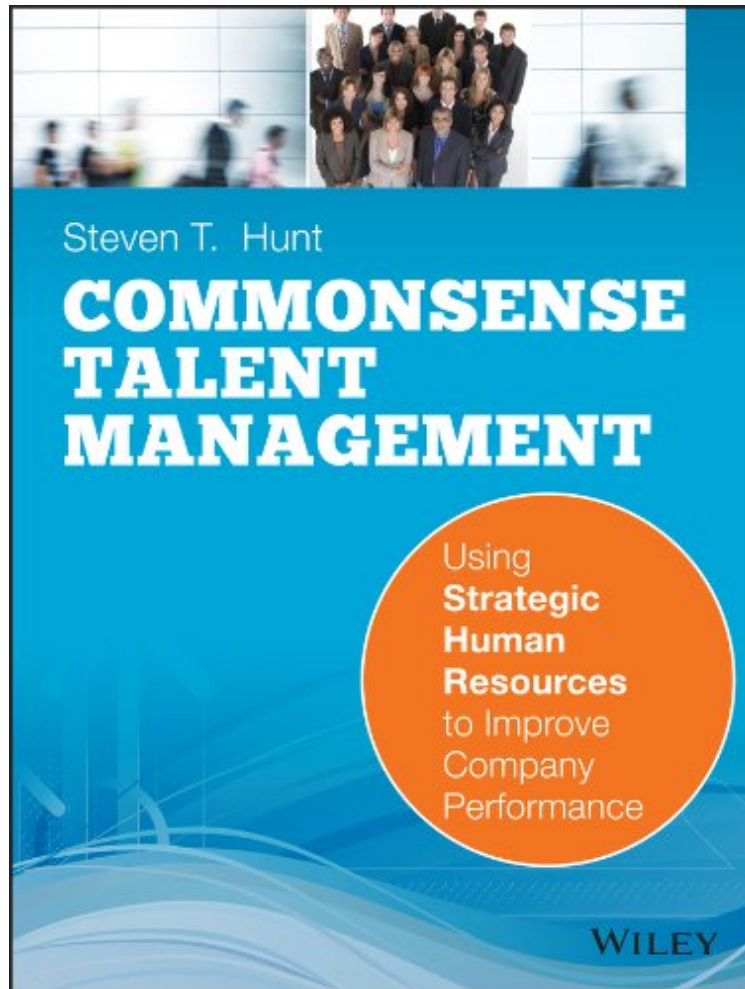


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Common Sense Talent Management: Using Strategic Human Resources to Improve Company Performance

Steven T. Hunt

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A comprehensive guide to using strategic HR methods to increase company performance. This book explains what strategic human resources means, how it differs from other HR activities, and why it is critical to business performance. It walks through key questions for designing, deploying and integrating different strategic HR processes including staffing, performance management, compensation, succession management, and development. The book also addresses the role of technology in strategic HR, and discusses how to get companies to support, adopt, and maintain effective strategic HR processes. The book includes dozens of illustrative examples of effective and ineffective strategic HR using stories drawn from a range of companies and industries.

From the Back Cover
Commonsense Talent Management
Commonsense Talent Management takes a comprehensive look across all of the major strategic human resource processes used to hire, motivate, develop, and retain employees throughout the employment life cycle. Unlike many other HR books, this book does not prescribe how HR processes should be designed. Instead it walks through the major considerations to ensure the processes you create are the right ones for your business. It is a guide through the major questions, concepts, and issues to consider when building and deploying strategic HR processes to support the unique business needs and culture of your company. If you want to understand how to think through HR at a more strategic level, how to articulate its value to others, and how to design processes that positively change employee behavior, this book is for you!

“Steven Hunt has a unique ability to distill the complexity of talent management into simple, easy-to-deploy concepts. Commonsense Talent Management will help anyone responsible for business performance or organizational development gain immediate traction in this space.” —David Crumley, VP, Global HR Technology and Continuous Improvement, Coca-Cola Enterprises, Inc.

“This comprehensive book shapes your thinking about what great talent management should look like and why it’s so important for any business. I was compelled many times to stop and put an idea into action immediately. This will be my go-to resource as we evolve our talent management system.” —Ellen Johnston, Director, HR Leadership Development, Varian Medical Systems

“This book brings together the critical elements of strategic HR and helps HR teams and leaders understand how to implement modern talent practices to drive high performance in the organization.” —Josh Bersin, Principal and Founder, Bersin by Deloitte.

“Steven provides great insights where he has been able to use research as the foundation for his thinking without losing sight of the common sense approaches that can be instrumental in effective strategic human resource work.” —Dr. Paul Levy, Professor of Industrial/Organizational Psychology, The University of Akron

“Steven cuts to the chase and offers invaluable insight. Commonsense Talent Management breaks it all down and provides an easy to follow roadmap for achieving exceptional organizational performance.” —Tom Porter, Director HR Administration, Kawasaki Motors Corp., U.S.A.

“Commonsense Talent Management captures the essential strategic HR principles and practices that business leaders need to know in order to mobilize their organizations toward high performance.” —Matthew Kleinman, Ph.D., Corporate Vice President, Organizational Effectiveness, New York Life