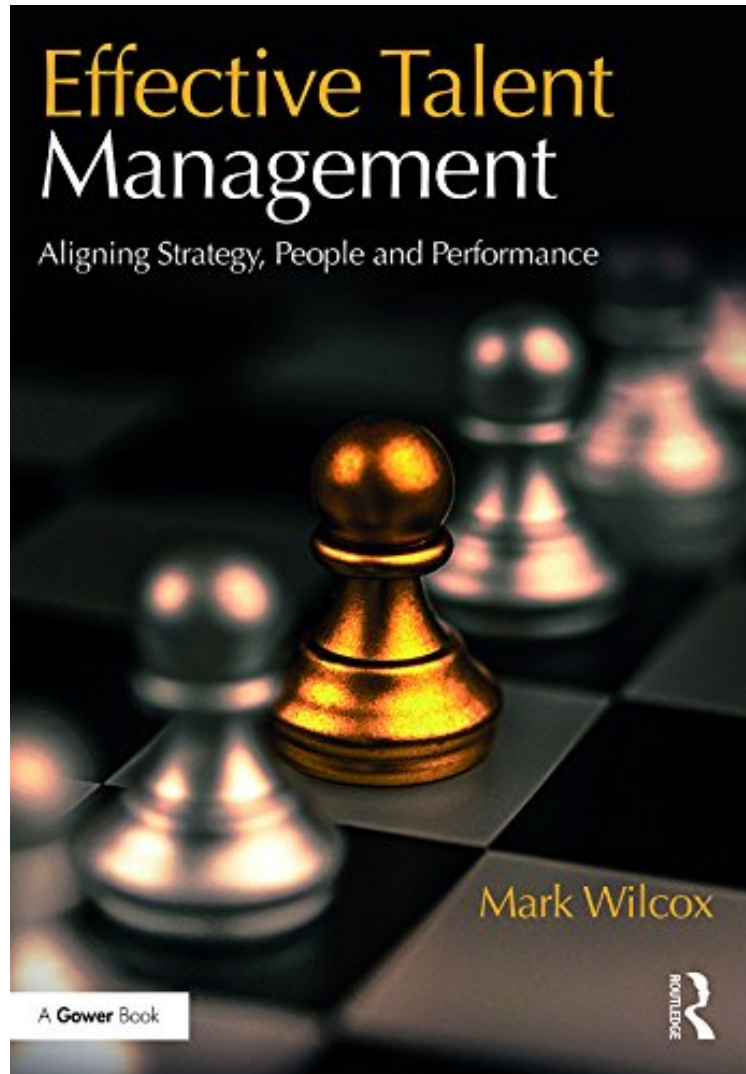


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# Effective Talent Management: Aligning Strategy, People and Performance

Mark Wilcox

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**Mark Wilcox : Effective Talent Management: Aligning Strategy, People and Performance** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Effective Talent Management: Aligning Strategy, People and Performance:

Effective talent management is about aligning the business's approach to talent with the strategic aims and purpose of the organisation. The core rationale of any talent strategy should be to have a direct positive impact on the

organisation's goals but in many cases this is not so. The ideas, principles and approaches outlined here will enable the reader to understand the strategic nature of talent and design a response that meets the needs of their own organisation. Case studies are used to illustrate the concepts and proven methodologies guide the day-to-day practice of the reader. The content will link the strategic intent of HR with the practical actions it takes to make a positive impact on the business's results. The author begins by examining the disconnected nature of talent management in many organisations; how at times it has been a response to trends and seen by many as a bolt on to HR and he proposes a different model, one that links clearly the development of a talent strategy with the achievement of a business strategy. Mark Wilcox summarises succinctly the case for a more strategic approach to talent management, one directly linked to business performance. He concludes that the time is now right for talent management, and therefore many HR managers, to move from a functional support role to one with a direct strategic impact on the business.

'Some books about talent management are intellectually interesting. Others offer advice that is practical and hands-on. Then there are those rare books that manage to deliver the best of both worlds. This is one of them. Highly recommended!' Jonas Ridderstrale 'This is a practical book that illustrates latest thinking with practical and relevant examples that will help any practitioner to translate great ideas into actions that truly drive business success. Highly recommended reading.' Michael Chivers, Chief Human Resources Officer, Maersk Line 'Mark Wilcox provides an innovative and critical review of the application of human resource strategy in the challenging area of talent management. His ideas and cases are clear with challenges in the international context of talent management. This is really easy to read and informative for practitioners and provides a clear insight into the practical challenges and solutions of talent management.' Peter Prowse, Sheffield Hallam University, UK 'Many books have been written on Talent Management as it is a wide field. This book provides a comprehensive overview on Effective Talent Management. It is at the same time a step by step "how-to guide" to apply effective talent management in every organization. Extremely helpful by its many business examples.' Claudia Fischer, Functional HR Business Partner at Bombardier

About the Author Mark Wilcox, MBA, MSc, BSc, FCIPD, MBPs, is the driving force behind Change Capability Consulting Ltd. He works with leading organisations on developing a clear line of sight between the strategic goals of the business and the people activities the organisation pursues. Aligning talent and business strategy to successfully transform the organisation's results is the prime focus for his consulting work. Mark is a truly internationally experienced professional and has worked for some of the world's best and biggest companies. He was until late 2005 the Director of People Organisational Development at Sony Europe based in the Headquarters in Berlin. There he was responsible for the European Talent Management Strategy and in supporting European wide organisational change. Previously he enjoyed 20 years' experience with Nestle;