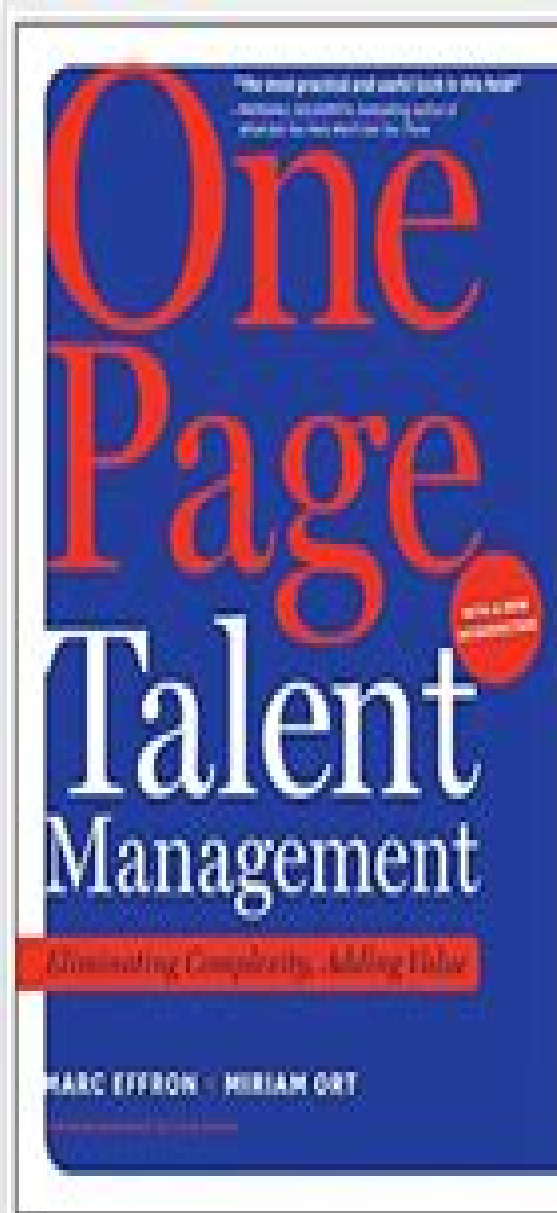


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One Page Talent Management: Eliminating Complexity, Adding Value

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BOOK

One Page Talent Management Eliminating Complexity Adding Value Hc2010

Katrin Zwirgmaier



One Page Talent Management Eliminating Complexity Adding Value Hc2010:

One Page Talent Management Marc Effron, Miriam Ort, 2010-05-18 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 based 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

Talent Management Wolfgang Jäger, Peter Körner, 2014 **Managing Talent** Mike Rugg-Gunn, 2023-07-27 Recruiting selecting retaining and developing great people are essential for any successful business. And the combination of digital transformation and post pandemic work realities presents major challenges for all organisations. This book provides best practice talent management guidance for businesses undertaking digital transformation or facing digital disruption. Taking the reader through the stages of talent acquisition selection retention and development this practical and concise book sets out assesses and predicts how the digital revolution impacts talent management practices and helps the reader navigate the journey from an analogue to a digital organisation updates talent management concepts and illustrates these with examples and cases of best practice across the business world and enables senior leaders talent management professionals and managers to quickly access and implement key learnings through the use of practitioner point summaries and a set of Ten Top Tips in each relevant chapter. The book provides practical insights grounded in research into how to manage talent in a fluid and dynamic world of digital change and is aimed at senior leaders and managers and the HR community. It clearly

shows how organisations undertaking a digital journey need to flex and adapt their talent management processes **The Value of Talent** Janice Caplan, 2010-12-01 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 *Talent Management Value Imperatives* Lynne Morton, 2005 Leadership and Talent Management in a Digital World Frank Keuper, Mathias M. Hiebeler, 2013 Renommierter Wissenschaftler erfahrene Führungskräfte und Unternehmensberater diskutieren die jüngsten Entwicklungen auf dem Gebiet des Talent Management und die sich daraus ergebenden Implikationen für die Forschung und die Unternehmenspraxis Besonderes Augenmerk legen die Autoren des Herausgeberwerks auf die Rückschlüsse die sich aus der zunehmenden Bedeutung des Digital Business für die strategische Planung sowie die operative Umsetzung eines erfolgreichen Talent Management ergeben Ein weiterer Fokus des Buches liegt auf den Folgen die sich aus dem Mega Trend der Digitalisierung für die Führung von Unternehmen ergeben Der Sammelband konzentriert sich somit auf folgende zwei Schwerpunktthemen Talent Management in a Digital World Leadership in a Digital World Das Buch richtet sich an Manager Unternehmensberater Geschäftsführer und Vorstände in Unternehmen sowie an Studierende und Dozenten die sich mit den Folgen der zunehmenden Digitalisierung für das Talent Management und für Führungskräfte in Unternehmen des 21. Jahrhunderts befassen Wissenschaftlern bietet es zahlreiche Ansatzpunkte für weiterführende Forschung Interessierten Professionals vermittelt es ein fundiertes Verständnis über das sich verändernde Unternehmensumfeld in dem sich die Leader der Zukunft bewegen sowie über die sich daraus ergebenden Anforderungen denen sie standhalten müssen Das Herausgeberwerk zielt somit darauf ab vielfältige Anregungen für eine bessere Anpassung des Talent Management sowie des Leadership an die sich verändernde Wirtschaftswelt zu geben **Effective Talent Management** Mark Wilcox, 2016

