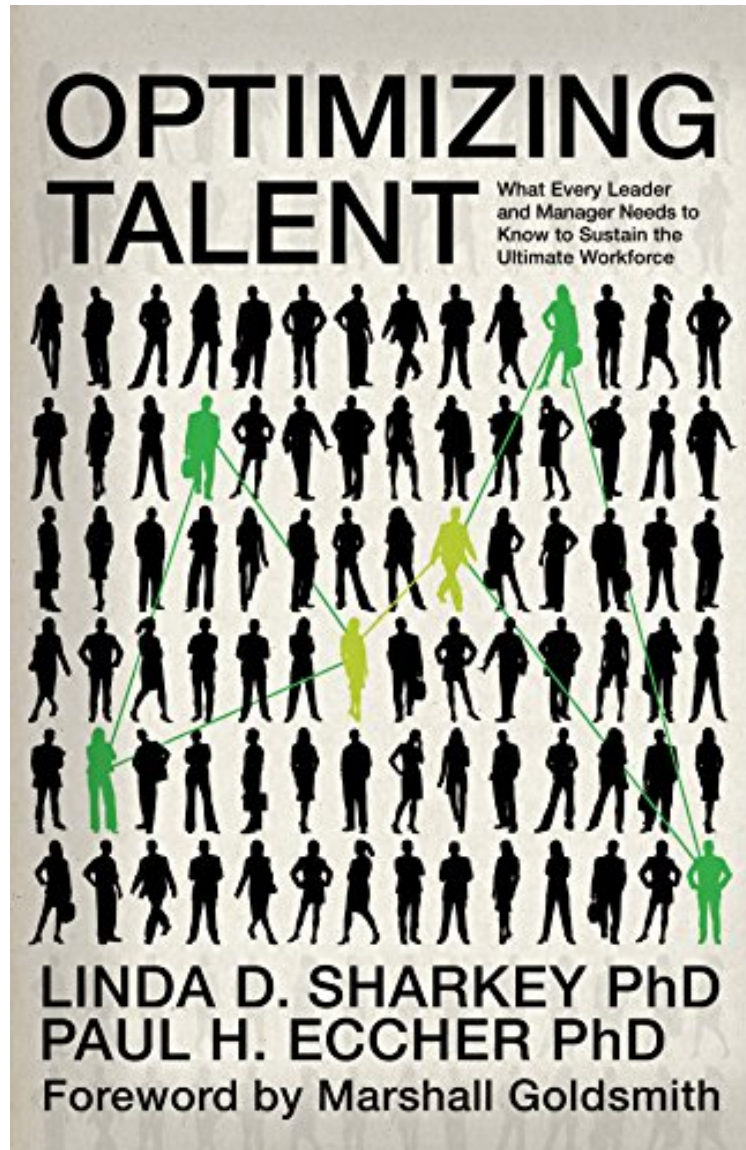


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## Optimizing Talent (Contemporary Trends in Organization Development and Change)

*Linda D. Sharkey, Paul H. Eccher*  
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**Linda D. Sharkey, Paul H. Eccher : Optimizing Talent (Contemporary Trends in Organization Development and Change)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Optimizing Talent (Contemporary Trends in Organization Development and Change):

0 of 0 people found the following review helpful. How Will Companies Prepare Thier Leaders For What Is Ahead? Optimizing Talent Points The WayBy Connecticut ReaderIt's common to hear about the "new normal" in business

these days. Perhaps it is a term over used and it is easy to see that it means different things to different people. Its frequent use, however, screams loudly that we are witness to fundamental changes in our business models. Those who have recognized the changes afoot and have chosen to talk about them do so with a less than hidden dis-ease about how to handle them ... and for good reason. The enormity and pace of change, challenge and risk are real. One of the questions being asked is: "What kind of person can best lead in this environment?" The answer to that question is depends on what you want to accomplish. But one thing is clear: traditional roles and views of how things are, or could be, need to be revisited. We are increasingly becoming more diverse nationally and internationally. Our future success will be more and more dependent on our abilities to work effectively within diverse, cross-cultural and cross-national systems with very different regulations, expectations and mores. In their new book, *Optimizing Talent: What Every Leader and Manager Needs to Know to Sustain the Ultimate Workforce*, Linda Sharkey and Paul Eccher, both PhDs, have put together a Talent Optimization Framework(tm) that shows how a company can go about preparing itself and assessing/developing its leaders to lead them through current and future challenges. The book talks about the need, the commitment needed to succeed, the talent optimization process itself and the results that can be expected. It has ample examples of "how to do it" in the appendices and is full of common sense practical advice and wisdom. J. M. Jackson Jr. Stamford, CT 0 of 0 people found the following review helpful. A must read for talent managers and HR professionals

By J Albertson With Talent Management taking such a prominent role in organizations today, someone needed to cut through the clutter and theory to provide a pragmatic and research-based guide - Linda and Paul have done just that. *Optimizing Talent* provides a great framework to use for a holistic, practical and research-based approach to go beyond simply managing talent to truly maximizing it. The Talent Optimization Framework that Paul and Linda have created define the key levers for talent managers and HR professionals to understand, and provide the data needed to get buy-in and support for HR programs. The stark contrast this research has revealed between where talent professionals spend most of their time and the highest impact levers of the model is a call to action. To close this gap, Chapter 11 provides the Talent Optimizer Quiz to help you gauge where you are currently as a talent optimizer and provides some great tips and suggestions for improvement at any level of the organization. *Optimizing Talent* is a great tool to help build the business case and demonstrate the ROI for talent management strategies and initiatives. This book is a must for all talent managers and HR professionals to have on their reading list and bookshelves.

0 of 0 people found the following review helpful. Heads Up Leaders If You Are Serious About Success

By David There are so many things to like about this book. It is practical, application-based, and backed-up with strong research and facts - no fluff, no filler, and no empty rhetoric. The book is lean and gets to the point quickly. It renders what is often a highly-complex conversation in a way that can be easily understood and quickly implemented. I believe I have every book written on the topic - this one is the best. I have worked with both Linda and Paul and have the highest respect for their capability. Their passion, knowledge and skill clearly shine through. *Optimizing Talent* is a very thoughtful and integrated approach, and presents a very cogent case for change. I love their Talent Optimization Framework, and am particularly fond of their treatment of Strategic Alignment and Talent Assessment. Linda and Paul have laid out a roadmap for success full of great examples, tools and models. They are handing us the proverbial "keys to the kingdom." Get this book as quickly as you can into the hands of your executives, and step back. Oh, and be prepared for great ride!

*Optimizing Talent* is the must have book for every leader and manager looking to sustain the ultimate workforce. Linda and Paul show what works and what doesn't in talent initiatives to drive business outcomes. This book is a call to action to transform how you think about talent, how you develop and retain talent and how you measure the impact of talent initiatives on the bottom line.