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Nota di contenuto	Preface -- Acknowledgments -- Introduction : the business and talent imperative -- The new talent assumptions -- Why you need to change -- People equity : the driver of talent optimization -- Leveraging critical stakeholders -- The power of understanding -- Getting the top team on board -- Managing to high ACE -- Quantifying talent optimization -- Measuring talent optimization -- The talent scorecard -- Using ace to optimize the talent processes -- Using the ACE lens to optimize the talent lifecycle -- Attracting and acquiring great talent -- Getting to high performance : onboarding, training, and performance management -- Assuring the future : developing leaders and retaining and recovering talent -- Embedding and acting -- Embedding ace in your culture -- Building a high ace organization -- Endnotes -- Index -- About the author.