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Employees

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Succession Planning in Canadian Academic Libraries explores the current Canadian academic library environment, and the need for succession planning in that environment. The literature review demonstrates the lack of reported

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succession planning activities in Canadian academic libraries. Site visits and in-depth interviews with professional librarians at six libraries across Canada highlight best practices and barriers to succession planning. These best

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practices and barriers are addressed in individual chapters, with tips and strategies for library leaders.

Focuses on the Canadian academic library
Includes a comprehensive literature review on succession planning in academic libraries

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Provides evidence-based approach to why succession planning is or is not happening in Canadian academic libraries

HR professionals have made major strides toward becoming strategic partners. But they need to do more -

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by generating value through savvy decisions about talent. HR leaders typically assume that, to make such decisions, they must develop sophisticated analytical tools from scratch. Even then, the resulting tools often fail to engage their peers.

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In Retooling HR, John Boudreau shows how HR leaders can break this cycle - by adapting powerful analytical tools already used by other functions to the unique challenges of talent management. Drawing on his research and

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examples from companies including Google, Disney, IBM, and Microsoft, Boudreau explains six proven business tools leaders already use. And he shows how HR can apply these tools to talent management. Examples include:

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Using engineering tolerances to find pivot points that job descriptions miss Using inventory and supply-chain analytics to ensure a ready supply of the right talent Applying logistics tools to optimize succession planning and leadership

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development Adapting consumer
research tools to find untapped value
in total rewards Retooling HR builds
on Boudreau's bestselling book
Beyond HR, which traces HR's
evolution as a decision science. For
HR professionals seeking to sharpen

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their decision-making prowess, this provocative new book blazes an innovative new path.

Talent guru John Mattone takes the guesswork out of leadership development.

Double your odds of leading

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successful, sustainable change

Leaders aren't short on access to change management advice, but the jury has long been out as to which approach is the best one to follow.

With the publication of Beyond Performance 2.0, the verdict is well

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and truly in. By applying the approach detailed by authors, Scott Keller and Bill Schaninger, the evidence shows that leaders can more than double their odds of success—from thirty percent to almost eighty. Whereas the first

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edition of Beyond Performance
introduced the authors' "Five
Frames of Performance and Health"
approach to change management,
the fully revised and updated
Beyond Performance 2.0 has been
transformed into a truly practical

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“how to” guide for leaders. Every aspect of how to lead change at scale is covered in a step-by-step manner, always accompanied by practical tools and real-life examples. Keller and Schaninger’s work is distinguished in many ways,

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one of which is the rigor behind the recommendations. The underpinning research is the most comprehensive of its kind—based on over 5 million data points drawn from 2,000 companies globally over a 15-year period. This data is overlaid with the

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authors' combined more than 40 years of experience in helping companies successfully achieve large-scale change. As senior partners in McKinsey & Company, consistently named the world's most prestigious management

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consulting firm, Keller and Schaninger also draw on the shared experience of their colleagues from offices in over 60 countries with unrivaled access to CEOs and senior teams. Beyond Performance 2.0 also dares to go against the

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grain—eschewing the notion of copying best practices and instead guiding leaders to make choices specific to their unique context and organization. It does this with meticulously balance of focus on short- and long-term considerations,

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and on fully addressing the hard technical and oft cultural elements of making change happen. Further, the approach doesn't just focus on delivering change; it builds an organization's muscle to continuously change, making it

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healthier so that it can act with increased speed and agility to stay perpetually ahead of its competition. Leaders looking for a proven approach to leading large-scale change from a trusted source have found what they are looking for in

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Beyond Performance 2.0.

Leadership Assessment for Talent
Development

Coaching for Breakthrough Success:
Proven Techniques for Making
Impossible Dreams Possible

The Truth about Talent

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A guide to building a dynamic
workforce, realizing potential and
helping leaders succeed

Managing Talent Retention

How to Build Exceptional Leaders
in STEM Organizations

Lessons of Leadership and

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To survive in today ' s hypercompetitive marketplace, leaders must find ways to elevate the performance of their employees. By continuously setting higher goals to strive for, strengthening employee

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competencies via coaching, and providing feedback to employees, leaders can create a positive performance cycle that leads to improved individual and team performance and, ultimately, stronger operating results for the organization.

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This action guide covers the three stages of performance management: goal-setting, coaching, and performance review. It includes step-by-step instructions and tips, the 10 elements of positive performance management, the five steps to

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preparing for a review, guidance on how to prepare the employees and engage them during the reviews, the most effective steps you can take to improve performance, and more.

A Roadmap for Leadership and Cultural Transformation Throughout

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today's rapidly changing business world, top CEOs face two primary challenges: solving the leadership gap and creating a sustainable corporate culture. International leadership coach John Mattone and CEO magazine editor-in-chief Nick Vaidya unlock the

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keys to leadership development and cultural transformation through intimate interviews with fourteen CEOs from top organizations, including: Deloitte, Graybar, The North Face, HP Financial, Ovations Brands, Virtusa, and Bigcommerce.

