



The Value of Talent: Promoting Talent Management Across the Organization

Janice Caplan

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In today's business environment extraordinary rates of change are driving the evolution of talent management from being a strategy that deals with skills shortages to a more comprehensive one that represents a radically different way of managing people and organizations.

In *The Value of Talent* Janice Caplan proposes a brand new inclusive approach to talent management which recognizes that to survive and prosper in this world, organizations require strategies that develop strengths, value diversity and encourage creativity across all levels of the organization. By applying the principles set out by the author, organizations will be able to help individuals achieve their aspirations whilst also addressing the gap between what the organization's capabilities are now and what will be required in the foreseeable future. The author emphasizes the importance of spotting changes on the horizon, formulating appropriate business strategies and indentifying the capabilities required to achieve them. She examines methods for developing organizational capabilities, individual development, performance enhancement, leadership development, and succession planning. The approach links all parts of the HR agenda, especially recruitment, development, reward and employee engagement - integrating these with business strategy to create consistency and clarity.

The book offers sound, practical advice and innovative solutions supported by examples and case studies from a broad range of international organizations leading the development of talent, including Standard Chartered, Guardian Media Group, BBC, KPMG, and Burson Marsteller.

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