

The Value Of Talent Promoting Talent Management Across The Organization Hardcover

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in today's business environment extraordinary rates of change are driving the evolution of talent management from being a strategy that deals with skills shortages to a more comprehensive one that represents a radically different way of managing people and organizations in the value of talent janice caplan proposes a brand new inclusive approach to talent management which recognizes that to survive and prosper in this world organizations require strategies that develop strengths value diversity and encourage creativity across all levels of the organization by applying the principles set out by the author organizations will be able to help individuals achieve their aspirations whilst also addressing the gap between what the organization's capabilities are now and what will be required in the foreseeable future the author emphasizes the importance of spotting changes on the horizon formulating appropriate business strategies and identifying the capabilities required to achieve them she examines methods for developing organizational capabilities individual development performance enhancement leadership development and succession planning the approach links all parts of the hr agenda especially recruitment development reward and employee engagement integrating these with business strategy to create consistency and clarity the book offers sound practical advice and innovative solutions supported by examples and case studies from a broad range of international organizations leading the development of talent including standard chartered guardian media group bbc kpmg and burson marsteller

master the first comprehensive credible framework for measuring hr's value and the quality of its talent acquisition management efforts reflecting their immense experience leading talent management and consulting on enterprise talent strategy linda brenner and tom mcguire introduce a powerful new metric the intellectual capital index ici built on extensive financial analysis of fortune 500 companies ici helps you rigorously identify specific areas of intellectual capital that drive the most value in your company and refocus hr accordingly using it you can more effectively quantify the return on your human capital investments measure the quality and value of your most important talent gain a deeper understanding of the drivers of value in their organization recognize the drivers of intellectual capital within their companies measure and improve talent quality your most important talent metric brenner and mcguire help you finally overcome long time controversies and obstacles to valuing talent using accepted financial techniques you'll walk through identifying which people and roles are producing disproportionate value determining the true asset of value of talent you don't own gaining deeper insight into the active and inert components of intellectual capital organizing structures and business processes to activate your talent and liberate latent value choosing and applying the most effective talent metrics refocusing hr on the talent issues skills and competencies that matter most talent valuation offers indispensable tools and insights for c level

executives hr leaders strategists investors analysts researchers students and anyone concerned with measuring optimizing and communicating the business value of talent

talents play a central role in the way that we live our lives and it is widely assumed that identifying and developing one's talents is valuable both for oneself and for others despite this the philosophical literature is seriously lacking in its discussion of the nature and value of talent the objective goodness of talent and its development is often assumed without an analysis of what a talent is and the value that we place on it this dissertation aims to provide such an analysis offering a philosophical account of the nature and value of talent and an account of why we value its development in doing so i demonstrate how this can inform and help us assess the debates and arguments that are made in the existing philosophical literature on talent i do not aim to provide an exhaustive overview of all the philosophical issues that could be raised in relation to the value of talent and talent development but instead i focus on three central issues that arise when analysing the nature of talents and the role that they play in our lives the first issue is the nature of talent itself here i offer an account of talent understood as a high level of potential for a particular skill which is expressed and manifested in the excellent acquisition of that skill the second issue is whether or not we have good prudential reasons or a moral obligation to develop our talents i begin by objecting to kant's claim that there is a moral duty to develop one's talents i will argue that if there is such a duty it will not be generated by the commitments of kant's moral theory i then argue that whether or not talent development is morally required or prudentially good is conditional on one's endorsement of the commitments that are required to bring about the development of one's talent

talent management is a central element of managerial discourse and organisational practice this short form book provides a succinct overview on the state of research on talent management the authors set out the key themes arguments trends and future research trajectories of talent management highlighting major works in the field as a research topic with a fragmented body of knowledge pluralistic perspectives are summarised while workforce differentiation emerges as a central element a critical introduction for students scholars and reflective practitioners this book guides readers through a relatively new and rapidly developing area of management research