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Culture was long thought to be merely a 'soft' resource in the corporate equation. However, more and more business leaders are beginning to recognize the necessity of culture when it comes to creating and sustaining long-term growth and change. What is the

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key to creating a strong business culture? Leadership. The best cultures start with CEOs who set the tone for the rest of the company, guiding others through the often difficult process of corporate transformation. You'll gain valuable insights, through experiences

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from the finest business minds, on how to introduce and sustain cultural change in your organization. Learn how successful CEOs came to realize their leadership potential Discover the key attributes that increase a leader's effectiveness Uncover your own

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leadership strengths and development needs Handle the primary obstacles to cultural transformation Address outdated mindsets and resistance to organizational change Mattone and Vaidya also draw upon their own extensive coaching and consulting

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experiences to provide a powerful and proven 6-Step Process for designing and implementing effective cultural transformations. This process enhances the other valuable tools in this comprehensive guide, so you can start building a positive organizational

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culture right away.

A radical approach to growing high-quality talent--fast You know that winning in today's marketplace requires top-quality talent. You also know what it takes to build that talent--and you spend significant

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financial and human resources to make it happen. Yet somehow, your company's beautifully designed and well-benchmarked processes don't translate into the bottom-line talent depth you need. Why? Talent management experts Marc Efron and

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Miriam Ort argue that companies unwittingly add layers of complexity to their talent-building models--without evaluating whether those components add any value to the overall process. Consequently, simple activities like setting employee performance goals

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become multipage, headache-inducing time wasters that turn managers off and fail to improve results. Efron and Ort introduce a simple, powerful, scientifically proven approach to increase your ability to develop better leaders faster: One Page Talent

Get Free Talent Leadership A Proven Method For Identifying And Developing High Potential Management (OPTM). Using the

straightforward, easy-to-follow process described in this book, you will eliminate frustrating complexity, focus only on those components that add real value, and build transparency and accountability into every practice.

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Based on extensive research and experience in companies such as Avon Products, Bank of America, and Philips, One Page Talent Management shows you how to: Quickly identify high-potential talent without complex assessments Increase the number of

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"ready now" successors for key roles
Generate 360-degree feedback that
accelerates change in the most critical
behaviors Significantly reduce the time
required for managers to implement
talent-building processes Do away with
complexity and bureaucracy--and

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develop the high-quality talent you need, right now.

Apply predictive analytics throughout all stages of workforce management
People Analytics in the Era of Big Data provides a blueprint for leveraging your talent pool through the use of data

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analytics. Written by the Global Vice President of Business Intelligence and Predictive Analytics at Monster Worldwide, this book is packed full of actionable insights to help you source, recruit, acquire, engage, retain, promote, and manage the exceptional

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talent your organization needs. With a unique approach that applies analytics to every stage of the hiring process and the entire workforce planning and management cycle, this informative guide provides the key perspective that brings analytics into HR in a truly

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useful way. You're already inundated with disparate employee data, so why not mine that data for insights that add value to your organization and strengthen your workforce? This book presents a practical framework for real-world talent analytics, backed by

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groundbreaking examples of workforce analytics in action across the U.S., Canada, Europe, Asia, and Australia. Leverage predictive analytics throughout the hiring process Utilize analytics techniques for more effective workforce management Learn how

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people analytics benefits organizations
of all sizes in various industries

Integrate analytics into HR practices
seamlessly and thoroughly Corporate
executives need fact-based insights into
what will happen with their talent.

Who should you hire? Who should you

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promote? Who are the top or bottom performers, and why? Who is at risk to quit, and why? Analytics can provide these answers, and give you insights based on quantifiable data instead of gut feeling and subjective assessment. People Analytics in the Era of Big Data

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is the essential guide to optimizing your workforce with the tools already at your disposal.

The Talent Management Handbook

Talent Keepers

Talent Wins

How Top Business Leaders are

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Accelerating Results through Inclusion
and Diversity

Superbosses

The Talent Manifesto: How Disrupting
People Strategies Maximizes Business
Results

Trailblazers

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First Published in 2003.

Routledge is an imprint of
Taylor & Francis, an informa
company.

Make diversity your
competitive advantage To
reap the full benefits of
diversity and inclusion,

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today's forward thinking
companies look past
"diversity" training towards
a more comprehensive,
holistic business approach.
These leaders incorporate
diversity and inclusion into
every aspect of business

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culture, employee
engagement, talent
management and market
penetration. Trailblazers
reveals the practices,
metrics and research, as
well as the anecdotal
evidence, for building and

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sustaining workplace
cultures that make strategic
diversity and inclusion a
business necessity. Focusing
on concrete actions you can
implement immediately, this
insider guide profiles the
best practices award-winning

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companies have used on a sustained basis to transform their organizations.

