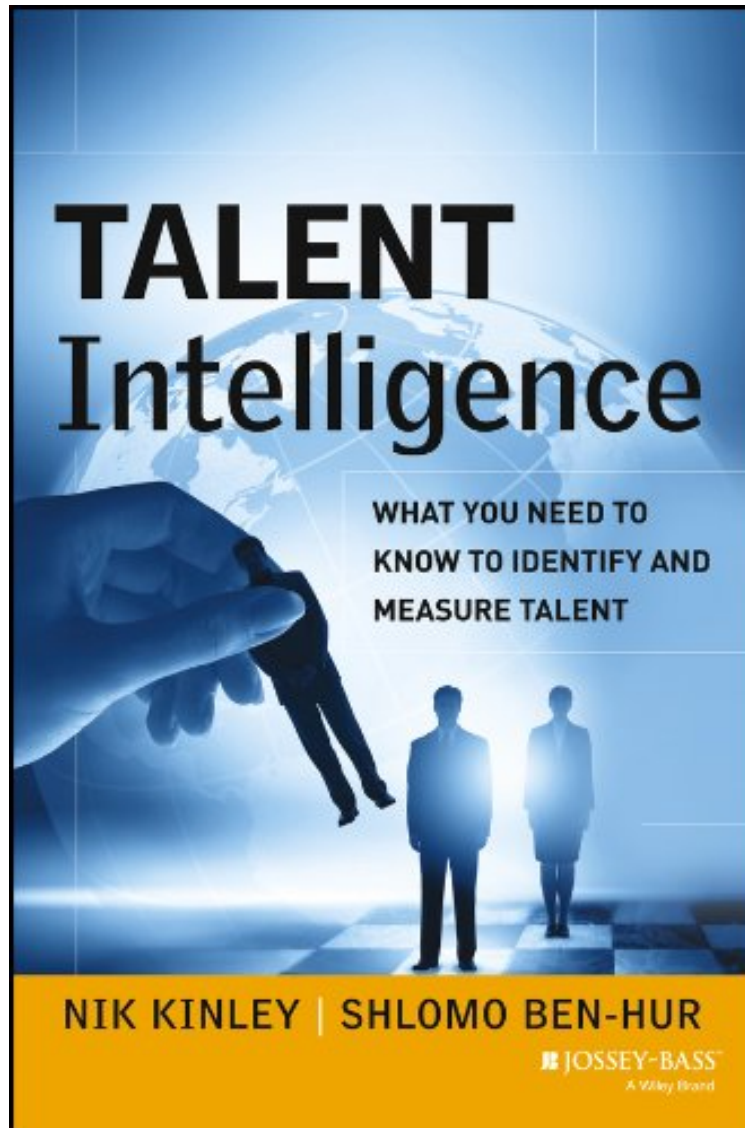


Talent Intelligence: What You Need to Know to Identify and Measure Talent

Nik Kinley, Shlomo Ben-Hur

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Nik Kinley, Shlomo Ben-Hur : Talent Intelligence: What You Need to Know to Identify and Measure Talent before purchasing it in order to gauge whether or not it would be worth my time, and all praised Talent Intelligence: What You Need to Know to Identify and Measure Talent:

1 of 1 people found the following review helpful. An impressively useful tool for anyone seeking to hire someone. By Brad Bennett. As director of a small business of mental health providers, and as a faculty member for a medical residency program, I often need to assess, interview, and select from candidates for various professional positions.

Prior to reading Nik Kinley and Shlomo Ben-Hur's helpful guide I tended to utilize varied approaches to these tasks, with no particular logic or consistency applied, and a fair amount of subjectivity. After reading Talent Intelligence, however, I learned the importance and significant benefit of using more organized and consistent approaches to hiring, including advanced preparation, improved objectivity in assessing individuals, and greater coordination among the individuals involved in the decision-making process. I have begun applying such approaches, with much better outcomes. The authors present their varied and rational proposals in an easy to understand, logical, and organized manner. They provide research-based and experience-based recommendations, while also identifying and debunking other approaches that are widely used but ineffective. They also willingly acknowledge the limitations and challenges of the overall process of assessing and selecting candidates, a candor which I found refreshing. Whether you are a relative novice, in need of direction about how to choose among candidates, or a more experienced hirer in need of reminders and/or validation about more effective approaches to talent selection, I expect that you will find this book highly instructive and repeatedly helpful. 1 of 1 people found the following review helpful. Every HR person should read this! By Nina Every HR person should read this! specially the ones who are in talent attraction, and talent management. Very good tips. 2 of 2 people found the following review helpful. The book that has been missing for years By Marco M. I've just finished reading the book on talent intelligence, and am really, really impressed! I have read countless HR books, but I can't recall one which so profoundly left me enlightened and wishing I had read it years ago when I first started working with talent and psychometric analyses. Really, really impressed are not words, I use often but here it barely does justice to how good the book is! I especially like the way, the authors pedagogically take one through all the anecdotal / mythical 'evidences'; the massive data to support their findings and recommendations, and the level of pragmatism and business angle they apply - it's not a theory book, but an applicant book. And a book, ambitious HR and not least talent professionals should have on their 'must reads' list - just like the CFOs of the world know their accounting manuals, knowing what is in this book has long been forgotten as an equally important aspect for the HR function. Marco Mingolla (former) Global Head of HR, Damco