Systematisches Talent-Management Svea Steinweg,2009 **The Routledge Companion to Talent Management**

Ibraiz Tarique,2021-08-19 The field of Talent Management has grown and advanced exponentially over the past several years as organizations large and small public and private global and domestic have realized that to gain and sustain a global competitive advantage they must manage their talents effectively Talent Management has become a major theoretical and empirical topic of intellectual curiosity from various disciplinary perspectives such as human resource management arts and entertainment management international management etc This Companion is an indispensable source that provides an authoritative in depth and comprehensive examination of emerging Talent Management topics Divided into five thematic sections that provide a unique overarching structure to organize forty one chapters written by leading and renowned international scholars this Companion assesses essential knowledge trends debates and avenues for future research in a single volume Evolution and Conceptualization of Talent Management The External Context of Talent Management The Internal Context of Talent Management Individuals Workforce and Processes of Talent Management and Outcomes of Talent Management In this way the Companion is essential reading for anyone involved in the scholarly study of Talent Management including academic researchers advanced postgraduate and graduate students and management consultants For further debate on Talent Management readers might be interested in the supplementary volume Contemporary Talent Management A Research Companion sold separately *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

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Talent Value Management Andre W Pandey, 2017-04-30 There is a change in momentum worldwide by progressive organisations to revise the current outdated approach to talent management Business leaders are challenging the HR assumptions on which contemporary talent management are based They are demanding a greater need for talent to add value to the bottom line It is time to evolve once again this time starting with the business imperatives and how key talent drive business value Talent Value Management TVM is the new journey With over 19 years in Talent Management Andre Pandey shows HR professionals how they can drive real value in the organisation by ensuring there is greater alignment of the talent agenda with key business outcomes revenue margins cost reduction and market share Talent Value Management presents a unique approach on how to better align your current talent strategy with organisation objectives PRAISE FOR THE BOOK Andre Pandey sensibly reinvents Talent Management with TVM in this practical book Professor Paul Evans Shell Chair Professor Emeritus of Human Resources at INSEAD and award winning thought leader on HR If you re interested in personal and career success then this is a must read book Alex Kopitsas Head of Organisational Transformation Johnson Johnson Andre has written a very practical book to create robust dialogue on how we are doing Talent Management today and why we should change Roberto Di Bernardini Head of Global Human Resources at Santander Bank I recommend this book to business leaders who are serious about the talent in their teams Martin Jansen Region Director China and South East Asia The Coca Cola Company Bottling Investment Group This book challenges the status quo around the HR way of partnering with business Nathan Motjuwadi Executive Human Resources Capitec Bank

Talent Management für kleine und mittelständische Unternehmen. Talente gewinnen und an das eigene Unternehmen binden Moritz Umland, 2023-11-26

Digitalised Talent Management Sharna Wiblen, 2021 This book focuses on digitalised talent management the use of information technologies in talent management The book affords theoretically methodologically and empirically informed insights especially salient given the need for executives and organizations to balance the role of humans and technology while ensuring competitiveness in this interconnected and increasingly digital world In doing so the book will shape and contribute to academic and industry based conversations about the role of technological innovations in enabling organizations to transition towards digital ways of organizing talent as well as the associated implications for the who what where when and why of talent management as stakeholders decide which aspects of talent management can be delegated to technology and those that require human agency This book adds value by assembling subject matter experts currently siloed within traditional research domains whilst also highlighting the complexity of managing talent By synthesising content from world leading

academics who herald from various backgrounds the book will instigate shape and contribute to conversations about both the promises and perils of digitalized talent management and the extent to which judgments and decisions about an organizations most valuable asset it s talent should be delegated to non human agents This book will be of interest to researchers academics and students in the fields of talent management and organisational design especially those interested in digital ways of working managing and leading

Talent Management William J. Rothwell, Maureen C. Jones, Maria T. Kirby, 2016-05-16 Talent management is not solely an HR responsibility That s why this book is a must read for every organizational leader from front line supervisors to CEOs Each chapter is written by a knowledgeable expert with years of hands on corporate or consulting experience In these pages you ll find a wealth of information on a broad range of subjects including performance improvement plans holding stakeholders accountable work analysis key performance indicators and behaviors job fit and 360 degree assessment Back cover

Talent on Demand Peter Cappelli, 2008 Executives everywhere acknowledge that finding retaining and growing talent counts among their toughest business challenges Yet to address this concern many are turning to talent management practices that no longer work because the environment they were tailored to no longer exists In today s uncertain world managers can t forecast their business needs accurately never mind their talent needs An open labor market means inevitable leaks in your talent pipeline And intensifying competition demands a maniacal focus on costs Traditional investments in talent management wind up being hugely expensive especially when employees you ve carefully cultivated leave your firm for a rival In Talent on Demand Peter Cappelli examines the talent management problem through a radical new lens Drawing from state of the art supply chain management and numerous company examples he presents four new principles for ensuring that your organization has the skills it needs when it needs them In this book you ll discover how to Balance developing talent in house with buying it on the open market Improve the accuracy of your talent need forecasts Maximize returns on your talent investments Replicate external job market dynamics by creating an in house market that links available talent to jobs Practical and provocative Talent on Demand gives you the ideas and tools you ll need to match the supply of talent to your demand for it today and tomorrow

Talent Management, 2017 Adopt a top notch talent management strategy that helps you recruit and retain employees who add value to your company

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