Captures insights and best practices from the most effective Chief Diversity Officers, several of which are determined by the

Get Free Talent Leadership A Proven Method For Identifying And Developing High Potential Diversity Inc Top 50

Companies for Diversity

Companies profiled include

IBM, Dell, Verizon, Merck

and Co, Sodexo, Verizon,

Andrews Kurth, The Coca-Cola

Company, American Airlines,

Citi, Ford, Shell and Pitney

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Bowes Covers everything from how to use employee resource groups to help target consumers and forge tighter client relationships; from talent optimization, leadership development and retention, to increasing

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middle management engagement
and the skill-sets required

for effective Chief

Diversity Officers as true
business partners and more

Trailblazers gives you an in-
depth view from the inside

out of which practical

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solutions make diversity and inclusion efforts a systemic and winning way of doing business for today's top-performing companies. Powerful ideas to transform hiring into a massive competitive advantage for

Get Free Talent Leadership A Proven Method For Identifying And Developing High Potential your business Talent Makers:

How the Best Organizations
Win through Structured and
Inclusive Hiring is
essential reading for every
leader who knows that hiring
is crucial to their
organization and wants to

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Employees
compete for top talent,
diversify their
organization, and build
winning teams. Daniel Chait
and Jon Stross, co-founders
of Greenhouse Software, Inc,
provide readers with a
comprehensive and proven

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framework to improve hiring quickly, substantially, and measurably. Talent Makers will provide a step-by-step plan and actionable advice to help leaders assess their talent practice (or lack thereof) and transform

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hiring into a measurable
competitive advantage.

Readers will understand and
employ: A proven system and
principles for hiring used
by the world's best
companies Hiring practices
that remove bias and result

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in more diverse teams An
assessment of their hiring
practice using the Hiring
Maturity model Measurement
of employee lifetime value
in quantifiable terms, and
how to increase that value
through hiring The Talent

Get Free Talent Leadership A Proven Method For Identifying And Developing High Potential Makers methodology is the result of the authors' experience and the ideas and stories from their community of more than 4,000 organizations. This is the book that CEOs, hiring managers, talent

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practitioners, and human
resources leaders must read
to transform their hiring
and propel their
organization to new heights.
Rethink Everything You Know
about Managing Talent in
Today's Disruptive Landscape

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A Vice Chairman at Korn
Ferry (KF)—the world's
largest talent advisory and
executive search firm—RJ
Heckman has helped many of
today's most successful
companies develop talent-
management strategies that

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Employees
ensure corporate success
through good times and bad.
Now, he shares his
breakthrough methods with
you. The Talent Manifesto
reveals proven talent
strategies and innovative
recruiting and retainment

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methods gleaned from nearly three decades of consulting with the world's leading organizations. Heckman identifies the most common pitfalls in HR today and delivers an actionable program for avoiding them.

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Employees
He shows how to generate reliable data and use it to make the best decisions. He reveals all the game-changing HR strategies at your disposal and how to use them to drive superior business performance. As

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organizations across industries experience faster cycles of disruptive change, one factor looms above all others as a portent of their future success: whether they can recruit, develop, and retain top talent better and

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faster than their
competitors. With The Talent
Manifesto, you have
everything you need to
redesign your HR strategies,
reshape perception of talent
management, and measurably
contribute to your

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organization's ability to
Employees
Compete—now and in the
future.

Attracting and Retaining
Millennial Workers in the
Modern Business Era
Cultural Transformations
The Future of Leadership

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How Exceptional Leaders
Master the Flow of Talent
A Proven Method for
Identifying and Developing
High-potential Employees
Changing the Way You
Attract, Acquire, Develop,

Get Free Talent Leadership A Proven Method For Identifying And Developing High Potential and Retain Talent The New Leader's 100-Day Action Plan

The millennial generation is rapidly progressing in the workforce. As it does, it brings with it new ways of working and managing efficiency in the workplace. The challenge faced

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by managers and businesses is how to provide a space that encourages the new ideals of millennials while also balancing the needs and desires of other generational employees. Attracting and Retaining Millennial Workers in the Modern Business Era offers an in-depth discussion on

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pivotal issues surrounding generational differences and management in the workplace. Featuring extensive coverage on relevant topics such as training and development, promotions, salaries, and career progressions, this book is a vital resource of academic material

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for business practitioners, managers, professionals, human resources managers, and researchers who are seeking more information on the emergence of millennial employees. The global marketplace has changed, and companies have found themselves struggling to hire and

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retain high-performing talent.