The challenge with most companies' talent intelligence is that it is just not that intelligent. Having good talent intelligence; an accurate understanding of the skills, expertise, and qualities of people; is essential for the people decisions that all businesses make. Yet despite its vital importance, most organizations appear to be failing at this critical task. The reason lies in talent measurement: how companies produce their talent intelligence and then use it. Written by Nik Kinley and Shlomo Ben-Hur; two experts in the field; this book draws on the latest research to show how businesses can transform the value and impact of their talent intelligence to make sure they get the right people in the right roles. When that happens, all their talent management and development activities are built on an accurate understanding of the talent available to them. Filled with illustrative examples, the book shows how to overcome the stumbling blocks that stand in the way of successful talent intelligence and reveals step-by-step what organizations need to measure, how they can best do so, and how they can successfully implement measurement and use the results. As the authors explain, knowing what methods and tools to use is just part of the challenge: the bigger issue for many firms is ensuring they know how to use them and make the best use of the intelligence they provide.

I recommend this book to every practitioner as a daily guide to intelligent assessment in this vitally important area. (HR, July 2013) it offers a demystifying tour d horizon of this often confusing landscape and puts the client/commissioner of talent measurement processes onto the inside track. (Dialogue, September 2013) From the Inside Flap The challenge with most companies' talent intelligence is that it is just not that intelligent. Having good talent intelligence; an accurate understanding of the skills, expertise, and qualities of people; is essential for the people decisions that all businesses make. Yet despite its vital importance, most organizations appear to be failing at this critical task. The reason lies in talent measurement: how companies produce their talent intelligence and then use it. Written by Nik Kinley and Shlomo Ben-Hur; two experts in the field; this book draws on the latest research to show how businesses can transform the value and impact of their talent intelligence to make sure they get the right people in the right roles. When that happens, all their talent management and development activities are built on an accurate understanding of the talent available to them. Filled with illustrative examples, the book shows how to overcome the stumbling blocks that stand in the way of successful talent intelligence and reveals step-by-step what organizations need to measure, how they can best do so, and how they can successfully implement measurement and use the results. As the authors explain, knowing what methods and tools to use is just part of the challenge: the bigger issue for many firms is ensuring they know how to use them and make the best use of the intelligence they provide. From the Back Cover Praise for Talent Intelligence "Compelling reading for anyone about to invest in or revamp talent measurement activities to save time and money for the business and bring measurement practices to the next level." - Dr. Christopher Howarth, global head of Talent Management and Organization Development, Novartis International AG "A thought-provoking guide that contains a wealth of practical, specific suggestions for how to improve the way talent measurement works and the impact it has on business." - Samantha Halverson,

senior director of Talent Planning, Nike Inc. "Separates the facts from the fiction about what works and what doesn't. Understanding the principles [in this book] will enable HR and line managers to be informed and critical 'buyers' of talent measurement solutions." mdash;Stephanie Bird, director of HR Capability, Chartered Institute of Personnel and Development "Brings a scientific and systematic approach to show how firms can achieve a real competitive advantage in the talent market. Informative, enlightening, and essential reading for business and HR leaders." mdash;Jackie Wong, executive director and CEO, Temasek Management Services "This timely and important book is a must-read and a true 'eye opener' for HR professionals and business leaders alike." mdash;Georg Bauer, CEO, Financial Services, BMW AG (2004-2010) "Issues a true call to action to help businesses develop the dream teams they all want to have." mdash;Fabio C. Barbosa, CEO, Abril S.A.