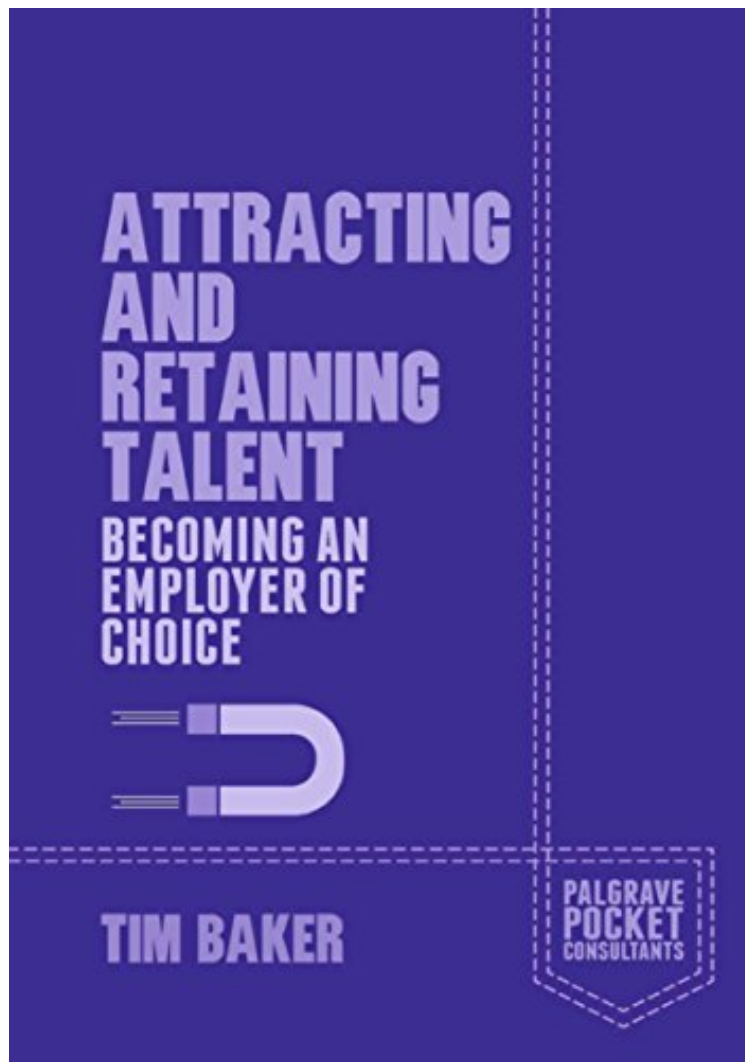


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Attracting and Retaining Talent: Becoming an Employer of Choice (Palgrave Pocket Consultants)

T. Baker

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T. Baker : Attracting and Retaining Talent: Becoming an Employer of Choice (Palgrave Pocket Consultants) before purchasing it in order to gage whether or not it would be worth my time, and all praised Attracting and Retaining Talent: Becoming an Employer of Choice (Palgrave Pocket Consultants):

0 of 0 people found the following review helpful. Great Insight on Strategies to Retain TalentBy Horn PlayerFull of really good ideas. I read it forward and backward. I sometimes find ideas going backward that I miss reading forward. I'm going to read it again very soon. Too many people think that money and benefits are the only factors to consider in trying to assemble a great team. This book has given me so much ammunition to use when our planners are trying to

make changes that limit or narrow our focus and remove variety from the selection of tasks we enjoy. The knowledge I've gained reading this book has given me the credibility needed to reform management philosophies that been counterproductive to the goals of retaining talent and keeping employees happy and committed. I highly recommend this book. This is no allegory style children's story book style business book. It's for people who want to cut to the lesson. In addition, chapters are summarized with ten bullet points.

Many companies are striving to adopt an 'employer of choice' strategy in an attempt to attract and retain quality staff, although few do this well. This book offers a practical roadmap for developing a more productive workplace culture; one that reflects the changing needs of the modern employee and the progressive organisation.

'Tim Baker's latest book provides just the ticket for turning your organization into a great place to work.' -Professor Marshall Goldsmith, author or editor of 34 books including the global bestsellers MOJO and What Got You Here Won't Get You There 'Tim's book is a real joy: clearly written, nicely produced and very practical. He brings some fresh thinking to the all-important area.' -Professor Adrian Furnham, University College London 'Tim Baker's insights in Attracting and Retaining Talent offer new ways of thinking about how employees relate to their organization. The ideas are fresh and forward thinking. The cases and tools are pragmatic and practical. This is an excellent book on how the organization of the future will match future employee expectations.' -Professor Dave Ulrich, Ross School of Business, University of Michigan; Partner, the RBL Group 'Attracting and Retaining Talent is a very timely book that asks the critical questions, presents clear and concise guidance, and shares examples of where organizations are getting it right. It is a valuable field guide for every organization that wants to engage the new workforce in a highly meaningful way.' -Jim Kouzes, co-author of the bestselling and award-winning book The Leadership Challenge; Executive Fellow of Leadership, Leavey School of Business, Santa Clara University 'While many books have identified seismic shifts in the workplace, few have identified as clearly as Tim Baker the crucial need for organizations to rethink their relationships between management and employees. This important and accessible new book emphasizes the need for new values and cultures to enable organizations to innovate, adapt, and renew their focus on customers, and it provides clear, research-based and practical advice for managers and employees to meet this need.' -Professor Peter Coaldrake, Vice-Chancellor, QUT 'Tim Baker explains why organizations must change old ways and shows how with the New Employment Relationship Model that offers practical and powerful approaches to flexibility, collaboration, customer focus, and performance orientation.' -Aubrey Warren, Pacific Training Development 'A highly recommended resource for business owners, human resource practitioners and managers. Tim Baker clearly articulates easy to follow and innovative guidelines on becoming an employer of choice.' -Dr Vicky Browning, MBA Director, QUT Graduate School of Business 'The ideas and methods in Tim's book have been applied with sensational results in several organizations I have been involved with. Highly-recommended reading.' -Dan McPherson, Executive Manager Organizational Development and Engagement, Lockyer Valley Regional Council 'Your suggestion of applying the research-based New Employment Relationship Model, which identifies eight values of the new psychological contract or employment relationship, is thought provoking.' -Commissioner Ian Stewart, Queensland Police Service About the Author Dr Tim Baker is an international consultant and Managing Director of WINNERS-AT-WORK Pty Ltd (www.winnersatwork.com.au), which specializes in assisting managers to develop productive workplace cultures. Tim has conducted over 2,430 seminars, workshops and keynote addresses to over 45,000 people in 11 countries across 21 industry groups over 18 years. He was voted one of the 50 Most Talented Global Training Development Leaders by the World HRD Congress. Tim is a successful author, executive coach, master trainer, visiting university lecturer and keynote speaker.