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Next Generation Talent Management: Talent Management to Survive Turmoil

A. Hatum
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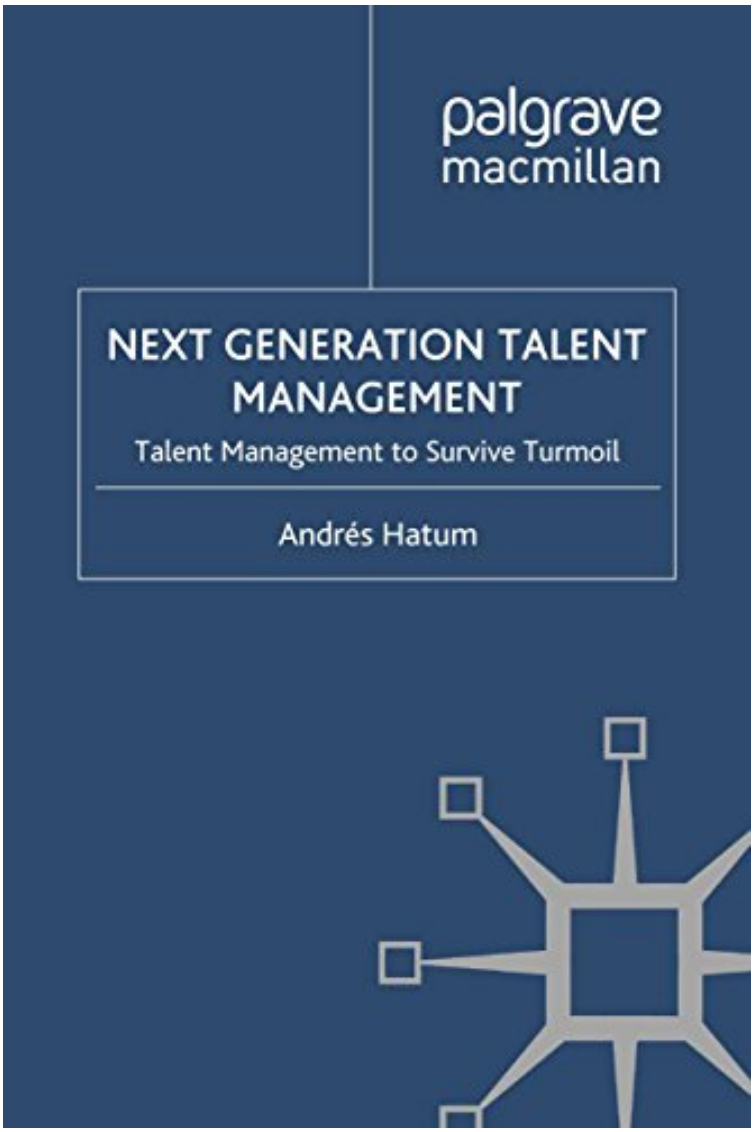

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A. Hatum : Next Generation Talent Management: Talent Management to Survive Turmoil before purchasing it in order to gage whether or not it would be worth my time, and all praised Next Generation Talent Management: Talent Management to Survive Turmoil:

1 of 1 people found the following review helpful. Talent about talentBy eugenioThis book is a comprehensive and clear view about Talent Management. Away from been just a compound of jargon (a bias that seams difficult avoid for most of business books), professor Hatum is able to relate concepts, companies, issues and best practices in a clear and

didactic manner.A huge amount of useful information comprehensibly presented in less than 150 pages, with charts, diagrams, questions and chapter highlights, helps to keep attention and interest at all times, and shows genuine respect for the reader.Practical examples and best practices taken from real companies (from Dow to Cirque du Soleil, from Pfizer to L'Oreal, and many more) is a demonstration of great knowledge and serious research on the subject that is generously shared.The book finishes by presenting a conceptual and consistent model of how Talent should be managed today by any company that wants to remain at the edge of its market. A way of "connecting the dots", as Hatum says, that integrates in one image everything that we've been reading.Only someone very talented can deliver a teaching experience about talent like this.0 of 1 people found the following review helpful. Practical, Useful and Concise book on Talent ManagementBy Derrick KonThis is one of the most practical, useful and concise books of global talent management I have read. Instead of the generic ideas on the importance of talent and talent management, the book provides practical case studies from global multinationals including Southwest Airlines, Pfizer, Deloitte, L'Oreal, Dow and others.As the book is written by an Associate Professor, it has academic rigour and depth too. Going beyond just defining and explaining what is "talent", it highlights from academic research the attributes commonly used to characterize talent management; this is definitely useful for anyone who wants to dive deeper in the area of talent management studies. Simple but effective diagrams are also use to put the concepts across which both a beginner or specialist in talent management will find them useful.A 3-step process for next-generation talent management is also discussed in depth, which is (1) Attracting the right talent (2) Broading the scope of development (3) A long-term retention model. This leads to a dynamic model of talent management which any organisation could and should use for aligning its talent management strategy with its business strategy. Overall a good book worth disgesting and having.

