



The Talent Management Handbook: Creating a Sustainable Competitive Advantage by Selecting, Developing, and Promoting the Best People (Business Skills and Development)

By Lance Berger, Dorothy Berger

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THE DEFINITIVE GUIDE TO FINDING, DEVELOPING, AND KEEPING THE BEST TALENT

The most comprehensive book of its kind, *The Talent Management Handbook* has become the go-to resource for HR professionals, CEOs, and business leaders who want to take the lead in building a diverse, talented, and motivated workforce. Each section of this book offers state-of-the-art processes, step-by-step practical management tools and techniques, and up-to-the-minute resources that will equip you to:

- Discover and develop new talent
- Inspire, coach, and train future leaders
- Reward and retain the best people
- Plan and realize a culture of organizational excellence

Featuring breakthroughs and "best practices" from more than 30 leading global talent management firms-- Accenture, Center for Creative Leadership, Hay Group, Heidrick and Struggles, Human Capital Institute, Korn/Ferry International, Mercer, PricewaterhouseCoopers, Right Management, Sibson Consulting, Towers Watson, and others--*The Talent Management Handbook* is a complete, all-in-one program designed to help you place the best people in the most critical jobs to assemble the building blocks of organizational excellence and create value--one person at a time.

Based on years of research, hundreds of global consultations, and the stellar contributions of top industry leaders, *The Talent Management Handbook* is the most authoritative guide on the market for finding and utilizing the best people. Now in its second edition, this book includes the most innovative ideas and the

latest tools, processes, and technologies available to help you launch a complete, fully functioning talent management program that will drive you and your workforce to the top.

Filled with key insights from renowned HR thought leaders and CEOs, *The Talent Management Handbook* shows you how to:

- Attract new talent and keep the "Superkeepers"
- Design career plans that boost employee morale and support organization needs
- Improve performance through a personal value exchange
- Coach, develop, and inspire raw talent and prepare the CEOs of the future
- See positive results with smarter performance reviews
- Create a culture of innovation and sustainability

In these pages there is a wealth of information on a wide range of subjects, including employee compensation, onboarding, leadership competencies, and engagement programs. Discover firsthand how top HR thought leaders like Dave Ulrich, Marshall Goldsmith, Richard Boyatzis, Marc Effron, Beverly Kaye, Andy Pellatt, William Rothwell, William Schiemann, Doris Sims, Allan Schweyer, Kay Thorne, and Kevin Wilde have achieved amazing results. And learn how expanding global markets are affecting the development of talent and teams all across the world.

It takes a top-notch workforce to make a company succeed. This definitive guide gives you all you need to enable your organization's people to do their best.

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Editorial Review

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Lance A. Berger is managing partner of Lance A. Berger & Associates, Ltd. in Bryn Mawr, Pennsylvania. He is a recognized consulting authority specializing in talent management, compensation, and change management. He cowrote and coedited the first edition of *The Talent Management Handbook*, *The Compensation Handbook*, *Management Wisdom from the New York Yankees' Dynasty*, *The Change Management Handbook*, and *Deengineering the Corporation*.

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