

Strategic Talent Development: Develop and Engage All Your People for Business Success

Janice Caplan

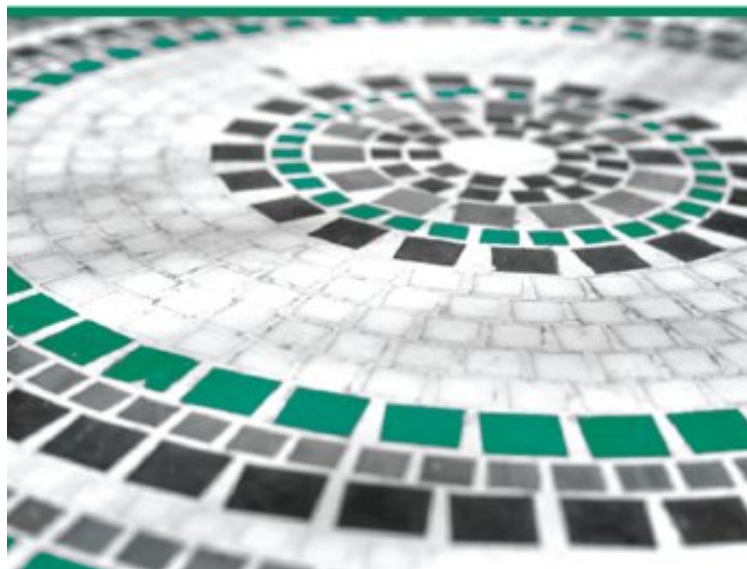
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STRATEGIC TALENT DEVELOPMENT

Develop and engage all your people for business success



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Janice Caplan : Strategic Talent Development: Develop and Engage All Your People for Business Success before purchasing it in order to gauge whether or not it would be worth my time, and all praised Strategic Talent Development: Develop and Engage All Your People for Business Success:

0 of 0 people found the following review helpful. Great overview of a complex area By Stuart Talent Management is an important and sometimes complex area. Even though I'd consider myself to be pretty experienced in this area this book was really helpful for me. Equally I think it would be an important read for leaders and HR professionals alike. There was enough depth as well as enough breadth to give me the confidence that I have got all bases covered as and when I

might need them. As well as great content this book was a reminder about how important talent management is right now, particularly in a global market and recognising that there is demand to achieve more with less. Taking an organisational/cultural view was really helpful also. From reading the book I can see where I might gain advantage in the work that I do, so the practical application of the book is very encouraging. 0 of 0 people found the following review helpful. A must read for leaders who want to know how to get an engaged workforce. By Customer Finally a hands-on-book, Strategic Talent Development, for senior management that explains how to successfully perform one of the hardest and most elusive responsibilities of leadership: engaging the workforce. No longer can one rely on executing on strategy because of one's positional authority one needs to lead by enrolling employees in to the vision, values, and strategy. In non-HR language Caplan explains how to think through the issues of long-term career planning and succession planning especially if one wants to create a high performance culture

In recent years globalization and technological advances have changed the business world. In this new world of ideas, which may come from anywhere within the company, businesses must be sufficiently agile, future-focused, and innovative to keep pace with rapid change. In these new conditions, command and control systems no longer work effectively and nor do extended hierarchies of management. To be successful, tomorrow's leaders will have to recognize the importance of their people. Strategic Talent Development will help them to:- Develop talent for the future - Encourage an organizational culture that is collaborative and innovative- Direct and coordinate their people to encourage flexibility and rapid responses- Actively harness employee engagement Structured around a unique new model, the Four-Point framework, Strategic Talent Development will enable leaders to transform their employees' talent as a competitive advantage in order to deliver strategic success.

CEOs; senior business leaders and directors; HR Directors; HR senior managers; consultants; trainers"An inspiring read for the world we live and work in today."