Managing Talent Recruiting Retaining And Getting The Most From Talented People

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as the pace of change increases and new business structures evolve finding and harnessing people s talent is becoming ever more important from talent management to talent liberation presents a thoughtful and practical approach to talent it provides compelling evidence for the limitations of talent management practice and offers talent liberation as an alternative approach talent liberation is positioned through five premises that draw on the agile movement to provide a fundamental reappraisal of the talent agenda these premises are then applied through a range of strategic and tactical tools such as the talent compass by combining academic research thought leadership and practical experience this book will stimulate fresh thinking readers will be inspired to take action using the simple tools to liberate more of the talent in their organisation and their teams leaders hr professionals and individuals will benefit from the relevant insights shared here

help you get the very best out of high talent individuals while keeping them satisfied motivated and on course

survey after survey confirms how the success of a business has become increasingly dependent on the

ability and skills of its staff and because talented people 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 the greater challenge one that more than ever requires a good understanding of what people want from both work and life outside work as well as flexibility and imagination in seeking to accommodate their aspirations drawing on original research including interviews with senior executives recruitment specialists and people considered to be talented within their organizations managing talent outlines how companies such as google apple santander mars unilever pepsico nokia olam international tata chemicals and bank of america are facing the challenge of recruiting and developing the talent they need full of useful insights and practical help for those who are responsible for the success of their organization it also provides invaluable guidance to those in search of career satisfaction

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