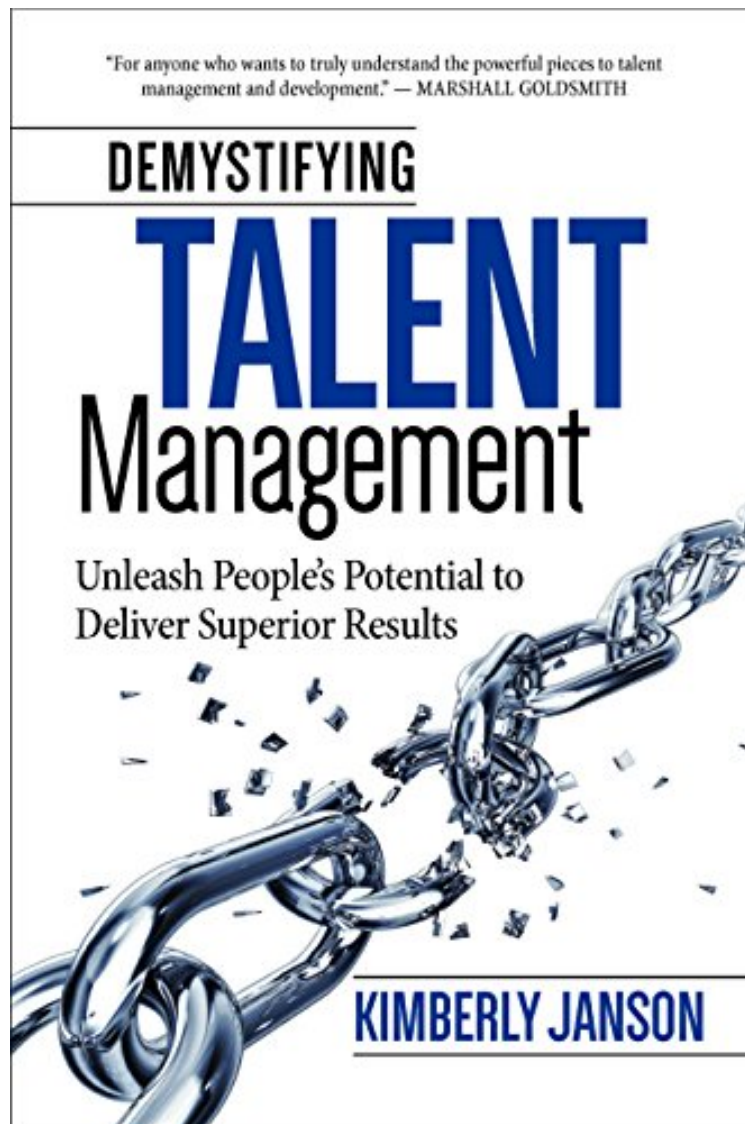


Demystifying Talent Management: Unleash People's Potential to Deliver Superior Results

Kimberly Janson

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Kimberly Janson : Demystifying Talent Management: Unleash People's Potential to Deliver Superior Results before purchasing it in order to gage whether or not it would be worth my time, and all praised Demystifying Talent Management: Unleash People's Potential to Deliver Superior Results:

1 of 1 people found the following review helpful. RemarkableBy DarrenIngram_dot_com We should all work together is a familiar mantra said in business circles but it is often easier to say it than do it. Human Resources (HR) is often the bogeyman, allegedly providing recruitment and talent management help to a company whilst often being a big brake

or wall instead. A book like this might help, giving practical advice to both HR professionals and regular managers and employees so that everybody truly understands each other and can (hopefully) work towards the provision of a talented, motivated and engaged workforce. Naturally this is going to be HR-focussed, yet it seeks to take a jargon-reduced if not jargon-free look at this subject, explaining what might go on (or should go on) behind the HR curtain. Certainly the approach seems to work and it draws you in. The author presents the following quotation that should be laminated and distributed around a company: "Leading people is an honour and should be treated as such. If you aren't getting what you want from people, it's usually an issue of skill or will. All good things in an organization come from people." HR can be a great help for a business. Unfortunately it tends to be a hindrance for so many, whether you are an employee or a prospective employer. Focussing on the wrong, insignificant stuff can often be HR's downfall, although they can only work with the freedoms and guidance given by the executive suite. As the author notes: "Great HR folks have influence because they are business people who are all about helping other business people grow their businesses. They do this by putting the best people in the most important roles. The role of HR is to enable managers. Managers are the first line of defence for all things people-related. Where there's an abundance of people or people-related activities, it makes sense that resources should be pooled and leveraged to better enable managers — this is how an HR organization is born. But first, HR people should understand the business, how the business makes money, and how to get people to contribute to their highest potential. Unfortunately, this describes too few HR organisations." This was a pleasant find. Far too many HR-focussed books might be technically good at what they do but they epitomise the worst sides of HR: they focus on workflows, inflexible structures and often pedantic planning, rather than being focussed, free flowing and all-encompassing. So this book hit the mark in many ways that one did not expect. 1 of 1 people found the following review helpful. This Manual for Action Guides, Leads, Explains By Ken Lizotte CMC, author of The Speaker's Edge (Maven House) and The Expert's Edge (McGraw-Hill) Author Kim Janson knows whereof she speaks. Having spent her professional career in the upper reaches of Corporate America, she throughout that period learned and practiced the concepts and advice she delivers in her book. Thus she thus speaks to us with hard-won authority. This is not a book that theorizes or speculates but instead guides and leads and explains. It's a kind of manual for action whose pronouncements have stood the test of time and continuous resistance and challenge. While working for such giants as Heinz, Bank of America and Hasbro (to name only a few) as well as paying attention to the thrills and chills of teaching high school for a time, Kim found herself developing an approach to talent management that relies simultaneously on simplicity and direct communication, hence "demystifying" the process. Her goal here is to show HR and other stakeholders how to reduce complexity and get in touch with the true purpose of managing a company's people, i.e., attracting, retaining and nurturing the very best fitted workforce possible, one that successfully works together as an outstanding team capable of soaring to new company heights and profits plus each team member's personal career fulfillment. This book will "manager" you the reader to do so. 1 of 1 people found the following review helpful. Demystifying Talent Management is a fantastic read! Kim Janson does a great job exploring ... By Jeff Powers Demystifying Talent Management is a fantastic read! Kim Janson does a great job exploring both the management aspect of a company, as well as the need for proactive employees. It is very clear that Kim Janson's past experiences successfully illustrate the most effective way to not only boost productivity, but enhance individuals within an organization. As I began reading this book, I was immediately able to begin putting lessons into practice. I was able to see the organization I work for in a whole different light, and will honestly be able to utilize these lessons to increase my potential success in the future. I highly recommend this book!

