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Collana	Pfeiffer essential resources for training and HR professionals
Altri autori (Persone)	KosslerMichael E WakefieldMichael
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Nota di contenuto	Developing Leadership Talent; Contents; Preface; Chapter 1: The Talent Imperative; TALENT MANAGEMENT; MISCUES IN DEVELOPING LEADERSHIP TALENT; THE DLT APPROACH; IS YOUR ORGANIZATION READY TO DEVELOP LEADERSHIP TALENT?; GETTING STARTED WITH DLT; Chapter 2: Business Strategy/Organizational Needs; ASSESSING BUSINESS AND ORGANIZATIONAL NEEDS; WHAT TO LOOK FOR; WHERE TO LOOK; HOW TO ASSESS; Chapter 3: Implications for Leadership; IMPLICATIONS FOR INDIVIDUALS AND ORGANIZATIONS; IDENTIFYING LEADERSHIP IMPLICATIONS; Chapter 4: Leadership Competencies; A LEADERSHIP COMPETENCY MODEL CHOOSING YOUR MODEL CCL'S COLLECTION OF LEADER COMPETENCIES; DEVELOPING A COMPETENCY MODEL; INVOLVE OTHERS; Chapter 5: Gaps, Skills, and Target Populations; FUNDAMENTALS OF GAP ANALYSIS; LEVEL OF SKILL DEVELOPMENT; IDENTIFYING TARGET POPULATIONS; Chapter 6: Development Strategies; PRINCIPLES OF DEVELOPMENT; BUILDING DEVELOPMENTAL EXPERIENCES;

DEVELOPMENTAL JOB ASSIGNMENTS; DEVELOPMENTAL RELATIONSHIPS;
STRUCTURED DEVELOPMENT PROGRAMS; 360-DEGREE FEEDBACK
TOOLS; Chapter 7: Implementation; THINKING ABOUT
IMPLEMENTATION; GARNERING SUPPORT AND MANAGING RESISTANCE;
Chapter 8: Ongoing Evaluation
A FRAMEWORK FOR EVALUATION FOCUSING THE EVALUATION;
GUIDELINES FOR DESIGNING AND CONDUCTING THE EVALUATION;
USING EVALUATION FINDINGS; Appendix A: CCL Leadership
Competencies List; Appendix B: CCL Leadership Competency Profile
Tool; References; Recommended Resources; Index; About the Authors

Sommario/riassunto

Based on the popular Developing Leadership Talent program offered by the acclaimed Center for Creative Leadership, this important resource offers a nuts-and-bolts framework for putting in place a leadership development system that will attract and retain the best and brightest talent. Step by step, the authors explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program. An authoritative and useful book, Developing Leadership Talent is an essential tool for any leadership program.
