



Demystifying Talent Management: Unleash People's Potential to Deliver Superior Results

Kimberly Janson

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Demystifying Talent Management offers practical advice for all managers, HR professionals, senior leaders, and other employees on how to work together to build a talented and motivated workforce. The book addresses performance, development, coaching, feedback, compensation, and other elements of people management. Using simple, straightforward language, Kim Janson tells you how you can avoid confusion and conflicts when engaging in talent management. You'll learn:

What performance is needed and expected – how to translate your company's strategy into individual performance

What it means to measure and track progress, simply and clearly

What you can and should do to help an individual's development

How to narrow your focus to improve a skill, knowledge, or experience

How to take both an individual's profile and the direction of the organization into account in career development and succession planning

How to make compensation (cash, public accolades, feedback, etc.) a true driver of results

How coaching and feedback are essential in bringing all the elements of talent management together

This book will guide you to a deeper understanding of the mechanics of talent management and development success so that all the stakeholders can come together in a win-win-win scenario.



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