Talent leadership: a proven method for identifying and developing high-potential employees

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Abstrak

Great leaders drive the bottom line, which is why organizations pour money into leadership development. But most companies have no real way to gauge whether their endeavors are paying off?much less where they are falling short.Talent Leadership shows how to set up a world-class leadership-development program?and have the metrics to prove it!Packed with research findings, best practices, case studies, proprietary assessments, and more, this innovative book explains how to:? Employ assessments to benchmark current and future executive talent? Use the resulting data to identify leaders with potential based on their capabilities, commitment, and alignment with organizational goals? Leverage analysis to target training and coaching where they will have the greatest impact on individual performance and overall operating successBy measuring, calibrating, and recalibrating the leading indicators that directly predict organizational health and the ability of leaders to meet those needs, HR and OD professionals will bring a much-needed numbers focus to their crucial talent development efforts.This book is for leaders of HR, Talent Management, OD/MD professionals, and the vast population of operating managers who are charged with identifying, managing and developing high-potential and emerging leaders.