Demystifying Talent Management offers practical advice for all managers, HR professionals, senior leaders, and other employees on how to work together to build a talented and motivated workforce. The book addresses performance, development, coaching, feedback, compensation, and other elements of people management. Using simple, straightforward language, Kim Janson tells you how you can avoid confusion and conflicts when engaging in talent management. You'll learn: What performance is needed and expected — how to translate your company's strategy into individual performance What it means to measure and track progress, simply and clearly What you can and should do to help an individual's development How to narrow your focus to improve a skill, knowledge, or experience How to take both an individual's profile and the direction of the organization into account in career development and succession planning How to make compensation (cash, public accolades, feedback, etc.) a true driver of results How coaching and feedback are essential in bringing all the elements of talent management together This book will guide you to a deeper understanding of the mechanics of talent management and development success so that all the stakeholders can come together in a win-win-win-win scenario.

Demystifying Talent Management is for anyone who wants to truly understand the powerful pieces to talent management and development. DTM will help you unleash — and get the most from your people and in turn, drive hard for your business's success. This is worth your time for sure. — MARSHALL GOLDSMITH, author or editor of 34 books including the global bestsellers MOJO and What Got You Here Won't Get You There Kim is a

very talented, very global executive who has been developing people around the world for the last 20 years. Her ability to simplify and her courage to communicate on any topic make her a great partner. This book opens the vault to Kim's insight. — SYD FINKELSTEIN, Steven Roth Professor of Management, Tuck School of Business at Dartmouth College, and author of *Why Smart Executives Fail* Kim Janson takes the complex subjects of talent management and development and makes them simple, insightful, and replicable in *Demystifying Talent Management*. This book is a valuable resource for those that want to excel in managing and developing people. — BILL JOHNSON, former Chairman, President, and CEO, H.J. Heinz Company Kim's book does a great job of taking the often confusing genre of managing or developing people and distilling the key ideas that, if you use them, will help make you a powerful leader. — ALAN HASSENFELD, Chairman of the Executive Committee and former CEO, Hasbro As a CEO, I've read many books on developing people and managing better. Kim Janson's *Demystifying Talent Management* rises to the top because of the comprehensiveness and connectedness of the message and the simplicity in which it is laid out. The book is powerful because it is a simple, straight-forward message for managers on what and how to do things for high impact. — AL VERRECCHIA, former CEO and Chairman, Hasbro *Demystifying Talent Management* is a tremendous resource for anyone aspiring to be excellent at managing and developing their most promising talent. Kim Janson's observations and techniques are simple, insightful and replicable. — DAVID BAILIN, Managing Director and Global Head of Managed Investments, Citi Private Bank In her frank and straightforward manner, Kim shares the inside scoop of what it takes to be successful as a leader and as an employee. This book provides a clear roadmap of how talent management really works. The tools, quick assessments, and reflection questions throughout the book combined with examples, specific instructions, and stellar advice make this a book you will reference throughout your career. This book is a must read for anyone looking to attain superior business results. — SUZANNE GLASER, Director, Executive Coaching and Community Values Liaison, Harvard Business School *Demystifying Talent Management* is a must read for all leaders. Kim Janson provides a wealth of practical tips for aligning talent to the right roles and insightful, how-to strategies for managing and developing talent to help achieve greater business success! — RICHARD CHANG, CEO, Richard Chang Associates, and author of *The Passion Plan* and *Performance Scorecards* Kim Janson is an accomplished professional with an impressive track record of helping companies deliver practical, high-impact talent management programs and processes. In *Demystifying Talent Management*, she shares her insights and experiences. I recommend this book as a great resource to anyone looking to improve their talent management efforts. — KEVIN WILDE, Chief Learning Officer and Vice President, Organizational Effectiveness, General Mills, and Executive Leadership Fellow, Carlson School of Management, University of Minnesota *Demystifying Talent Management* is a gem. Kim's straightforward, no-nonsense approach is refreshing. Very few can cut through the clutter and jargon like she can. Being an effective manager, particularly of top talent, is not easy. Kim provides simple, easy-to-use and intuitive tools and strategies to get the very best out of your people. If you want to build a high-performing team, this book is a must read. — STEVE CLARK, former Senior Vice President and Chief People Officer, H.J. Heinz Company