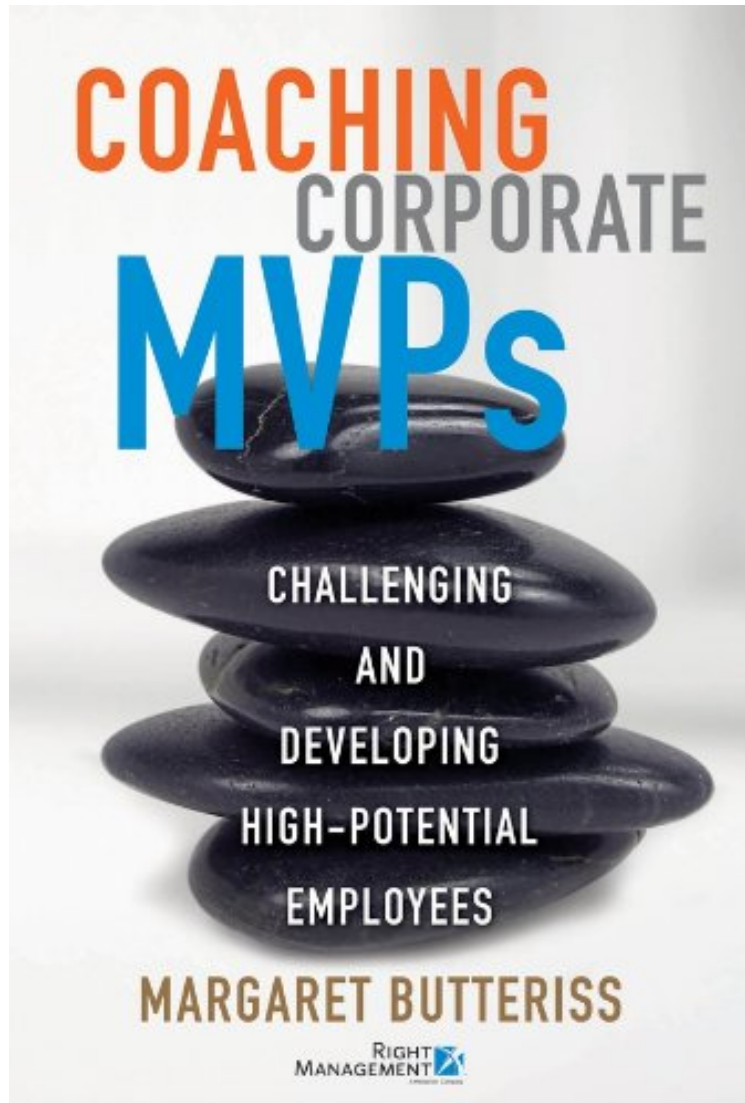


Coaching Corporate MVPs: Challenging and Developing High-Potential Employees

Margaret Butteriss

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Margaret Butteriss : Coaching Corporate MVPs: Challenging and Developing High-Potential Employees before purchasing it in order to gauge whether or not it would be worth my time, and all praised Coaching Corporate MVPs: Challenging and Developing High-Potential Employees:

2 of 3 people found the following review helpful. Coaching Corporate MVPs. Challenging and Developing High Potential Employees By Margaret Butteriss This book offers very helpful advice and tips on how to develop the organization's most valuable people. I especially enjoyed reading about the way some of the best companies identify and develop their employees. This is a must read!

"Coaching Corporate MVPs provides a very effective guide for developing this small group of high-impact performers within an organization. It makes a compelling case for a customized approach with coaching at its core, and also provides very practical examples of approaches that have been successful across a wide range of organizations and individual situations." -- David Denison, President and CEO, Canadian Pension Plan Investment Board
"For multinational companies, if you have not identified your MVPs at all levels of leadership and put plans in place to develop and retain them, you will not be able to compete in the future. This book provides a comprehensive framework for understanding the theory and application of a talent management strategy as well as countless global examples of successful companies and their practice. This is a must read for executives, HR professionals or anyone in management involved in ensuring the right people in the right roles have a plan for ongoing coaching and development. If you already have a process in place, this book provides a great way to identify best practice to enable you to take your process to the next level! Enjoy!" -- Emily Lundi Mallett, Director, Global Learning and Organization Effectiveness, Beckman Coulter, Inc.
"The author offers a compelling case to support the organization's MVPs...the 'go-to' people who are every company's most valuable and irreplaceable resources. Her guidance is superb and her examples and cases, excellent." -- Katherine D. Williams, Senior Director, Leadership and Organization Development, Genzyme Corporation
"Coaching Corporate MVPs presents a comprehensive and elegant summary of not only the best practices - the 'what' - but also the best processes and purposes - the 'how' and 'why' - an organization can use to support the development of their most talented people/" -- Larry M. Starr, Director/Chair of Graduate Studies, Organizational Dynamic, School of Arts and Sciences, University of Pennsylvania

From the Inside Flap
Corporate MVPs are the high-achievers in your organization. Only five to ten percent of your workforce, they are the key top performers who deliver extraordinary value to your business. they can be an any level in the organization, they produce dramatic and tangible results, challenge the status quo, serve as role models for others, and are team players and talent magnets who attract other high-potential individuals. The future of your business depends on developing a pipeline of Corporate MVPs, but too often they are not effectively managed or developed. Good management is the key to success in attracting and retaining these high-value performers, but how do you manage them effectively? The answer for many organizations lies in coaching and mentoring: creating personalized, individual development plans designed to meet the specific needs of high-performing employees. Based on an extensive interview study sponsored by Right Management, Coaching Corporate MVPs focuses on how to use coaching Successfully to develop and challenge your top performers: How the development needs of MVPs differ from those of others employees.