About the Author Robert A. Baron - Dean R. Wellington Professor of Management and Professor of Psychology; Ph.D., University of Iowa. Prof. Baron has held faculty appointments at Purdue University, the University of Minnesota, University of Texas, University of South Carolina, University of Washington, and Princeton University. In 1982 he was a Visiting Fellow at Oxford University. From 1979 to 1981 he served as a Program Director at the National Science Foundation (Washington, D.C.) In 2001 the French Ministry of Research appointed him as a Visiting Senior Research Fellow; he held this post at the Universite des Sciences Sociales, Toulouse. He has been a Fellow of the American Psychological Association since 1978, and is also a Charter Fellow of the American Psychological Society. Professor Baron has published more than one hundred articles in professional journals and thirty chapters in edited volumes. He is the author or co-author of more than forty books in the fields of management and psychology, including *Entrepreneurship: A Process Perspective* (2nd ed.). Professor Baron holds three U.S. patents and was founder, President, and CEO of Innovative Environmental Products, Inc. (1993-2000). Professor Baron's research and consulting activities focus extensively on the social and cognitive factors in entrepreneurship.

Scott A. Shane The A. Malachi Mixon III Professor of Entrepreneurial Studies at Case Western Reserve University. His previous faculty appointments include University of Maryland, Massachusetts Institute of Technology, and Georgia Institute of Technology. The author of over 60 scholarly articles on entrepreneurship and innovation management, Dr. Shane's work has appeared in *Management Science*, *Organization Science*, *Academy of Management Journal*, *Academy of Management*, *Strategic Management Journal*, *Decision Sciences*, and *Journal of Economic Behavior and Organization*, and *International Journal of Industrial Organization*, among other journals. He has written or edited ten books, *Illusions of Entrepreneurship: The Costly Myths that Entrepreneurs, Investors, and Policy Makers Live By*, *Technology Strategy for Managers and Entrepreneurs*, *Finding Fertile Ground: Identifying Extraordinary Opportunities for New Ventures*; *From Ice Cream to the Internet: Using Franchising to Unlock the Potential of Your Business*; *Academic Entrepreneurship: University Spinoffs and Wealth Creation*, *A General Theory of Entrepreneurship: The Individual-Opportunity Nexus*, *Foundations of Entrepreneurship*, *Handbook of Technology and Innovation Management*, *Economic Development Through Entrepreneurship: Government, University and Business Linkages* and *Entrepreneurship: A Process Perspective* (with Robert Baron). Dr. Shane has served as editor of special issues of *Research Policy on Technology Entrepreneurship* and *Management Science on University Entrepreneurship and Technology Transfer*. He currently serves as editor of the *RD, Innovation, and Entrepreneurship Division of Management Science*. Dr. Shane's Ph.D. is from the Wharton School of the University of Pennsylvania. His current research examines: (1) how entrepreneurs discover and evaluate opportunities, assemble resources, and design organizations; (2) university spin-offs and technology transfer; (3) business format franchising; and (4) angel investing. Dr. Shane has consulted to numerous large and small organizations, and has taught in executive education programs around the world. He is also an angel investor and member of the North Coast Angel Fund.