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# Talent Wants to Be Free: Why We Should Learn to Love Leaks, Raids, and Free Riding

*Orly Lobel*

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## Talent Wants to be Free




Why We Should Learn to Love Leaks, Raids, and Free Riding

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ORLY LOBEL

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0 of 0 people found the following review helpful. Pleasure to read!By Alex T.Everyone knows that Silicon Valley is just an awesome force around the world in terms of innovation, growth, and wealth. But not everyone understands

why this is so. Many assume that there is something in the culture of Silicon Valley, or its success has to do with the plentiful venture capital there, or its proximity to Stanford University. While all of these factors certainly play a role; scholars have pointed out that California's prohibition on restrictive covenants or non-competes is also a major factor for Silicon Valley's success. Non-compete clauses in employment contracts prevent you from leaving your employer to go work for a competitor firm as long as the firm has a reasonable business interest. In most states, even if you work for a fast-food restaurant, you might sign a non-compete agreement that would stop you from going down the street and working for a competitor. Some rationales for enforcing non-compete clauses are (1) the efficiency of enforcing contracts (2) the prevention of trade secret violations. In Silicon Valley, where workers are unrestrained, workers pass on their knowledge from firm to firm as they change jobs, which speeds up the learning and innovation of the firms in the region. In this book, Professor Orly Lobel does a tremendous job of tying together all the theoretical and empirical supports as to why California's prohibition on NCs matter; for innovation, for growth, and for prosperity of the region. After tying together all the theory and evidence, she adds her experimental studies that are grounded in behavioral economics to prove that when workers are unrestrained, they are more likely to be motivated and creative, which is good for firms and the workers. I anticipate that more research will support her ideas and believe she persuasively shows that a region can benefit by adopting a policy where workers' rights to be free are put forth above the rights of firms to control them. This book and the surrounding literature are must-read material for anyone interested in why Silicon Valley is so successful. One more thing: in the Kindle version, the last sentence of the book reads "Far from it; when talent is free, everyone thrives. Free should be free." 0 of 0 people found the following review helpful. Misleading title By Persson Roland I was disappointed by this title. The title suggests socio-emotional aspects of talent but content is on legal and legally administrative matters. While the title is snappy and catching it is a misnomer. A different title would have attracted the right audience 4 of 6 people found the following review helpful. Wonderful book: read it! By H. Baber Orly Lobel has written a wonderful book, challenging orthodoxies about the requisites for innovation and economic progress. According to the received view, privatization facilitates development. Ideas must be owned and talent must be constrained if firms are to benefit from their employees innovations and achievements. Lobel challenges economic orthodoxy and makes a compelling case in favor of the free movement of talent, and of ideas--not merely because that arrangement is just, but because, she argues, it facilitates innovation and economic advantage. For anyone concerned with these issues, this book is invaluable!

This influential award-winning book challenges conventional business wisdom about competition, secrecy, motivation, and creativity. Orly Lobel, an internationally acclaimed expert in the law and economics of human capital, warns that a set of counterproductive mentalities are stifling innovation in many regions and companies. Lobel asks how innovators, entrepreneurs, research teams, and every one of us who experiences the occasional spark of creativity can triumph in today's innovation ecosystems. In every industry and every market, battles to recruit, retain, train, energize, and motivate the best people are fierce. From Facebook to Google, Coca-Cola to Intel, JetBlue to Mattel, Lobel uncovers specific factors that produce winners or losers in the talent wars. Combining original behavioral experiments with sharp observations of contemporary battles over ideas, secrets, and skill, Lobel identifies motivation, relationships, and mobility as the most important ingredients for successful innovation. Yet many companies embrace a control mentality--relying more on patents, copyright, branding, espionage, and aggressive restrictions of their own talent and secrets than on creative energies that are waiting to be unleashed. Lobel presents a set of positive changes in corporate strategies, industry norms, regional policies, and national laws that will incentivize talent flow, creativity, and growth.

"A compelling argument for a new set of attitudes toward human capital that will sharpen our competitive edge and fuel the creative sparks in any environment." - PUBLISHERS WEEKLY "Don't Miss...it's the 21st-century way of teaching business." - BIZ ED "Rigorous academic work and charming storytelling...interesting and valuable."--Tal Ben-Shahar, Happier "powerful message...will change the way entrepreneurs and policymakers think about creative advancements. A how-to guide for economic growth in the twenty-first century." - Jason Mazzone, Copyfraud "a profound gift: a provocative and compelling argument...filled with fascinating ideas ...a must read..."--Frank Partnoy, Wait "powerful analysis ...combines lessons from practice, insights from law, and provocative ideas from across the globe." - Martha Minow, Dean of Harvard Law School "proves why new approaches to information exchange and protection are imperative if we want to live in a world that fosters innovation and progress."--Dan Ariely, Predictably Irrational "fascinating and accessible" - Christopher Sprigman, Freakonomics blog contributor "Game changing. Highly recommended." - Raizel Liebler, Learned FanGirl "Fascinating book. An engaging and thought-provoking read, and I highly recommend it." - Daniel J. Solove, Future of Reputation About the Author Orly Lobel is the Don Weckstein Professor of Law at the University of San Diego and the award-winning author of four books and numerous articles. Lobel's research is published widely in the leading journals in law, economics, and psychology. Her work has been featured in the New York Times, Wall Street Journal, the Economist, Businessweek, Harvard Business

, Forbes, Financial Times, Sunday Times, Globe and Mail, CNBC, Fortune, CNN Money and HuffPost. Talent Wants to Be Free is the Gold Medalist in the Axiom Best Business Book Awards and the winner of Best Business Book in the International Book Awards.nbsp;