

PRAISE FOR 'CREATING KNOWLEDGE ADVANTAGE'

This book, written by a professor and a practitioner, not only adds significantly to academic knowledge, but also provides the business community with innovative concepts, models and ideas about tacit knowledge in everyday business interactions. Of relevance to decision-makers across the entire range of international business operations, the book shows how the great reservoir of tacit knowledge that is created in every cross-cultural interaction is often misunderstood, undervalued or neglected, and especially by corporate headquarters.

**Professor Ikujiro Nonaka, Professor Emeritus
Hitotsubashi University Graduate School of
International Corporate Strategy, Tokyo, and First
Distinguished Drucker Scholar, Claremont Graduate
University, California, USA**

In this well-researched and adroitly reasoned book, Holden and Glisby expose with clarity and precision a number of fundamental misconceptions about the role of tacit knowledge in cross-cultural organisations. Using enlightening examples from contemporary case studies and utilising philology and linguistics in their analyses, this unusual team of a world-renowned academic and an insightful business manager has produced a rare business book that will grip you with its insights and prompt you to think more deeply about tacit knowledge in action in global organisations. The conceptualising is fresh, with some innovative ideas clearly explained, so students at all levels and practising managers interested in knowledge management and/or cultural topics will be thoroughly engaged and enlightened.

**Professor Carole Tansley, Director of the
International Centre for Talent Management and
Leadership Development, Nottingham Business
School, Nottingham Trent University, UK**

Unusual and refreshing perspectives on an undervalued topic with in-depth and insightful case studies from both industrialized and emerging economies. The novel integrating model, illustrating how knowledge at different levels can be transferred and created, will be useful to managers, students and scholars.

**Nancy K. Napier, Professor of International
Business and Executive, Director of the Centre for
Creativity and Innovation at Boise State
University, USA**

In academic management literature there is a never-ending discourse on rigor vs. relevance, and most authors agree that it is rather difficult, if not impossible, to combine both in one particular piece of work. It appears that Holden and Glisby have proved that thesis wrong – a nowadays unique collaboration between the academic and the practitioner has produced an immensely interesting, academically sound, and practically relevant book dedicated to the issues of tacit knowledge and its implications in various cross-cultural scenarios. This book's special appeal to both academic professionals and practicing managers creates an unprecedented learning environment for these audiences by immersing them into the real world situations, where tacit knowledge is created, transferred, stored, and used.

Professor Vlad Vaiman, Director of the Graduate International Business Program, Reykjavik University School of Business, Iceland, and the Executive Editor of the European Journal of International Management (EJIM)

This book is a refreshing and important addition to business literature. The fact that it is written together by an academic and a business person is in itself novel. This cooperation has produced a relevant book which adds insight and credibility to tacit knowledge, a difficult and truly significant topic in our current global, knowledge-based and dynamic environment. I not only recommend this book to academics and business people, but also hope it encourages others writers to combine academic and business interests to produce more work with timely content, relevance and rigor.

Heikki Rinne, PhD, CEO, Halton Group Ltd and former Dean of the College of Business, California State University. USA