Winning the Talent Shift explains how companies can overcome the three main barriers to their success and unlock the potential in today ' s new workplace. Winning the Talent Shift: Three Steps to Unleashing the New High Performance Workplace

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envisions a world where companies are fully equipped to exceed the challenges posed by the new global marketplace. Celebrated author, consultant, and executive Berta Aldrich argues if companies want to achieve future success, they must redesign their talent strategy using

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three important steps proven to increase revenues, engage teams and leaders, and set companies on the path to industry leadership. Winning the Talent Shift leverages the latest empirical research, experiences from over 1,000 team members and executives, and leadership classes

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that have spanned the globe to candidly reveal actionable solutions to what is holding most companies back from high performance.

Winning the Talent Shift will show how companies can: Retain their high performers who produce 2-500% more than an average employee but

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are more likely to leave today ' s organizations Select and retain the new, high performing leader.

According to Gallup, great leadership is the #1 determinant of company success, but less than 25% of today ' s leaders are considered great Identify and develop women and

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people of color who can be exceptional leaders. Only 1 in 5 women hold C-suite roles today Perfect for boards, C-suite, and aspiring male and female high performers, Winning the Talent Shift bravely shows how to recognize barriers, replace them with high

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performance attributes, and redesign the workplace to create the potential for sustainable growth and industry leadership for years to come.

In today's business environment, leaders at all levels are facing enormous challenges when it comes to achieving and sustaining

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breakthrough operating results. Globalization, economic change, more stringent regulation, and tougher governance make realizing shareholder value increasingly difficult. Intelligent Leadership is written for leaders who want to become more effective, strategic,

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operationally focused, and balanced.

It is for leaders who are striving to take control of their destiny and become the best they can be. In this groundbreaking book, leadership coach John Mattone--recently named to the "guru radar" by the prestigious Thinkers50--taps into his years of

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experience working with high-achieving professionals to give readers a roadmap for developing and mastering their executive maturity. Supplying three unique tools--the Wheel of Leadership Success, Map of Leadership Maturity, and the Leadership Enneagram--the

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book helps readers calibrate their abilities so they can simultaneously focus on their strengths and address their weaknesses. The goal is to improve key tactical competencies (such as critical and strategic thinking, decision-making, talent and team leadership, and

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communication) and integrate them with equally important inner traits like values, character, and beliefs in order to achieve their leadership potential. Featuring best practices, authoritative research, practical assessments, and enlightening examples of both good and bad

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leadership, this book equips readers with the knowledge, skills, and passion they need to become the leaders they were meant to be.

Extraordinary Leadership by Joseph Pheto is a masterpiece written to guide you learn the necessary leadership skills to champion any

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organisation in every industry, enterprise in the globalised business world. With over two decades experience in management and leadership roles, Pheto is a respected trainer, coach and author who understands what great leadership is all about. Extraordinary Leadership

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will walk you through:

- the fundamentals of great leadership
- the pitfalls and myths about leadership
- the principles of self management and leadership
- the importance of correct recruitment
- the importance of crafting and sharing a vision
- the importance of

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good corporate governance • the
key to managing professional
relationships • the exercise of good
human resources principles • the
importance of focusing on results •
the importance of effective
performance management • the
importance of effectively

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management employee talent • the
importance of effective teamwork
and team building • the importance
of fostering innovation

Addressing the 12 Major Challenges
Today's Organizations Face
Three Steps to Unleashing the New
High Performance Workplace

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Employees

Unleash the Power of Your Body for
Impact and Fulfillment

Developing Leadership Talent

Extraordinary Leadership

One Page Talent Management, with a
New Introduction

Who

In Leading the Way, Hewitt

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Associates' business leaders
Employees
Robert Gandossy and Marc
Effron present their
findings from the largest
research project ever
conducted on leadership, the
"Top Companies for Leaders."
Using data from more than

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600 companies around the globe and interviews with senior executives at the top companies, they present a compelling business case for investing in growing leaders. Their stories, examples, and tactics

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Employees
*provide tangible, practical
tools for leaders
everywhere.*

*Radical Advice for
Reinventing Talent--and HR
Most executives today
recognize the competitive
advantage of human capital,*

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and yet the talent practices their organizations use are stuck in the twentieth century. Typical talent-planning and HR processes are designed for predictable environments, traditional ways of getting work done,

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*and organizations where
"lines and boxes" still
define how people are
managed. As work and
organizations have become
more fluid--and business
strategy is no longer about
planning years ahead but*

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*about sensing and seizing
new opportunities and
adapting to a constantly
changing
environment--companies must
deploy talent in new ways to
remain competitive. Turning
conventional views on their*

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*heads, talent and leadership
experts Ram Charan, Dominic
Barton, and Dennis Carey
provide leaders with a new
and different playbook for
acquiring, managing, and
deploying talent--for
today's agile, digital,*

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*analytical, technologically
driven strategic
environment--and for
creating the HR function
that business needs. Filled
with examples of forward-
thinking companies that have
adopted radical new*

