



Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series)

From Pfeiffer

Download now

Read Online ➔

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeiffer

A Publication of the Society for Industrial and Organizational Psychology

Praise for *Strategy-Driven Talent Management*

"Silzer and Dowell's *Strategy-Driven Talent Management* provides a comprehensive overview of the different elements of the best talent management processes used in organizations today. This is a valuable resource for leaders and managers, HR practitioners and anyone involved in developing leadership talent."

—**Ed Lawler**, Professor, School of Business, University of Southern California

"Talent is the key to successful execution of a winning business strategy. *Strategy-Driven Talent Management* by Silzer & Dowell provides a thorough and very practical guide to building and managing talent based on the strategic needs of the organization. Business leaders will find this an excellent resource with many interesting examples and best practices from leading companies."

—**Herbert L. Henkel**, Chairman and Chief Executive Officer, Ingersoll Rand

"Thanks to *Strategy-Driven Talent Management*, we can move from an attractive idea of talent management to practices that deliver. This book brings the work of practitioners—the people who are inventing, crafting, and shaping the field of talent management—to the forefront. Their collective experiences and insights will certainly enrich your own research and practice."

—**Cynthia McCauley**, PhD, Senior Fellow, Center for Creative Leadership

"It is exciting to see that Rob Silzer and Ben Dowell have given us the state of the art in 2010 of integrating human resource issues into strategic management. This volume is a must read for human resource and line leaders alike. The journey is far from over, but this volume of work will chart the course for further progress."

—**Noel Tichy**, Professor, Management and Organizations, University of Michigan, Ross School of Business

 [Download Strategy-Driven Talent Management: A Leadership Im ...pdf](#)

 [Read Online Strategy-Driven Talent Management: A Leadership ...pdf](#)

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series)

From Pfeiffer

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeiffer

A Publication of the Society for Industrial and Organizational Psychology

Praise for *Strategy-Driven Talent Management*

"Silzer and Dowell's *Strategy-Driven Talent Management* provides a comprehensive overview of the different elements of the best talent management processes used in organizations today. This is a valuable resource for leaders and managers, HR practitioners and anyone involved in developing leadership talent."
—**Ed Lawler**, Professor, School of Business, University of Southern California

"Talent is the key to successful execution of a winning business strategy. *Strategy-Driven Talent Management* by Silzer & Dowell provides a thorough and very practical guide to building and managing talent based on the strategic needs of the organization. Business leaders will find this an excellent resource with many interesting examples and best practices from leading companies."
—**Herbert L. Henkel**, Chairman and Chief Executive Officer, Ingersoll Rand

"Thanks to *Strategy-Driven Talent Management*, we can move from an attractive idea of talent management to practices that deliver. This book brings the work of practitioners—the people who are inventing, crafting, and shaping the field of talent management—to the forefront. Their collective experiences and insights will certainly enrich your own research and practice."
—**Cynthia McCauley**, PhD, Senior Fellow, Center for Creative Leadership

"It is exciting to see that Rob Silzer and Ben Dowell have given us the state of the art in 2010 of integrating human resource issues into strategic management. This volume is a must read for human resource and line leaders alike. The journey is far from over, but this volume of work will chart the course for further progress."
—**Noel Tichy**, Professor, Management and Organizations, University of Michigan, Ross School of Business

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeiffer Bibliography

- Sales Rank: #841049 in eBooks
- Published on: 2009-11-04
- Released on: 2009-11-04
- Format: Kindle eBook

 [Download Strategy-Driven Talent Management: A Leadership Im ...pdf](#)

 [Read Online Strategy-Driven Talent Management: A Leadership ...pdf](#)

Editorial Review

From the Inside Flap

Strategy-Driven Talent Management

Organizations today understand that superior talent can create competitive business advantage. Executives are working with human resource managers and talent professionals to significantly improve their organization's ability to attract, develop, deploy, and retain the talent needed to achieve the organization's strategies. Effective CEOs and senior leaders are realizing that strong talent resources are as critical to business success as financial resources.

This book in the SIOP Professional Practice Series provides an up-to-date review and summary of current and leading-edge talent management practices in organizations. A comprehensive book, *Strategy-Driven Talent Management* brings together an outstanding group of leading practitioners who present state-of-the-art ideas, best practices, and guidance on how to recruit, select, assimilate, develop, and retain exceptional talent and integrate talent management efforts with organizational strategy. Written for human resource professionals, industrial-organizational psychologists, and corporate executives, this key resource is a clear must-read guide to the emerging field of strategic talent management.

Strategy-Driven Talent Management

- shows how to build competitive advantage through an integrated and strategic talent management program.
- summarizes what it takes to attract, develop, deploy, and retain the best talent for the strategic needs of an organization.
- reviews critical issues such as managing talent in global organizations and measuring the effectiveness of talent management programs.
- Includes case examples and CEO interviews from leading-edge companies such as PepsiCo, Microsoft, Home Depot, Cargill, and Allstate, which reveal how each of these organizations drives talent management with their business strategies.

