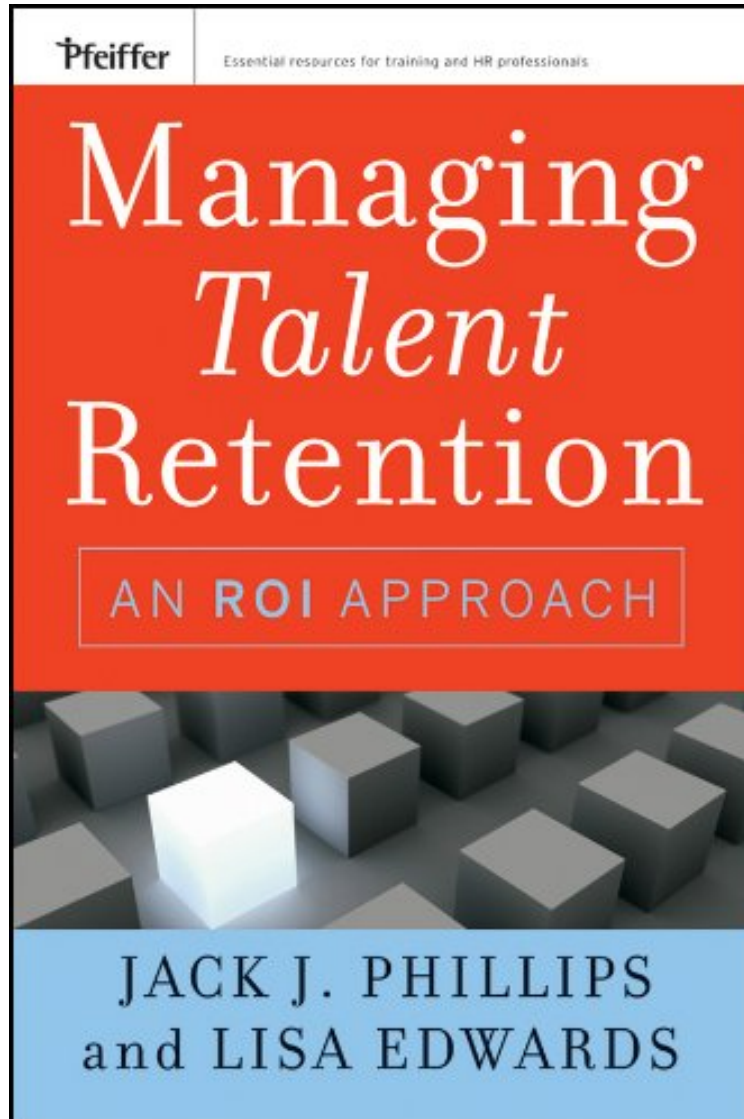


(Download) Managing Talent Retention: An ROI Approach

Managing Talent Retention: An ROI Approach

Jack J. Phillips, Lisa Edwards

*ePub | *DOC | audiobook | ebooks | Download PDF*



 Download

 Read Online

#1224042 in eBooks 2008-12-16 2008-12-16 File Name: B006BBCJTM | File size: 37.Mb

Jack J. Phillips, Lisa Edwards : Managing Talent Retention: An ROI Approach before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Managing Talent Retention: An ROI Approach*:

0 of 0 people found the following review helpful. Five Stars
By Alene M. Stewart
Excellent!
2 of 3 people found the following review helpful. Timing is everything
By Dick Damrow
This is a thorough and insightful book on a critically important topic; well-written and well-researched. What makes me sad is two things:
1. The timing; as executives are obsessed with cost reductions and staff reductions, it will be hard to interest them in topics like talent retention (even though it is even more important in times like these)
2. The audience; my guess is every HR and talent development professional will benefit from reading and referencing this book -- but it is the executive suite who would benefit most

from the insights of the authors. The good news is that the premise of the authors is evergreen -- and their insights will become increasingly relevant as we emerge from our uncertain economy. Those who follow their recommendations now will have a distinct competitive advantage. Great work.

Retention is becoming one of the most pressing concerns of employers worldwide. This book provides an overview of talent retention and defines retention and turnover in very specific measures. It explores the full impact of talent departure and most important it offers proven solutions to talent retention. The book clearly shows how to forecast the ROI of talent retention solutions and how to capture the actual ROI after the solution was implemented. This is a practical book providing an ROI approach to HR managers and practitioners.

From the Inside Flap: Managing Talent Retention: An ROI Approach. As the number of job candidates declines, the demand for employees increases, and the average number of years an employee stays with a single employer drops; the war for talent continues to heat up. Managing Talent Retention offers human resource professionals a practical guide for implementing a sensible, strategic, and proven approach for effectively managing employee retention and increasing the bottom line. Written by Jack J. Phillips and Lisa Edwards; two experts on the topic of talent retention; this indispensable resource examines the full impact of talent departure and clearly maps out the true cost of employee turnover. The authors also explain an issue that is often misrepresented, misunderstood, or not fully explored: the actual causes of talent loss. Written for anyone who is concerned about talent departure and wants to address the problem strategically, Managing Talent Retention includes effective ways to address these issues: Organize the Turnover Data. Illustrates specific methods for organizing and monitoring turnover data so the turnover problem can be clearly illustrated to senior management. Monetize the Turnover Costs. Shows how to accurately monetize the turnover cost and clearly demonstrates the negative financial impact of turnover to the organization. Analyze the Cause of Turnover. Provides an effective methodology to accurately pinpoint the cause of turnover. Actualize the Retention Solution. Demonstrates many proven retention solutions and helps to identify and implement the right solution for any organization. Realize the Impact and ROI. Offers the tools needed to accurately measure the financial impact of a retention solution and calculate ROI. In addition, Managing Talent Retention includes a variety of illustrative case studies of organizations that have managed talent retention successfully, using this approach.

From the Back Cover: Praise for Managing Talent Retention "More than another call to talent, Phillips and Edwards have thoughtfully crafted an insightful and useful book that will turn talent aspirations into measurable actions. Their creative work offers specific tools and methods to measure and improve retention. Any business leader or HR professional who believes in talent will find this work a valuable resource to measure the ROI of talent." — Dave Ulrich, professor, University of Michigan and partner, The RBL Group (www.rbl.net) "With employees as the scarce resource in today's marketplace, this book offers a proactive, targeted approach to attracting and retaining your talent. Comprehensive, with simple definitions and examples, this book will last as a resource to help you identify the opportunity, choose solutions and deliver not only a return on investment, but a specific advantage for your business." — Carrie Olesen, director, Employee Capability and Empowerment, Microsoft Corporation "For those of us focused on any segment of the talent management spectrum, here is a step-by-step guide for success? from acquisition to compensation to development to performance. This book is destined to become a classic. Jack and Lisa have given us a clear blueprint for building our own talent infrastructure." — Rebecca L. Ray, senior vice president, Global Talent Management and Development, MasterCard Worldwide "Few issues are more critical for today's organizations than the issue of managing talent retention and this book captures how to do it. The methodology provided here will prove invaluable for talent management leaders who need to effectively retain top performers and critical talent." — Jim Sutton, former senior director, Global Talent Development, Nike

About the Author: Jack J. Phillips is chairman of the ROI Institute. A seasoned HR veteran, Phillips has served as a senior HR executive in two Fortune 500 companies and in top executive roles, including president of a regional bank. A prolific writer, Phillips is the author or editor of more than 50 books and more than 200 articles. Lisa Edwards serves as director, Global Learning and Development, at Corbis (www.corbis.com) where she is responsible for developing Corbis' managers and leaders across sixteen countries.