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*approaches to talent (such
as ADP, Amgen, BlackRock,
Blackstone, Haier, ING,
Marsh, Tata Communications,
Telenor, and Volvo), as well
as the juggernauts and the
startups of Silicon Valley,
this book shows leaders how*

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*to bring the rigor that they
apply to financial capital
to their human
capital--elevating HR to the
same level as finance in
their organizations.
Providing deep, expert
insight and advice for what*

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*needs to change and how to
change it, this is the
definitive book for
reimagining and creating a
talent-driven organization
that wins.*

*In this new book, Jacqueline
Davies and Jeremy Kourdi*

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argue that organizations are failing to realize the simple truth about talent: they are misunderstanding their people, making flawed choices and allowing the true potential of their workforce to go unused and

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*unfulfilled. Understanding
the truth about talent in
all its forms is a vital
step in developing an
organization and ensuring
long-term, sustainable
success. A core part of
their thesis is that*

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*organizations should
recognize that people at
different stages of their
career and with different
experiences and aspirations
need to developed and
engaged in different ways.
The book provides a*

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*practical guide explaining
how to segment the
workforce, why, what to
expect when you do, and how
to ensure that this approach
succeeds.*

*DID YOU KNOW that 63% of
employees are actively*

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*searching for a new
position? In today's war for
talent, the focus should be
on talent retention, not
just talent attraction. C-
Suite Executives, Company
Founders, and Sr. HR Leaders
need to develop an*

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organizational culture where
employees want to belong.

Dr. Troy Hall helps you
create a "Best Places To
Work" environment, where
your employees love to work,
and stay to work.

Powerful Performance

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Management

*The Practical Scientifically
Proven Method to Identify,
Hire and Develop High
Performers*

*How the Best Organizations
Win through Structured and
Inclusive Hiring*

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*What You Need to Know to
Unlock Your Full Potential
How to Take Charge, Build Or
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An ROI Approach
Eliminating Complexity,
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***development, risk-taking to
change management. Next,
he shows how to apply
these rules in your
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you're large or small, high-
tech or low-tech, for-profit***

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***implement a world-class
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identify metrics for tracking
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are using technology to***

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reveals 53 proven hiring
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find hidden talent sources...
make great people want to
work with you... choose
amongst the great new
people you've found, while
building great relationships**

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*with strong candidates you
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***unconscious biases,
managing multiple
generations, and
identifying and cultivating
individual high performers.
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enough to do all this? Vince***

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reveals gathering forces
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outlines realistic steps for
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resources to transform your

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***own visions into reality,
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He offers new tools for
leading “from the middle”...
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with business goals...
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roles: linkmaker, process
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scout, and translator! From
world-renowned talent***

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**management experts Vince
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**"Superbosses is the rare
business book that is chock**

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***full of new, useful, and
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well-crafted gem, you will
never go about leading,
evaluating, and developing
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***way.”—Robert Sutton,
author of Scaling Up
Excellence and The No
Asshole Rule “Maybe you’re
a decent boss. But are you
a superboss? That’s the
question you’ll be asking***

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***yourself after reading
Sydney Finkelstein's
fascinating book. By
revealing the secrets of
superbosses from finance
to fashion and from cooking
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offers a smart, actionable playbook for anyone trying to become a better leader.”—Daniel H. Pink, author of To Sell Is Human and Drive A fascinating exploration of the world’s

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***most effective bosses—and
how they motivate, inspire,
and enable others to
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and shape entire
industries, by the author of
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and building an enduring
pipeline of talent. What do
football coach Bill Walsh,
restauranteur Alice Waters,
television executive Lorne***

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***Michaels, technology CEO
Larry Ellison, and fashion
pioneer Ralph Lauren have
in common? On the surface,
not much, other than
consistent success in their
fields. But below the***

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***surface, they share a
common approach to
finding, nurturing, leading,
and even letting go of great
people. The way they deal
with talent makes them not
merely success stories, not***

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merely organization builders, but what Sydney Finkelstein calls superbosses. After ten years of research and more than two hundred interviews, Finkelstein—an

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acclaimed professor at Dartmouth's Tuck School of Business, speaker, and executive coach and consultant—discovered that superbosses exist in nearly every industry. If you study

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the top fifty leaders in any field, as many as one-third will have once worked for a superboss. While superbosses differ in their personal styles, they all focus on identifying

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***promising newcomers,
inspiring their best work,
and launching them into
highly successful
careers—while also
expanding their own
networks and building***

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**stronger companies. Among
the practices that
distinguish superbosses:
They Create Master-
Apprentice Relationships.
Superbosses customize
their coaching to what each**

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***protégé really needs, and
also are constant founts of
practical wisdom.***

