

## **The talent management handbook**

Type de contenu : Texte

Type de médiation : sans médiation

Titre(s) : The talent management handbook : creating a sustainable competitive advantage by selecting, developing, and promoting the best people / edited by Lance A. Berger, Dorothy R. Berger

Autre(s) responsabilité(s) : Berger, Lance A. (Éditeur scientifique)  
Berger, Dorothy R. (Éditeur scientifique)

Mention d'édition : 2nd edition

Editeur, producteur : New York : Chicago : San Francisco [etc.] : McGraw-Hill, cop. 2011

Description matérielle : 1 vol. (XIV-562 p.) : ill. ; 25 cm

ISBN : 978-0-07-173905-4  
0-07-173905-X

EAN : 9780071739054

Classification décimale Dewey : 658.314

Note sur les bibliographies et les index : Bibliogr. en fin de chapitres. Notes bibliogr. Index

Note sur le contenu : Designing and assembling the building blocks for organization excellence : the talent management model Formulating competencies Fundamentals of competency modeling - Creating the workforce of the future: projecting and utilizing new competencies - Designing a performance appraisal for driving organization success - Performance measurement for all employees - Conducting performance reviews that improve the quality of your talent base - Appraising executive talent - Selecting the right performance appraisal - Improving performance through the employee value exchange - Integrating succession planning and career planning - Determining every employee's potential for growth - Designing a succession planning program - Practical discussion for sweet success - Career development: encompassing all employees - CEO succession planning - Ensuring CEO succession agility in the boardroom - Training and development: a new context for learning - Developing your workforce: measurement makes a difference - Developing top talent: guiding principles, methodology, and practices - Coaching for sustained, desired change: building relationships and talent - Developing leadership competencies through 360-degree feedback and coaching - Using 360-degree feedback for talent development - Coaching leaders for corporate social responsibility - Integrating coaching, training and development with talent management - Driving success through differentiation: compensation and talent management - Rewarding your top talent - Using long-term incentives to retain top talent - Fostering employee involvement and engagement through compensation and benefits - Establishing a talent

management culture - Linking culture and talent management - Creating a culture of success: what every CEO needs to know - Using onboarding as a talent management tool - Employee engagement and talent management - Crafting a culture of creativity and innovation - Building a sustainability culture through employee engagement - Unleashing talent in service of a sustainable future - The role of ethics in talent management: how organizations ought to behave - Collaboration: getting the most out of informal connections - Creating competitive advantage through cultural dexterity - Building a reservoir of high performance and high potential women - Multiplying talent for high performance - Workforce planning: connecting business strategy to talent strategy - Using workforce planning as part of a talent management program - New tools for talent management: the age of analytics - The role of line managers in talent planning - Making recruitment part of your talent management process - Making outplacement part of your talent strategy - Developing talent management information systems - Implementing an automated talent management system - Rethinking talent management using a people equity framework - Marshalling talent : a collaborative approach to talent management - The global state of talent management - A model for talent manager excellence - Talent management leadership in government

Sujet - Nom commun : Plan de carrière

Personnel -- Motivation

Créativité dans les affaires