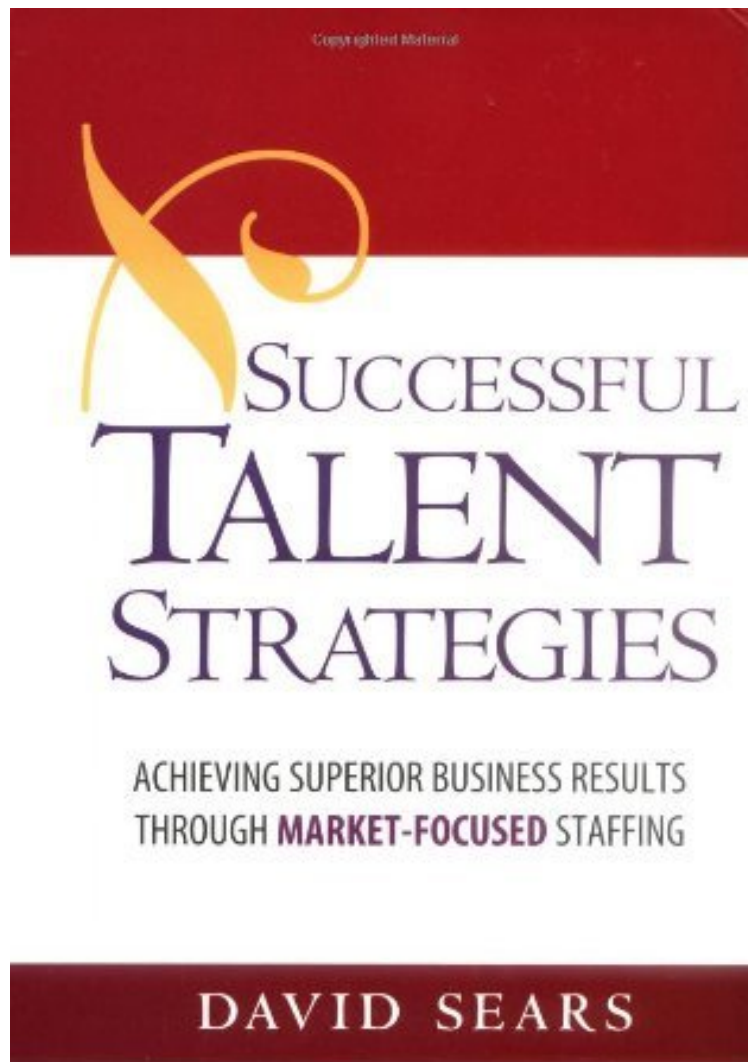


[Library ebook] Successful Talent Strategies: Achieving Superior Business Results Through Market-Focused Staffing

Successful Talent Strategies: Achieving Superior Business Results Through Market-Focused Staffing

David Sears

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David Sears : Successful Talent Strategies: Achieving Superior Business Results Through Market-Focused Staffing before purchasing it in order to gage whether or not it would be worth my time, and all praised Successful Talent Strategies: Achieving Superior Business Results Through Market-Focused Staffing:

5 of 5 people found the following review helpful. The Magic Connection: Talent and Profits By Roger E. Herman
The lexicon birthed a new word not so long ago: talent. No, actually the word is not new, but the way the word is applied as taken on new meaning. "Talent" now describes the people who work for an organization, with a particular focus on the skills, knowledge, and capabilities they bring. Talent is more than just workers; it's the collective capacity of people to contribute to the achievement of results. The concept of talent, as the definition is evolving, links the application of competence to fulfillment of corporate strategy. While some may argue that the difference between "workers" and "talent" is merely semantic, others will assert that the engagement of human capability—from education, experience, expertise, and leadership—adds considerable value to viewing employees as mere human resources. This concept of "talent" and its appropriate productive use is getting a lot of attention in various books and periodicals. Jim Collins in his book, "Good to Great," talks about having the right people—in the right seats—on the bus. Why? Having the most talented people to perform particular jobs is critical to an organization's success. Most organizations don't have the right mix of people—talent—assigned to the right roles. And, to exacerbate the problem, they're burdened with too many people who, for various reasons, should no longer be employed by the company. The unavoidable consequence is that the organization is seriously inhibited in its drive to achieve its strategic objectives. This potential-limiting condition can be overcome through effective talent management. This practice must be deeply imbedded in the corporate value system, touted by its leaders and enforced by its managers. Note that talent management is not a human resources issue; it's a leadership and management role. Human resource professionals have a part to play, but it's not their game. Sears begins his book with a vital section on the relationship between talent strategies and business strategies. They are inextricably linked; success at one strategy is interdependent with success in the other. It is obvious that attracting and engaging the right talent at the right time is essential. In my work as a strategic business futurist concentrating on workforce and workplace trends, I have forecasted that the management of this linkage will influence the very survival of organizations. In our book, "Impending Crisis: Too Many Jobs, Too Few People," we sounded a wake-up call for corporate leaders about the severe shortage of skilled labor coming in this decade. A major part of the solution—to avoid extinction—is talent management, and Sears teaches the process in his book. There is a clear and powerful congruence between anticipated challenges and recommended solutions. Sears addresses how to build, deliver, and measure talent strategies in the second section of "Successful Talent Strategies." From his perspective as a consultant with significant experience in the human resource field, explains, with ample examples, just how talent management works. Charts and graphs illustrate the journey, with the message continually connected to corporate strategy. The message is that talent strategy is driven by corporate strategy. The acquisition and application of talent, inside and outside the organization, enables leaders to achieve desired results. This insightful how-to book will take some concentration to read and "get." Not every leader nor experienced human resource professional will be able to fully immerse and gain the considerable value of this book. But that's what separates people who make things happen from those who wonder what happened. The convergence of trends will move us along at an increasingly rapid pace. If you want to be one of those who makes things happen, by understanding, developing, and applying cohesive strategies, read this book.

1 of 1 people found the following review helpful. David Sears is a brilliant man. By L. Nedelman
After reading just the very first chapter, I knew that this author had talent in addressing the business skills of today's world. I was truly inspired by his ethical usage of business planning and skills. His market-focused staffing theories were brilliant. A top read!

For any staffing and talent development strategy to be effective, it must be flexible and responsive to market factors and other variables within and outside of the company. This text provides a detailed blueprint for talent planning that works in any type of industry, regardless of the job market.

If you want to be one of those who makes things happen, by understanding, developing, and applying cohesive strategies, read this book. -- The Midwest Book About the Author
David Sears (Morris Plains, NJ) is former Corporate Director of Staffing and Development for Dow Jones Company and is currently Principal of McDermott-Sears Associates, a consulting firm focusing on talent and compensation strategies.