

These results indicate considerable variation in the timing, intensity, and overall pattern of recruitment among species. The presence of the three

[illegible]

1. *Journal of Management Education*, 2000, 24(1), 10-19.
 2. *Journal of Management Education*, 2000, 24(1), 20-31.
 3. *Journal of Management Education*, 2000, 24(1), 32-43.

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**Lonsdale
honors
fallen hero,
stresses the
virtue of
courage**



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Emerald Youth, reviewing knitting Mill on City agenda
Bitterroot...

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These studies are cited in the following studies for their concerns about the handling of *transferring*:

- *And in contrast to the first studies, the more recent ones have found that the group doing the transferring is not able to control the situation as well as the receiving group.*
- *It is also noted that the transfer of information is often not as effective as the transfer of information in a group, a task, and role.*
- *The group must provide a high level of support and control in order to be successful in the transfer of information.*

By contrast, a paper by *Smith* (1971) in *The Psychological*