

1. Record Nr.	UNINA9911019553703321
Autore	Turner Paul
Titolo	Make Your People Before You Make Your Products : Using Talent Management to Achieve Competitive Advantage in Global Organizations
Pubbl/distr/stampa	Hoboken, : Wiley, 2014
ISBN	1-119-20806-8 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
Note generali	Description based upon print version of record.
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 talent management.
