1. Record Nr. UNINA9910876929803321 Autore **Turner Paul** Titolo Make Your People Before You Make Your Products: Using Talent Management to Achieve Competitive Advantage in Global Organizations Hoboken,: Wiley, 2014 Pubbl/distr/stampa 1-119-20806-8 **ISBN** 1-118-89960-1 Descrizione fisica 1 online resource (323 p.) Altri autori (Persone) KalmanDanny Disciplina 658.3/14 Soggetti Ability Corporate culture **Expertise** Organization Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Description based upon print version of record. Note generali Nota di contenuto Make Your People Before You Make Your Products; Contents; About the authors; Acknowledgements; Foreword; Introduction; There isn't enough talent to satisfy demand; No old attitudes for new times; An organizational paradox; From exclusive to inclusive; What does 'make your people before you make your products' mean in practice?; The structure of the book; Chapter 1 The case for talent; Treat your employees like customers; The classic approach to talent management; Extending the reach beyond the 'C Suite'; Does everyone have talent?; Talent 4.0: The new now Chapter 5 Developing a global strategy for talentGlobal influences on talent strategy: Understanding talent strategy: Building a compelling case for talent; Characteristics of talent strategy; Talent strategy at multiple levels; Talent strategy: The alignment of people to business; The process for developing a talent strategy; Building board commitment; Corporate objectives and business unit targets; Assessing the current talent supply and potential; Talent gap analysis; Insights from talent analysis; Preparing a talent strategy; Talent management: The alignment of business to people

Moving to inclusive selective: The role of talent specialist

## Sommario/riassunto

Your people hold the key to your business success Make Your People Before You Make Your Products is an authoritative guide to the evolution of talent management. Written specifically for HR professionals this book describes how organizations can gain a global competitive edge through better management of talent resources. With a practice-based philosophy, readers will learn more effective talent management strategies for a complex market in which people are often the only competitive advantage. Inclusivity is emphasized, and discussion centres on innovative, dynamic, fluid approaches to talen