a revolutionary approach to talent management you know that winning in today's marketplace requires top quality talent you also know what it takes to build that talent and you spend significant financial and human resources to make it happen yet somehow your company's beautifully designed and well benchmarked processes don't translate into the bottom line talent depth you need why talent management experts marc effron and miriam ort argue that companies unwittingly add layers of complexity to their talent building models without evaluating whether those components add any value to the overall process consequently simple processes like

setting employee performance goals become multi page headache inducing time wasters that turn managers off to the whole process and fail to improve results in this revolutionary book effron and ort introduce one page talent management optm a powerfully simple approach that significantly accelerates a company s ability to develop better leaders faster the authors outline a straightforward easy to use process for designing results oriented optm processes base every process on proven scientific research eliminate complexity by including only those components that add real value to the process and build transparency and accountability into every practice based on extensive research and the authors hands on corporate and consulting experience with companies including avon products bank of america and philips one page talent management shows how to quickly identify high potential talent without complex assessments increase the number of ready now successors for key roles generate 360 feedback that accelerates change in the most critical behaviors significantly reduce the time required for managers to implement talent processes enforce accountability for growing talent through corporate culture compensation etc a radical new approach to growing talent one page talent management trades complexity and bureaucracy for simplicity and a relentless focus on adding value to create the high quality talent you need right now

written by a leading team of authors with contributions from top hr professionals do we need hr is an important book which addresses issues surrounding the role structure and challenges for hr departments and how the field may be affected by new types of organizations networks and methods of working

this is an open access book building on the successes of previous editions iedm 2025 aims to delve deeper into the practical applications and strategic implications of emerging information technologies unlike prior conferences that primarily focused on theoretical frameworks and initial empirical findings this year s event will emphasize actionable insights case studies and innovative practices that demonstrate the tangible benefits and challenges of digital integration in various economic sectors the primary objective of iedm 2025 is to provide a multidimensional platform for cross disciplinary dialogue fostering collaboration and knowledge exchange among academia industry leaders and policymakers by highlighting cutting edge research and successful implementations the conference aims to inspire new approaches to leveraging information technology for sustainable economic growth and efficient management practices special attention will be given to discussing the role of digital transformation in enhancing productivity driving innovation and addressing socio economic disparities

this book is composed by a selection of articles from the 12th world conference on information systems and technologies worldcist 24 held between 26 and 28 of march 2024 at lodz university of technology lodz poland worldcist is a global forum for researchers and practitioners to present and discuss recent results and innovations current trends professional experiences and challenges of modern information

systems and technologies research together with their technological development and applications the main and distinctive topics covered are a information and knowledge management b organizational models and information systems c software and systems modeling d software systems architectures applications and tools e multimedia systems and applications f computer networks mobility and pervasive systems g intelligent and decision support systems h big data analytics and applications i human computer interaction j ethics computers and security k health informatics l information technologies in education m information technologies in radiocommunications and n technologies for biomedical applications the primary market of this book are postgraduates and researchers in information systems and technologies field the secondary market are undergraduates and professionals as well in information systems and technologies field

this book is a comprehensive guide to navigating the complexities of organizational transformation in the post pandemic era for ceos chros and their teams this is a rigorous analysis and in depth framework of how to transform organizations by partnering and reimagining the role of hr and talent from a task doer role into a co creative humanistic partnership to transform organizations and drive long term success executive and organizational transformation expert alejandro reyes equips readers to master organizational transformation through the embrace of three essential mindsets liberation vitality and expression drawing on extensive industry experience reyes offers actionable strategies to align leadership aspirations with capabilities fostering an engaging inclusive and high performing workplace by adopting the mindsets of liberation vitality and expression leaders can ensure their organizations are equipped with the cultural and organizational infrastructure to meet new challenges and achieve sustainable success the book is a guide for ceos chros their teams and other leaders to bridge the gap between their strategic aspirations and the practical implementation needed to realize their vision offering both high level principles and practical guidance based on the author s decades of experience implementing these principles this book is sure to help leaders make their vision into reality

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Introduction

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