***Advertising legend Jay
Chiat not only worked
closely with each of his
employees but would***

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***sometimes extend their
discussions into the night.
They Rely on the Cohort
Effect. Superbosses
strongly encourage
collegiality even as they
simultaneously drive***

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internal competition. At Lorne Michaels's Saturday Night Live, writers and performers are judged by how much of their material actually gets on the air, but they can't get anything on

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***the air without the support
of their coworkers. They
Say Good-Bye on Good
Terms. Nobody likes it
when great employees quit,
but superbosses don't
respond with anger or***

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***resentment. They know
that former direct reports
can become highly valuable
members of their network,
especially as they rise to
major new roles elsewhere.
Julian Robertson, the***

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**billionsaire hedge fund
manager, continued to
work with and invest in his
former employees who
started their own funds. By
sharing the fascinating
stories of superbosses and**

Get Free Talent Leadership A Proven Method For Identifying And Developing High Potential *their protégés, Finkelstein explores a phenomenon that never had a name before. And he shows how each of us can emulate the best tactics of superbosses to create our own powerful*

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**networks of extraordinary
talent.**

**Proven Methods for
Showing the Impact of
Talent Management on
Business Results. The term
"integrated talent**

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management" has been in vogue for several years, yet organizations are still trying to understand how to integrate talent management functions to achieve business results.

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***Authors Toni Hodges
DeTuncq and Lynn Schmidt,
PhD use case studies from
18 top organizations to
reveal methods and
techniques for designing
and implementing talent***

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management initiatives
including workforce
planning, talent
acquisition, performance
management, learning and
development, succession
management, and

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engagement and retention that positively impact the business. Learn how these organizations are using scorecards to demonstrate the value of talent management at the

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**initiative, functional and
organizational levels.**

**A manager's guide to hiring
the right employees
introduces the practical
and effective A Method for
Hiring, which draws on the**

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**expertise of hundreds of
high-level executives to
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The A Method for Hiring
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*A powerful new coaching
method from Chicken Soup
for the Soul co-creator
Jack Canfield! Conveying
his one-of-a-kind
insight in the friendly,*

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*supremely organized way
that has made him a
household name, Canfield
teams up with
development guru Peter
Chee to deliver the 30
top coaching principles*

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*you can put to use right
away. Coaching for
Breakthrough Success
introduces the
groundbreaking
Situational Coaching
Model, which provides*

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*coaches the flexibility
they need to navigate
seamlessly from one
coaching paradigm to
another. Jack Canfield
is one of the world's
leading experts in*

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*personal effectiveness
and the bestselling
author or coauthor of
Chicken Soup for the
Soul, The Success
Principles, Key to
Living the Law of*

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*Attraction, and The
Power of Focus. Dr.*

*Peter Chee is President
and CEO of global
learning solutions firm
ITD World.*

Win the war for talent

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*by building an army of
ready-to-deploy
candidates An employee
leaves and you post the
open position. Resumes
trickle in. You
interview a few*

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*candidates. No one fits
the bill. The next thing
you know, three months
have passed and that
desk is still empty . .
. Nothing drives
business success like a*

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*staff of talented,
productive employees. So
why accept a hiring
process that fails you
time and time again?
Well, there's one person
who doesn't: Scott*

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Wintrip. And in High-Velocity Hiring, he provides the tools and systems for creating a hiring process designed for today's fast-paced, talent-deficient

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*landscape. Using the
proven methods Wintrip
has applied at some of
today's more forward-
thinking companies,
you'll hire top
employees faster—and*

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*smarter. High-Velocity
Hiring replaces the old,
worn-out way of hiring
with the simple but
revolutionary approach
of actively cultivating
top talent before*

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*positions open. The old
way is slow and
inefficient. Wintrip's
way is dynamic and
proven-effective. You'll
enrich and maintain a
flow of high-quality*

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*candidates, harness this
flow by identifying the
most talented people,
and channel it into a
pool of ready-to-hire
prospective employees.
More than ever, hiring*

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*the best people requires
Employees
foresight, planning,
alertness, and decisive
action. With High-
Velocity Hiring, you
have everything you need
to seize the high-ground*

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*in the war for talent
and maintain it for long-
term growth and
profitability.*

*A leader's job is to
unleash the unlimited
store of potential in*

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people. "The vast

majority of the

workforce in any

organization possesses

far more talent,

intelligence,

capability, and

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*creativity than their
present jobs require or
even allow.” - Dr.*

*Stephen R. Covey That's
what Talent Unleashed is
about—unleashing that
unlimited store of*

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And Developing High Potential
potential in people.

That's a leader's job.