In the past talent was largely an issue for Human Resources personnel. Now, in an era characterized by workforce heterogeneity andnbsp;changing environments, talent is an important issue for managers themselves. This booknbsp;explains the organizational transformations that have occurred and the new talent challenges managers have to confront.

From the Inside FlapIn today's business world, characterized by fast-paced change and heterogeneity of personnel, talent is no longer the exclusive domeain of human resources managers.nbsp; Talent has become an organizational issue of concern for all business leaders.nbsp; What changes have recently come about to make this the case? And, more importantly, how can businesses attract, retain and develop the most talented of the new generation of young people hoping to enter the workforce? How can they get the best out of a new cohort, without succumbing to organizational turmoil?In Next Generation Talent Management, Andreacute;s Hatum provides innovative responses to these questions.nbsp; Drawing on the practical experiences of top global companies including L'Oreacute;al, Deloitte, Syngenta and Cirque du Soleil, DOW and elBulli, he outlines a path towards success for all businesses looking to attain a competitive advantage throught people.nbsp; Detailed case studies are complemented by "best practice at a glance" boxes.nbsp; Hatum provides a workable framework for how companies can develop tools and long-term strategies aimed at finding the best people, broadening the scope of their personal development, and helping to keep them loyal to the enterprise.nbsp; This is a book no business manager can afford to ignore.From the Back Cover"Andreacute;s Hatum has come up with an excellent guide for winning the talent war in today's global environment.nbsp; Comprehensive and research-based, yet fully practical and accessible, a wonderful book for any manager!"-Claudio Fernaacute;ndez-Araacute;oz, Senior Adviser of Egon Zehnder International and author of Great People Decisions"Andreacute;s Hatum offers a well-researched and clear vision ofnbsp;acute;next practiceacute; talent management for the future."-Stephen Cummings, Professor of Strategy, Victoria University of Wellington"A talented and capable workforce determines to a very large extent the success or organizations.nbsp; Therefore, talent management should be high on the business agenda of any enterprise and on the mind of every leader.nbsp; Andreacute;s Hatum has done a terrific job in writing a very comprehensive book which is full of useful concepts, theories, methods and examples"-Dr. Nick van Dam, Global Director Learning for Deloitte Touche Tohmatsu and Director Human Capital for Deloitte Consulting"In the era of the acute;Talent Waracute; Andreacute;s Hatum delivers anothernbsp;acute;home runacute;: crystal clear concepts supported by real life cases from leading organizations.nbsp; A must-read for HR professionals and business leaders who truly believe in talent as a key competitive advantage in today's world"-Sebastian Soria, Global Compensation Director, The Dow Chemical Company"A must-read book for attaining competitive advantage through people"-Javier Quintanilla, Professor of Managing People in Organizations, IESE Business School, Universidad de Navarra"Andreacute;s Hatum's book truly guides the executive into realizing what is at stake and establishing winning 'post-crisis' Talent strategies."-Francois de Waziegrave;res, Director, International Recruitment, L'Oreacute;al Group"This is the most brilliant text on talent I have ever read.nbsp; It helps us understand that while talent is but one word, there are many types of talent.nbsp; This book teaches us how to manage this diversity of skills and abilities to release all the creative potential that people, and in turn organizations, have."-Ferran Adriagrave;- World's Best Restaurantnbsp;for four consecutive years (Restaurant Magazine), Chef,

acute;Best Chef of the Decadeacute; (Restaurant Magazine).nbsp; Owner of elBulli RestaurantAbout the AuthorANDRES HATUM is Associate Professor in Management and Organization at IAE Business School (Argentina).nbsp; He holds a PhD from Warwick Business School, University of Warwick, UK.nbsp; He is also visiting Scholar at IESE Business School, Spain; Nyenrode Business Universiteit, The Netherlands; and University Adolfo Ibantilde;ez, Chile.Andreacute;s has published articles in the British Journal of Management, Management Research, Family Business and Harvard Business Latin America.nbsp; he has contributed to, and is the author of, many books in Spanish and English, such as Adaptation or Expiration in Family Firms: Organizational Flexibility in Emerging Economies (Edward Elgar, 2007).His research focuses on talent management, organizational flexibility and career development.He is Director of CIGLA- Centro de Investigacioacute;n Guiacute;a Laboral- a research center specializing in understanding organizational, talent and managerial challenges for firms in Latin America.