

The Alliance Managing Talent In The Networked Age

Managing Talent Retention
Managing Talent in Uncertain Times: Talent Management Actions that Help Companies Navigate a Difficult Economy
The Economist: Managing Talent
Managing Talent
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Macro Talent Management
Talent on Demand
Managing Talent
Talent Management in Emerging Markets
Workforce of One
The Oxford Handbook of Talent Management
Talent Management in Small Advanced Economies
Talent Management Pocketbook
Strategic Talent Management
Talent Management in Emerging Markets
Basics of Talent Management
Managing Talent for Success
PMP: Project Management Professional Exam Deluxe Study Guide
Global Talent Management
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retention is becoming one of the most pressing concerns of employers worldwide this book provides an overview of talent retention and

defines retention and turnover in very specific measures it explores the full impact of talent departure and most important it offers proven solutions to talent retention the book clearly shows how to forecast the roi of talent retention solutions and how to capture the actual roi after the solution was implemented this is a practical book providing an roi approach to hr managers and practitioners

survey after survey confirms how the success of businesses has become increasingly dependent on the ability and skills of their staff and because talented workers are in short supply the hunt for people of unusual ability will continue in earnest hiring such people is the relatively easy part keeping them engaged so that they don t move on and getting the best out of them while they are with you is what really matters drawing on original research including interviews with senior executives recruitment specialists and headhunters and people considered talented within their organisations this book outlines the way in which companies such as ford goldman sachs cisco diageo tesco general electric and hsbc are facing the challenge of recruiting and developing the talent they need this book will also boost readers own career prospects

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

from the experts at the economist your total guide to finding recruiting managing and retaining the best this book from the experts at the

economist arms executives and business owners with the knowledge and skills they need to successfully navigate the rough terrain of post crisis talent management talent management was ranked as the top priority by respondents to a recent pricewaterhousecoopers survey with more than 80 percent of them stating that they planned to change their talent management strategy over the upcoming year drawing upon the latest research into global best practices for recruiting retaining and profiting from every company s most valuable asset this book is a vital resource for executives upper level managers and entrepreneurs a global survey of 9 000 executives by mckinsey co revealed that talent supply is now the most significant management challenge with the high cost involved being a constraint on growth numerous case studies illustrate new approaches to managing and profiting from their talent now being implemented at top firms internationally shows how to create a reliable talent pipeline to help you ensure that your business is led by exceptional people and that you retain the high caliber expertise needed to remain competitive

this edited collection offers a critical appreciation of talent management in contrast to the extensive literature adopting mainstream approaches to the topic the authors explore fundamental questions in the field to better understand why managing talent seems so attractive as a management practice the meaning of talent and how talent is recognised in organisations the mix of conceptual and empirical chapters in the book teases out some critical perspectives that will provoke thought and reflection among practitioners and stimulate ideas for new research topics and approaches the diverse contributions presented in this book will undoubtedly be of use to academics practitioners and postgraduate students of human resource management

macro talent management a global perspective on managing talent in developed markets is the first book to focus specifically on country level activities aimed at attracting mobilizing developing and retaining top talent for economic success in developed markets the book serves as a guide that orients the reader toward activities that increase their country s global competitiveness attractiveness and economic development through strategic talent management this book brings together leading experts from around the world to address such issues as cross border flows of talent diaspora mobility knowledge flows global labour markets and policies bringing together research from the fields of human resource management international business economic geography comparative international

development and political economy this is a definitive comprehensive treatment of the topic aimed at advanced students and practitioners 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

managing talent a critical appreciation is aimed at management researchers seeking alternative and sometimes suppressed insights into talent theory and practice the book gives alternative critical understandings of management innovations and highlights new insights in popular management ideas practices and literature that surrounds them

while much has been written on talent management in the global context talent management in emerging markets and the unique challenges and opportunities it presents has received little attention in the literature this book explores these issues through theory practice and case studies with contributions from scholars and practitioners based both in emerging markets and in canada the united kingdom and the united states the book provides the reader with a guide to setting up a talent management function in a multinational operating in emerging markets including some 70 learnings and a set of key performance indicators with indicative targets to achieve when managing talent effectively in emerging markets throughout the book talent management examples are drawn from diverse

