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Eliminating Complexity, Adding Value

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**Mark Wilcox** 

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Effective Talent Management Mark Wilcox,2016-06-10 Effective talent management is about aligning the business s approach to talent with the strategic aims and purpose of the organisation. The core rationale of any talent strategy should be to have a direct positive impact on the organisation s goals but in many cases this is not so The ideas principles and approaches outlined here will enable the reader to understand the strategic nature of talent and design a response that meets the needs of their own organisation. Case studies are used to illustrate the concepts and proven methodologies guide the day to day practice of the reader. The content will link the strategic intent of HR with the practical actions it takes to make a positive impact on the business s results. The author begins by examining the disconnected nature of talent management in many organisations how at times it has been a response to trends and seen by many as a bolt on to HR and he proposes a different model one that links clearly the development of a talent strategy with the achievement of a business strategy Mark Wilcox summarises succinctly the case for a more strategic approach to talent management one directly linked to business performance. He concludes that the time is now right for talent management and therefore many HR managers to

move from a functional support role to one with a direct strategic impact on the business **Reinventing Talent** Management William A. Schiemann, 2009-08-07 Praise for Reinventing Talent Management Bill Schiemann's book is a comprehensive presentation of the need to better understand measure and increase organizational people equity It clearly transforms concepts that have historically been considered less tangible into actionable imperatives Today more than ever it s essential that leadership maximizes alignment capabilities and engagement within their organizations Paul Schultz President and COO Jack in the Box Inc Reinventing Talent Management has arrived just in time Given the challenging times we face today recruiting and retaining the very best people is now more important than ever Bill has developed a unique innovative framework on how to do this as well as provided a broad array of practical approaches to putting the theory into action Keith Lawrence Director Human Resources Procter Gamble Reinventing Talent Management is an outstanding blend of research and practice It reports compelling research on the value of investing in talent and offers specific recommendations on how to develop people equity through alignment capabilities and engagement The book confirms what good people managers do and offers specific guidelines for those wanting to upgrade their people management skills Dave Ulrich Professor Ross School of Business University of Michigan and Partner The RBL Group Bill makes the case for reinventing talent management and tells us how to do it The book is loaded with good examples and must take actions that lead to a winning talent management strategy Edward E Lawler III founder and Director Center for Effective Organizations Marshall School of Business University of Southern California and author of Talent Making People Your Competitive Advantage Talent management certainly needs to be reinvented this book does it Read learn redo Dr Richard Beatty Professor of Human Resource Management Rutgers University Reinventing Talent Management provides an accessible framework that offers pragmatic ways to better understand how investments in human capital and talent can be measured and linked to financial returns Dr John Boudreau Professor and Research Director Center for Effective Organizations Workforce of One Susan M. Cantrell, 2010 Marshall School of Business University of Southern California

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