

Wharton University (Newsletter)

This prestigious business school has a regular newsletter called [Knowledge@Wharton](#). It has articles that cover a wide span of topics. One that pertains to the training and HR world is one on goal setting. The link to the article, together with a brief overview is below. You can also access the complete research paper on the topic from the site (12 pages). If you have difficulties downloading, please let me know and I can email a copy if you're interested. You can subscribe to the newsletter directly on their site free of charge.

Operations Management

[Goal setting and Cheating: Why They Often Go Together in the Workplace](#)

From childhood on, individuals are told that setting goals for themselves will make them more successful in whatever they set out to do - whether it's win tennis games, ace their exams or become CEO of their company. But goal-setting also has a dark side to it, according to a recent research paper by a Wharton faculty member and two colleagues. In addition to motivating constructive behavior, goal setting - especially if it involves rewards such as bonuses or perks - can also motivate unethical behavior when people fall short of the goals they set or that are set for them.

<http://knowledge.wharton.upenn.edu/article/1017.cfm>

Accelerated Learning

I discovered a site with access to a 500 page book online on this topic. It has some excellent ideas for games and exercises. It is also a highly useful resource if you have children, as it has various chapters dedicated to brain development and improving their learning.

<http://www.thelearningweb.net/>

Icebreakers, Warm-up, Review

Some ideas to use in courses: <http://www.nwlink.com/~donclark/leader/icebreak.html>.

Career Advice

This site has a lot of good articles for people to help assess their careers, with some good tips. <http://www.careerlab.com/free.htm>