This essential must-have HR resource offers insight into the future of strategic talent management, an extensive annotated bibliography and suggestions for preparing the next generation of organizational leaders.

From the Back Cover

A Publication of the Society for Industrial and Organizational Psychology

Praise for "Strategy-Driven Talent Management"

"Silzer and Dowell's *'Strategy-Driven Talent Management'* provides a comprehensive overview of the different elements of the best talent management processes used in organizations today. This is a valuable resource for leaders and managers, HR practitioners and anyone involved in developing leadership talent."
--Ed Lawler, Professor, School of Business, University of Southern California

"Talent is the key to successful execution of a winning business strategy. *'Strategy-Driven Talent Management'* by Silzer & Dowell provides a thorough and very practical guide to building and managing talent based on the strategic needs of the organization. Business leaders will find this an excellent resource

with many interesting examples and best practices from leading companies."

--Herbert L. Henkel, Chairman and Chief Executive Officer, Ingersoll Rand

"Thanks to "Strategy-Driven Talent Management," we can move from an attractive idea of talent management to practices that deliver. This book brings the work of practitioners--the people who are inventing, crafting, and shaping the field of talent management--to the forefront. Their collective experiences and insights will certainly enrich your own research and practice."

--Cynthia McCauley, PhD, Senior Fellow, Center for Creative Leadership

"It is exciting to see that Rob Silzer and Ben Dowell have given us the state of the art in 2010 of integrating human resource issues into strategic management. This volume is a must read for human resource and line leaders alike. The journey is far from over, but this volume of work will chart the course for further progress."

--Noel Tichy, Professor, Management and Organizations, University of Michigan, Ross School of Business

About the Author

Rob Silzer is the managing director of HR Assessment and Development, Inc. For more than twenty-five years he has consulted with managers, HR professionals, executives, and CEOs from more than 150 organizations. Dr. Silzer specializes in executive and management leadership, assessment, selection, coaching, and development, and in strategically driven HR systems. He is editor of *The 21st Century Executive: Innovative Practices for Building Leadership at the Top* and co-editor with Richard Jeanneret of *Individual Psychological Assessment: Predicting Behavior in Organizational Settings*.

Ben E. Dowell is an independent talent management consultant. He was vice president of talent management for the Bristol-Myers Squibb Company. His experience spans 30 years primarily working within companies to align talent management actions, systems, and processes with the strategic needs of the enterprise. Dr. Dowell specializes in talent management processes for senior leaders including succession planning and management, executive selection, and executive coaching.

The Society for Industrial and Organizational Psychology (SIOP) is a 4,000-member Division within APA. The Professional Practice Series provides practitioners and students with guidance, insights, and advice on how to apply the concepts, research findings, methods, and tools from I-O psychology to address human-capital issues in organizations.

Users Review

From reader reviews:

Allen Scheiber:

Book is definitely written, printed, or highlighted for everything. You can know everything you want by a book. Book has a different type. We all know that that book is important factor to bring us around the world. Beside that you can your reading expertise was fluently. A book Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) will make you to become smarter. You can feel far more confidence if you can know about almost everything. But some of you think which open or reading any book make you bored. It is far from make you fun. Why they can be thought like that? Have you seeking best book or ideal book with you?

Clarence Nelson:

Book is to be different for each and every grade. Book for children right up until adult are different content. To be sure that book is very important for all of us. The book Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) seemed to be making you to know about other knowledge and of course you can take more information. It is extremely advantages for you. The reserve Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) is not only giving you far more new information but also to become your friend when you truly feel bored. You can spend your spend time to read your book. Try to make relationship using the book Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series). You never experience lose out for everything in case you read some books.

James Sanchez:

Can you one of the book lovers? If so, do you ever feeling doubt if you find yourself in the book store? Attempt to pick one book that you just dont know the inside because don't evaluate book by its deal with may doesn't work is difficult job because you are afraid that the inside maybe not because fantastic as in the outside appearance likes. Maybe you answer may be Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) why because the wonderful cover that make you consider with regards to the content will not disappoint anyone. The inside or content is actually fantastic as the outside as well as cover. Your reading 6th sense will directly guide you to pick up this book.

Steven Delorme:

The book untitled Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) contain a lot of information on the item. The writer explains your girlfriend idea with easy means. The language is very clear and understandable all the people, so do definitely not worry, you can easy to read this. The book was written by famous author. The author brings you in the new era of literary works. You can actually read this book because you can please read on your smart phone, or gadget, so you can read the book with anywhere and anytime. If you want to buy the e-book, you can available their official web-site along with order it. Have a nice study.

**Download and Read Online Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series)
From Pfeiffer #VPXT09F3RD7**

Read Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer for online ebook

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer books to read online.

Online Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer ebook PDF download

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer Doc

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer Mobipocket

Strategy-Driven Talent Management: A Leadership Imperative (J-B SIOP Professional Practice Series) From Pfeffer EPub