Invaluable knowledge: securing your company's technical expertise

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Abstrak

As organizations face a loss of people due to retirement, resignation, or disability, leaders are paying more attention to their talent management strategies, from grooming internal successors to aggressively recruiting from their competitors. The need is most acute in technical and other 'knowledge' areas, where the loss of a particular skill set demands an equally focused response. "Invaluable Knowledge" clarifies the unique (and urgent) issues of attracting, developing, retaining, and transferring the knowledge of IT professionals, engineers, accountants, analysts, and other specialists. The book's structure follows a typical talent cycle, from identifying recruitment challenges, to hiring and training top talent, to building career development initiatives, and finally, to laying the groundwork for the next generation. "Invaluable Knowledge" makes an indisputable case for the importance of this specific facet of talent management, and offers practical examples, repeatable processes, and a multitude of specific tips to help any organization's talent strategists create seamless transitions and maintain critical knowledge functions indefinitely.