*And how does a leader do
that job? Through 3*

Leadership

*Conversations—not just
individual events, but*

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Employees

*ongoing discussions
designed to help people
give the best they can.
In these conversations,
leaders trade fear for
trust, confusion for
clarity, and*

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*micromanaging for
empowerment. The three
vital leadership
conversations are:*

- The Performance Conversation*
- The Voice Conversation*
- The Clearing the Path*

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Conversation Performance
Employees

*Conversations define
roles and set clear
goals. Leaders hold
people accountable for
these roles and goals,
thus transforming team*

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*members from “managed
hirelings” to “trusted
partners and teammates.”*

*Voice Conversations
affirm the worth and
potential of each person
on a team. Leaders help*

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*individuals discover
Employees
their unique gifts,
talents, and abilities
and align these gifts,
talents, and abilities
to the great mission of
the organization. It is*

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*the process that ignites
the inner fire. Clear
the Path Conversations
turn supervisors into
leaders who become
sources of help and
empower people to*

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succeed in their jobs.

*Leaders help clear away
the obstacles from the
success pathway.*

*The Talent Management
Handbook explains how
organizations can*

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*identify and get the
most out of "high-
potential people" by
developing and promoting
them to key positions.
The book explains: 1. A
system for integrating*

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three human resources
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“building blocks”:

organizational

competencies,

performance appraisal,

and forecasting

employee/manager

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*potential 2. Six human
resources conditions
necessary for
organization excellence
3. How to link your
employee assessment
process to career*

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planning and development
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The Talent Management
Handbook will help you
design career plans that
boost employee morale,
as well as create and
sustain excellence in

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*your organization. It is
Employees
full of simple,
efficient, easy-to-
follow methods for
assessing, planning, and
developing high-value
people to meet your*

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*organization's current
and future needs. And it
will help you combine
your organization's
diverse human resources
activities into a
single, cogent system.*

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from leading companies
as well as contributions
from field experts who
hold top positions in
such leading HR
consultancies as AON*

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Consulting, The Hay

Group, Hewitt

Associates, Right

Management Consulting.

Sibson Consulting, and

Towers Perrin, The

Talent Management

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*Handbook is an
authoritative resource
for creating and
maintaining excellence
in your organization
through people
management.*

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Strategies Maximizes
Business Results*

People Analytics in the

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Era of Big Data
Employees

*Find (and Keep) Top
Talent for Your Business
(Collection)*

*8 Steps to High
Performance*

Proven Principles to

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***Retain Your Top Talent
How Top Leaders Engage
and Retain Their Best
Performers***

For professionals responsible for talent management and development, assessing competence and capability

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is crucial, especially in relation to recruiting the right leader. Yet talent professionals can also use leadership assessment as a positive and powerful talent development tool. Leadership Assessment for Talent Development goes beyond recruitment to position assessment as a central, strategic

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activity. It demonstrates how to apply a connected process that accelerates behavioural change areas and facilitates the engagement and enabling of in-house talent. This practical, forward-looking book uses authentic, engaging case studies to show how the principles of leadership

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assessment can work in practice. It is an essential companion for HR and talent professionals in any field who want to equip their company with the talent it needs to be fit for business success.

Overview Even with the best intentions, business leaders find it difficult to

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make measurable behavior changes to create effective long-term growth. In this book, award-winning executive coach Yan Maschke declares that the most effective leaders use more than just the Mind to reach their full potential. They embrace Embodied Leadership, a leadership approach

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that actively integrates the holistic intelligence of the Body and Mind to increase leadership effectiveness, impact, and fulfillment. Drawing on 25 years of experience as a corporate executive, management consultant, executive coach, and strategic advisor, Maschke uses her cross-cultural life

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experience to bring an integrative Mind-Body approach that delivers proven results. By working with the Body and Mind in cultivating their BEING ("inner game"), leaders can deepen self-awareness. By working with the Body and Mind in cultivating their DOING ("outer game"), leaders can accelerate

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real change. Details This book offers practical applications to address real-life leadership challenges while referencing modern neuroscience and ancient wisdom. In her engaging storytelling style, Maschke highlights eight case studies of successful leaders enhancing their Embodied Leadership.

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She shows how they used the leadership strategies and practices to become better leaders and happier people. Leaders learn how to connect with their authentic self, develop emotional intelligence, enhance executive presence, drive change, learn impulse control, listen powerfully,

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think and act strategically, and lead through delegation. Each case study is followed by an Embodied Leadership Practice that can be put into use right away. Filled with artistic illustrations, this easy-to-read business book is designed to delight the eye and can be read in a single sitting, though the

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concepts and practices will remain with the reader for the rest of her career. This book is for leaders who are tired of the same old tools and are interested in creative yet proven ways to achieve better leadership results while feeling whole. Leadership coaches may also use this book to

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build the next generation of high-performing leaders. Whatever your role, this book aims to unlock your full business potential and create a better way to lead.

