

1. Record Nr.	UNINA9910455473403321
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Titolo	Growing your company's leaders [[electronic resource] ] : how great organizations use succession management to sustain competitive advantage // Robert M. Fulmer and Jay A. Conger
Pubbl/distr/stampa	New York, : AMACOM, c2004
ISBN	0-8144-2775-8
Descrizione fisica	1 online resource (271 p.)
Altri autori (Persone)	CongerJay Alden
Disciplina	658.4/07128
Soggetti	Executives Leadership Executive succession Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Preliminaries; CONTENTS; Preface and Acknowledgments; Succession Management: The New Imperative; Who Should "Own" Succession Management?; Defining and Identifying Talent; Linking Succession to Developm; Measuring and Assuring Long-Term Success; The Future of Succession Management; Appendix A: Detailed Case Descriptions; Appendix B: Research Methodology; Index; About the Authors
Sommario/riassunto	By making succession management a part of business strategy, companies will always be able to fill key leadership positions.