Key publications
(unless indicated otherwise, Nicholas Jans is the author of these publications)

Books and monographs


2002  (with David Schmidtchen) The Real C-Cubed: Culture, careers and climate and how they affect military capability, Canberra Papers on Strategy and Defence, No. 143, Strategic & Defence Studies Centre, Australian National University.

2003  (with Jane Harte) Once Were Warriors? Leadership, culture and organisational change in the Australian Defence Organisation, Centre for Defence Leadership Studies, Australian Defence College.

2006  It’s the backswing, stupid: the essence of leadership culture in military institutions, Centre for Defence Leadership Studies, Australian Defence College.

2007  Careers in Conflict 2007: The six factors that have been reshaping the Australian military profession – and how they have created the ‘commitment paradox’. Centre for Defence Leadership Studies, Australian Defence College, 2009.


Chapter contributions


2011  ‘When only the best will do: how leadership can build community resilience and sustainability’, in J Martin & T Budge (Eds.), The sustainability of Australia's country towns: renewal, renaissance and resilience, Ballarat, VURRN, 11-22.


Journal articles


2016  ‘What to do and how to think if you want to lead’, Australian Army Journal, 13(2), 47-66.