Achieve higher levels of workforce engagement and retain more employees A strong U.S. economy

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with record-low unemployment rates and the shift to Millennials—now the largest generation in the workforce—are driving specific challenges for organizations to engage and retain employees. Engaged employees don't just happen, they are nurtured by organizations with great

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cultures and strong leadership. Talent Keepers puts a new spin on a systematic approach to employee engagement and retention with precise tactics that have achieved proven results. This book includes research-based methods of engaging employees, beginning the moment

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they are hired. With six client case studies that focus on how the organization put an engagement plan into practice and achieved success, readers will come away with specific, actionable strategies they can begin implementing immediately in their organization. • Put an engagement

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plan into action • Find actionable strategies • Implement ways to retain your best employees • Achieve success starting today If you're a top leader looking to engage and retain your best performers, Talent Keepers has you covered.

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Leadership Talent program offered by the acclaimed Center for Creative Leadership, this important resource offers a nuts-and-bolts framework for putting in place a leadership development system that will attract and retain the best and brightest talent. Step by step, the authors

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explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program. An authoritative and useful book, *Developing Leadership Talent* is an essential tool for any leadership program.

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3 Leadership Conversations to Ignite
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The Finesse Factor

High-Impact Human Capital Strategy

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Focus On What You Can Change
(Ignore the Rest)

*The steps you need, for the results
you want. There's no shortage of
advice out there on how to perform
better, and better than others, at work.
The problem is knowing which*

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methods are actually proven to work--and how you should act on them to get the best results. In 8 Steps to High Performance, talent expert and bestselling author Marc Efron cuts through the noise with his signature "science-based simplicity"

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approach to identify what matters most and show you how to optimally apply your time and effort to boost your performance. It turns out that higher performance comes from doing many things well--but some of those things are not in your power to

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*change. Efron reveals the eight key factors you do control and practical steps for improving yourself on each one. You'll learn: How to set goals that create higher performance
Which behaviors predict higher performance in different situations*

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*How to quickly develop the most
important capabilities Who to connect
with and why How to understand and
adapt to your company's strategy
Why you sometimes shouldn't be the
"genuine" you How to best manage
your body to sustain your*

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*performance How to avoid
management fads that distract you
from high performance Research-
based, practical, and filled with self-
assessments, tools, and templates to
support your performance goals at
work, this short, powerful book will*

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*help you and anyone on your team
Employees
deliver outstanding results.*

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pressing concerns of employers
worldwide. This book provides an
overview of talent retention and
defines retention and turnover in very*

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specific measures. It explores the full impact of talent departure and most important it offers proven solutions to talent retention. The book clearly shows how to forecast the ROI of talent retention solutions and how to capture the actual ROI after the

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solution was implemented. This is a practical book providing an ROI approach to HR managers and practitioners.

Human Resources used to be about recruiting good people, preparing them for assignments, motivating

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*them to perform, and retaining them.
Do these things well and your well-oiled machine will operate as planned. But in today's turbulent and increasingly broadening economy, HR must go beyond its traditional focus if a company is to also expand*

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and become as far-reaching as the times are trying to take it. While the core plan of recruit, prepare, motivate, and retain is still essential, High-Impact Human Capital Strategy examines 12 critical forces that must also be evaluated and maximized if a

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company is to continue its success,
including: globalization, changes in
workforce demographics, skill
shortages and mismatches in labor
markets, environmental matters, and
more. Readers will learn how to
design human capital programs that:•

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*Incorporate each of the 12 critical forces into an effective overall plan•
Connect with business measures•
Achieve positive ROI• Ensure critical talent is in place• Boost engagement•
Address work/life balance and other social issues• Reduce the need to*

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*outsources Complete with case studies
and step-by-step guidelines to help
you move beyond the traditional
focus of Human Resources, the
indispensable plans of attack found
in High-Impact Human Capital
deliver measurable value in the face*

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*of ongoing challenges that are not
Employees
going away.*

*In this ground-breaking new book,
Forensic Psychologist Dr. Eric
Frazier uncovers the latest psychology
of top performers: How they think,
how they act, how they solve the*

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*world's most complex problems. And
now he's showing you how to
leverage these principles from clinical
psychology to skyrocket the
performance of your team in just a
few short weeks. Increased sales.
Better customer service. Improved*

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*employee engagement. Greater
innovation and problem solving. Less
employee conflict. Fewer mistakes.
Sound too good to be true? It's not.
From visionary tech companies, to the
food and beverage industry, to
pharmaceuticals, to aerospace, these*

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simple principles are responsible for creating and molding high performing teams. This short, actionable book is solution-focused and sums up the most compelling and applicable psychological research about attracting, hiring, and retaining

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top talent. Here's what you'll discover:
Employees
*Developing Grit: A simple
questionnaire to identify candidates
with grit (used by U.S. Special
Forces). Applying The Growth
Mindset: How the world's most
prestigious companies develop a*

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"growth mindset" in their employees.

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