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**Download or Read Online Les paradoxes de la coopération Patrick Scharnitzky Free eBook PDF/ePub/Mobi/Mp3/Txt**, On entend aujourd'hui de plus en plus parler d'intelligence collective, de travail collaboratif et des bienfaits de l'entreprise libérée. Au-delà du phénomène de mode, quelle est l'efficacité de ces nouvelles façons de travailler ? S'appuyant sur de nombreux travaux scientifiques en psychologie sociale et sur de nombreux exemples en entreprise, Patrick Scharnitzky montre les limites et les pièges possibles de la coopération. Il met ainsi en lumière 7 biais qui menacent les équipes projet, et propose pour chacun des clés et des bonnes pratiques qui favorisent l'efficacité de la coopération : la paresse sociale, ou comment la coopération peut démotiver, désengager et déresponsabiliser ; l'excès de compétition sociale, ou comment le collectif peut générer des rivalités nuisibles ; la polarisation collective, ou comment le collectif peut radicaliser les opinions individuelles ; la normalisation, ou comment le collectif peut créer une norme inappropriée mais confortable ; le conformisme, ou comment

le collectif dicte sa loi aux dissidents isolés ; la soumission à l'autorité, ou comment le collectif peut obéir aveuglément ; le pouvoir des statuts et des rôles, ou comment le collectif est biaisé par des rôles et des enjeux de pouvoir.

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