



Best Practices in Talent Management: How the World's Leading Corporations Manage, Develop, and Retain Top Talent

By Marshall Goldsmith, Louis Carter, The Best Practice Institute

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Praise for BEST PRACTICES in TALENT MANAGEMENT

"This book includes the most up-to-date thinking, tools, models, instruments and case studies necessary to identify, lead, and manage talent within your organization and with a focus on results. It provides it all—from thought leadership to real-world practice."

PATRICK CARMICHAEL

HEAD OF TALENT MANAGEMENT, REFINING, MARKETING, AND INTERNATIONAL OPERATIONS, SAUDI ARAMCO

"This is a superb compendium of stories that give the reader a peek behind the curtains of top notch organizations who have wrestled with current issues of talent management. Their lessons learned are vital for leaders and practitioners who want a very valuable heads up."

BEVERLY KAYE

FOUNDER/CEO: CAREER SYSTEMS INTERNATIONAL AND CO-AUTHOR, LOVE 'EM OR LOSE 'EM

"This is a must read for organization leaders and HR practitioners who cope with the today's most critical business challenge—talent management. This book provides a vast amount of thought provoking ideals, tools, and models, for building and implementing talent management strategies. I highly recommend it!"

DALE HALM

ORGANIZATION DEVELOPMENT PROGRAM MANAGER, ARIZONA PUBLIC SERVICE

"If you are responsible for planning and implementing an effective talent and succession management strategy in your organization, this book provides the case study examples you are looking for."

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AUTHOR, *BUILDING TOMORROW'S TALENT*

"A must read for all managers who wish to implement a best practice talent management program within their organization"

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Editorial Review

From the Inside Flap

Best Practices in Talent Management offers a hands-on resource, which contains the most current and important information on how to attract, retain, and motivate top talent within any organization.

Designed to meet the needs of today's organizations, this handbook is filled with practical advice on how to implement employee and customer-centered programs that emphasize consensus building; self, group, organizational, and one-on-one awareness and effective communication; clear connections to overall business objectives; and quantifiable business results.

With lessons from companies that are widely recognized as among the best in organization change and leadership development, the book is offers invaluable lessons for succeeding during challenging times. As best practice organizational champions, these companies share many similar attributes including openness to learning and collaboration, humility, innovation and creativity, integrity, a high regard for people's needs and perspectives, and a passion for change. And all these outstanding organizations have invested in human capital—the most important asset inside of organizations today.

Best Practices in Talent Management offers lessons from the world's best organizations in various industries and sizes, and shows how to identify the key elements of leading successful, results-driven talent management; access the tools, models, instruments, and strategies for leading talent management; apply practical "how-to" approaches to diagnosing, assessing, designing, implementing, coaching, following-up on, and evaluating talent management; and measure critical success factors and critical failure factors of a program.

No matter what the size or mission of your organization, *Best Practices in Talent Management* will be your guide for diagnosing, assessing, designing, implementing, coaching, and evaluating a winning team of talent.

BEST PRACTICE INSTITUTE (BPI) is an association of executives and leaders who share and pioneer best methods of organizational change. Best Practice Institute produces online learning sessions, webinars, Benchmark Research Groups, publications, and certification programs. (www.bpiworld.com)

From the Back Cover

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William A. Schreyer Professor of Global Management, Policies and Planning Senior Advisor and Distinguished Senior Scholar Center for Strategic and International Affairs Founding Director Center for Global Business Studies

About the Author

THE AUTHORS

MARSHALL GOLDSMITH, PH.D., is one of a select few advisors who have been asked to work with over 120 major CEOs and their management teams. A prolific author, his book *What Got You Here Won't Get You There* was ranked as the #1 best-selling business book by the *The New York Times* and *The Wall Street Journal*. For ten years, he served as a member of the Board of the Peter Drucker Foundation.

LOUIS CARTER is the Founder and CEO of the Best Practice Institute, and a world-renown leadership and organization change advisor. He is the author of over nine books on best practices including *Change Champion's Fieldguide* and *Best Practices in Leadership Development and Change*.

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