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Misplaced Talent: A Guide to Better People Decisions (Hardback)

By Joe Ungemah

John Wiley Sons Inc, United States, 2015. Hardback. Book Condition: New. 231 x 157 mm. Language: English . Brand New Book. High-value talent management must be relevant to today's workplace. Misplaced Talent takes a hard look at the cluttered field of Talent Management, and offers a clear guide to making better people decisions in any organization. Deliberately challenging practitioners to do more, this insightful discussion sorts through the tools and techniques developed over the last century to examine their true relevance to the modern workplace. You'll learn which activities show the greatest potential to improve the lives of employees and the organizations they work for, and identify which of your existing practices don't really add enough value to be worth the expenditure of time, money, and potentially lost talent. The author asks you to make up your own mind about which approaches work best for your own specific talent decisions, but provides the best theory and practice available today as a foundation upon which to formulate a more relevant strategy. In a world of big data, the potential to understand employees and react appropriately has never been greater. So why is Talent Management as an industry relying...



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