emerging markets across asia especially india and china africa central and eastern europe the middle east and south america

companies have excelled by treating customers as markets of one offering them personalized buying experiences but in managing talent most firms still use one size fits all hr practices with today s diverse workforces this approach is preventing organizations from attracting retaining and leveraging top talent in workforce of one susan cantrell and david smith show how exceptional companies are tailoring work experiences to employees talents and interests customizing job duties training recognition and even compensation work schedules and performance appraisals their reward lower turnover greater productivity improved profit margins the authors present four customization strategies segmenting your workforce for example by life stage and learning style offering modular choices e g choices regarding rewards learning needs or job duties defining broad and simple rules such as evaluating work by outcomes not time invested or hiring for potential in addition to specific skills fostering employee defined personalization whereby employees define their own people practices e g using peer to peer technologies to learn from one another drawing on extensive proprietary research the authors explain how to combine aspects of all four strategies to address your organization s unique needs improving workforce performance through customized work experiences is the holy grail of the hr function this book shows you how the workforce of one approach positions your company to win while transforming your hr team into a strategic powerhouse

the oxford handbook of talent management offers academic researchers advanced postgraduate students and reflective practitioners a state of the art overview of the key themes topics and debates in talent management the handbook is designed with a multi disciplinary perspective in mind and draws upon perspectives from inter alia human resource management psychology and strategy to chart the topography of the area of talent management and to establish the base of knowledge in the field furthermore each chapter concludes by identifying key gaps in our understanding of the area of focus the handbook is ambitious in its scope with 28 chapters structured around five sections these include the context of talent management talent and performance talent teams and networks managing talent flows and contemporary issues in talent management each chapter is written by a leading international scholar in the area and thus the volume represents the authoritative reference for anyone working in the area of talent management

talent management in small advanced economies explores ideas of talent and talent management and why it matters in the context of small advanced economies snejina michailova and dana lott incorporate practitioner and consultant s views to examine attracting developing and retaining talent in small developed economies globally

how to find keep and get the best from the people who can make an enterprise thrive is the subject of the talent management pocketbook now in its 2nd edition it features checklists and self assessment tools to gauge current talent management strategy and pinpoint where improvements can be made included too are examples of outstanding talent management practices how do you judge with confidence that someone will succeed in a bigger role the book describes how the potential profiler can help identify potential talent in the key performance areas it is one of several helpful models described blending talent in order to build talented teams is another focus of this illustrated pocketbook it deals with its subject in clear concise terms with the emphasis on providing practical solutions the talent management pocketbook has been written for trainers hr and recruitment professionals and for line managers with responsibility for retaining and developing talented team members

drawing on recent theoretical contributions this cambridge companion presents an up to date critical review of talent management within a global context

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has unique features that need to be approached in a specific rather than generic one size fits all manner the book is edited by prof steve bluen contributors include dr lyal white glynnis rengger dr mark bussin richard forbes prof theo veldsman tony van kralingen lara hirschowitz italia boninelli tamra veley rob mallick marcelo williams jennifer morris and prof shirley zinn case studies include sabmiller unilever brazil standard bank anglogold ashanti pick n pay bat prof steve bluen hr consultant and professor gordon institute of business science and former hr executive south african breweries

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this practical new handbook explores the various elements required to manage talent effectively it illustrates how law firms can significantly increase the performance engagement and retention of their lawyers by giving them the tools to develop and to support the development of others it also describes the need to align hr and law firm strategy through talent management and to adapt leadership and talent management best practices to law firm structures and challenges

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the second edition of global talent management gtm offers a state of the art overview of the key areas of talent management in theory and practice drawing on contributions from the leading global contributors to talent management research the book is structured around three key sections section one provides a contextual overview of talent management the second section explores in depth some of the core areas of gtm practice which includes the meaning of talent in the global context internal talent identification developing leadership talent employee turnover employer branding and the role of the corporate hr function in gtm the final section considers three key contemporary issues in gtm namely data analytics in gtm managing virtual talent and managing globally diverse talent the chapters in the volume provide advanced undergraduate or postgraduate students with an interest in global talent management with a cutting edge overview of the key topics in the field it is also an invaluable resource for the reflective practitioner looking for an overview of key research in this important area of practice

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