

1. Record Nr.	UNINA9910817664803321
Autore	Chun Edna Breinig
Titolo	The new talent acquisition frontier : integrating HR and diversity strategy in the private and public sectors and higher education // Edna Chun and Alvin Evans ; forewords by Andy Brantley and Benjamin D. Reese Jr
Pubbl/distr/stampa	Sterling, Virginia : , : Stylus Pub., LLC, , 2014
ISBN	1-00-344799-6 1-000-97315-8 1-003-44799-6 1-62036-085-3
Edizione	[First edition.]
Descrizione fisica	1 online resource (216 p.)
Altri autori (Persone)	EvansAlvin
Disciplina	658.3008
Soggetti	Diversity in the workplace Personnel management College personnel management
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	""Cover""; ""CONTENTS""; ""ILLUSTRATIONS""; ""FOREWORD 1""; ""FOREWORD 2""; ""ACKNOWLEDGMENTS""; ""1. THE BUSINESS CASE FOR INTEGRATING HR AND DIVERSITY STRATEGY""; ""The Global Imperative""; ""Diversity, Demography, and HR Strategy""; ""Driving Change From the Outside In""; ""Misconceptions About HRa€™s Diversity Role""; ""Barriers to Integrated HR/Diversity Practices""; ""Ten Predominant Themes in HR/Diversity Transformation Across All Sectors""; ""Unifying Bureaucracy to Create Synergistic Talent Approaches""; ""Strategic and Tactical Questions for Further Discussion"" ""Case Study 1: Formation of the HR Outreach and Diversity Office in the State of Rhode Island""""Case Study 2: Leading a Global HR/Diversity Initiative at the Society for Human Resource Management""; ""References""; ""2. RECIPROCAL EMPOWERMENT: The Foundation of Inclusive Talent Practices""; ""Reciprocal Empowerment as Organizational Commitment""; ""Defining the Discourse of Diversity and

Inclusion"; "Diversity Capability as a Core Intangible Asset"; "HR's Diversity Evolution"; "HR Redesign for Diversity"; "The Pathway to Inclusion: Why Reciprocal Empowerment Matters"

"Strategic and Tactical Questions for Further Discussion""Case Study 3: Building Diversity Capability at Ingersoll Rand"; "Case Study 4: Strategic HR and Diversity Collaboration at Duke University"; "References"; "3. DIVERSITY COMPETENCIES OF THE HR LEADER"; "The Six Competency Domains for Diversity"; "Intercultural Sensitivity and Engagement"; "The New Frontiers of Intelligence"; "Creating Vanguard Organizations Through HR/Diversity Leadership"; "Strategic and Tactical Questions for Further Discussion"; "Case Study 5: Visioning and Planning Diversity and HR at Sodexo" "References""4. HR LEADERS AS ARCHITECTS OF DIVERSITY CHANGE"; "HR Leader Self-Assessment"; "Assessing Organizational Readiness for HR/Diversity Strategy Integration"; "Creating Capacity for Transformational Change"; "Mapping the Phases of Diversity Organization Development"; "Barriers to Collaboration"; "Challenges and Opportunities"; "Strategic and Tactical Questions for Further Discussion"; "Case Study 6: Integrating HR and Diversity Governmental Strategy at the U.S. Office of Personnel Management"; "References""5. CREATING THE HR TALENT INFRASTRUCTURE FOR DIVERSITY""The Talent Management Platform"; "Talent Sustainability"; "Talent Segmentation"; "Global and Local: The Talent Challenge"; "The Loss of Diverse Talent"; "The Value of a Talent Compact"; "The HR Vision, Mission, and Values Statements"; "Systematic Gap Analysis"; "Developing a Strategic HR/Diversity Talent Planning Process"; "Strategic and Tactical Questions for Further Discussion"; "Case Study 7: Launching a Transformative Diversity Initiative in the Largest HR Professional Association in Higher Education" "References"

---