



The Talent Management Handbook: Creating Organizational Excellence by Identifying, Developing, and Promoting Your Best People

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The Talent Management Handbook explains how organizations can identify and get the most out of “high-potential people” by developing and promoting them to key positions.

The book explains:

1. A system for integrating three human resources “building blocks”: organizational competencies, performance appraisal, and forecasting employee/manager potential
2. Six human resources conditions necessary for organization excellence
3. How to link your employee assessment process to career planning and development

The Talent Management Handbook will help you design career plans that boost employee morale, as well as create and sustain excellence in your organization. It is full of simple, efficient, easy-to-follow methods for assessing, planning, and developing high-value people to meet your organization’s current and future needs. And it will help you combine your organization’s diverse human resources activities into a single, cogent system.

Featuring best practices from leading companies as well as contributions from field experts who hold top positions in such leading HR consultancies as AON Consulting, The Hay Group, Hewitt Associates, Right Management Consulting, Sibson Consulting, and Towers Perrin, The Talent Management Handbook is an authoritative resource for creating and maintaining excellence in your organization through people management.

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Editorial Review

From the Back Cover

The research has shown that, in most organizations, the infrastructure of human resources systems and processes is a jumble of unconnected, incomplete, and inconsistent methodologies. Senior executives and human resources practitioners understand the connection between organization excellence and effective people management. But most organizations, do not have a systemized approach for making this linkage-- and it's hurting their business. The search for this linkage is over. *The Talent Management Handbook* reveals how to connect organizational excellence to people management by systematically identifying, keeping, developing and promoting the organization's best people.

Featuring the contributions of leading executives, human resources practitioners, and consultants, this book presents a comprehensive approach to talent management. You will learn the power of integrating your company's infrastructure of HR assessment, planning, and development tools into a single, cogent system. *The Talent Management Handbook* explains how to align your company's people with the current and future needs of the organization by placing employees in positions that maximize their value.

The authors identify three key steps to a human resources strategy that will drive your organization's success:

1.

Identify, select, and cultivate "Superkeepers"--the employees your organization can *not* afford to lose

2.

Locate and develop highly qualified backups for key positions, which are critical to organizational continuity

3.

Allocate resources to employees based on actual and/or potential contribution to organizational excellence

The book also explains how to build all your HR disciplines on the "building blocks" of organizational competencies, performance appraisal, and forecast of employee/manager potential. You'll discover how to enhance employee improvement through coaching, mentoring, constructive dialogue, and feedback from many organization levels. You'll also learn about powerful reward systems, that support different talent management strategies. The Talent Management Handbook explains how to create a talent management system that dramatically improves your organization's return on its HR investment, while increasing the overall performance and satisfaction of every member of your organization.

The Key to Organization Excellence is Managing Talent

The Talent Management Handbook explains how organizations can identify and hold onto their most valued employees, but also how to get the most out of "high-potential people" by developing them and promoting them to key positions.

The book explains:

- Three broad measures of organization excellence
- Six human resources conditions necessary for organization excellence
- A talent management system that links your employee assessment process to organizational and individual career planning and development activities

The Talent Management Handbook will help you to design career plans that will boost employee morale, as well as create and sustain excellence in your organization. It is full of simple, efficient, easy-to-follow methods for assessing, planning, and developing high- value people to meet your organization's current and future needs. And it will help you combine your organization's diverse human resources activities into a single, cogent system

Featuring best practices from leading companies as well as contributions from field experts who hold top positions in such leading HR consultancies as AON Consulting, The Hay Group, Hewitt Associates, Right Management Consulting, Sibson Consulting, and Towers Perrin, *The Talent Management Handbook* is the most authoritative resource for creating and maintaining excellence in your organization through people management.

About the Author

Lance A. Berger is a management consultant specializing in talent management, change management and compensation. A former general partner for the largest compensation practice worldwide at The Hay Group, he co-wrote and co-edited *The Compensation Handbook*, *The Change Management Handbook*, and *Deengineering The Corporation*. He has been a featured speaker at the United Nations, The Conference Board, American Management Association, and the American Compensation Association.

Dorothy R. Berger is a consultant in talent management. She co-edited *The Compensation Handbook*, Fourth Edition, *The Change Management Handbook* and *Deengineering The Corporation*. She is the editor for in-house newsletters and publications.

Users Review

From reader reviews:

Lorraine Woodward:

Why? Because this The Talent Management Handbook: Creating Organizational Excellence by Identifying, Developing, and Promoting Your Best People is an unordinary book that the inside of the reserve waiting for you to snap this but latter it will shock you with the secret this inside. Reading this book adjacent to it was fantastic author who also write the book in such incredible way makes the content inside easier to understand, entertaining technique but still convey the meaning fully. So , it is good for you because of not hesitating having this any longer or you going to regret it. This book will give you a lot of benefits than the other book possess such as help improving your proficiency and your critical thinking way. So , still want to hesitate having that book? If I have been you I will go to the reserve store hurriedly.

Denise Barnhart:

The book untitled The Talent Management Handbook: Creating Organizational Excellence by Identifying, Developing, and Promoting Your Best People contain a lot of information on this. The writer explains your

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