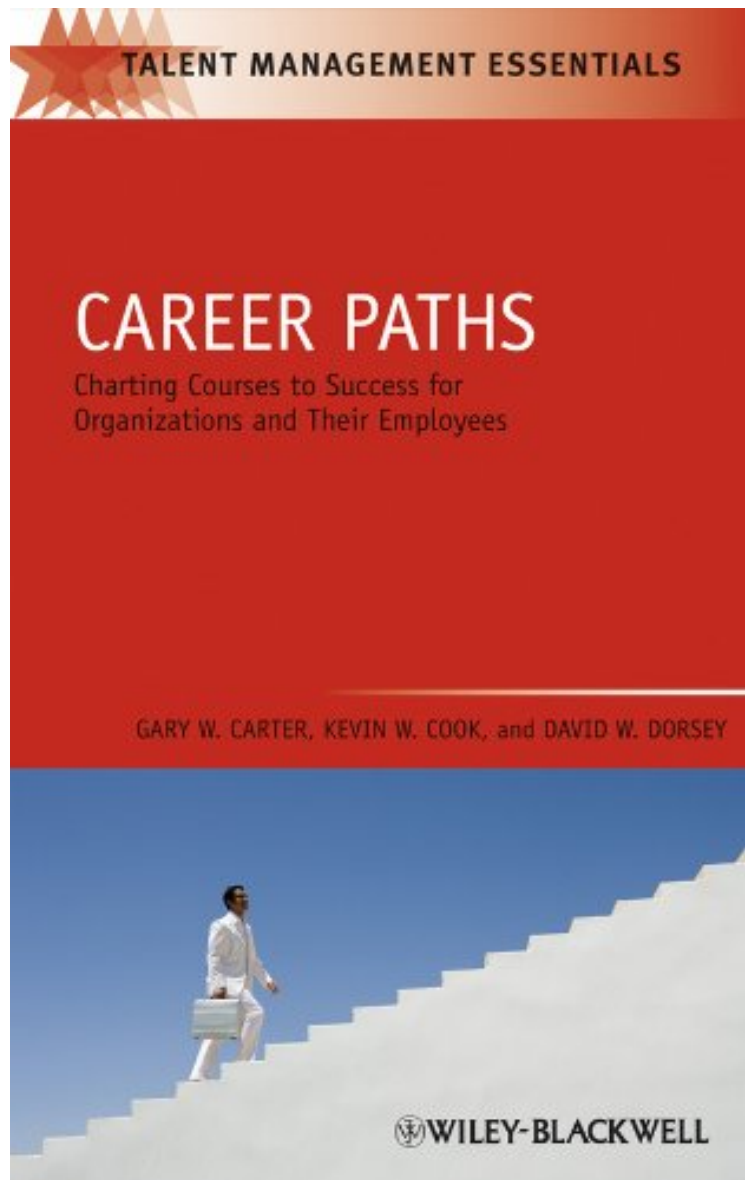


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(TMEZ - Talent Management Essentials)

## Career Paths: Charting Courses to Success for Organizations and Their Employees (TMEZ - Talent Management Essentials)

*Gary W. Carter, Kevin W. Cook, David W. Dorsey*  
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Career Paths provides practical tools and tips for developing and implementing career paths in the workplace. Discusses available resources organizations can use in developing career paths

"Versatility in talent is an organizational imperative, where career paths must link to both individual and organizational goals ndash; this book provides a step-by-step guide on how to make that happen in your company." ndash; Jennifer Burnett, Talent Management Executive ldquo;I like how Carter, Cook, and Dorsey have balanced the perspective and needs of the employee with the needs of the organization. Theyrsquo;ve provided a practical toolkit for practitioners, rooted in a strong conceptual model. I have looked at other sources on career paths in organizations, but this is the book rsquo;d actually use to design a system.rdqo; Steven D. Ashworth, PhD, Manager - Human Resource Research Analysis, Sempra Energy Utilities "Career Paths is a straight-forward guide to strategic talent management, illustrating how to integrate recruitment/selection with training/development. It is highly recommended to human resource and employee development professionals who want to optimize their use of human resources." ndash;Paul E. Spector, University of South Florida "If you are, like me, a consultant who helps organizations develop and utilize their talent toward maximum performance; or a business leader trying to build a world-class organization with limited financial resources; or a Human Resources manager whose Generation Y employees are anxious to get aheadmdash;you need to read this book. It clearly defines the "why" and "how" of using career path models as the foundation for a comprehensive talent management process. The ideas and methods defined in this book will help organizational leaders provide the structure to support employees' ambitions and will help employees understand exactly what they need to do to successfully manage their own careers. I am adding this book to my professional reference library." ndash;Gena Cox, PhD, Managing Consultant, Human Capital Resource CenterFrom the Back CoverCareer paths are the centerpiece of effective talent management systems. In todayrsquo;s global and highly competitive environment, it is increasingly important for organizations and managers to focus on successfully moving employees in the workplace. Career Paths offers a career path model and useful tools and tips for developing and implementing career paths and integrating those paths into talent management systems. The authors describe the value of career paths from individual employee, organizational, and industry standpoints and show how career path efforts can be integrated with recruitment and hiring, strategic planning, succession management, employee development, and retention programs. With a sample career path guide and a list of resources organizations can use in developing career paths, this book will be an indispensable reference for HR professionals, managers and executives, training and development professionals, and organizational consultants.About the AuthorDr. Carter is a Vice President of Personnel Decisions Research Institutes (PDRI), a leading human capital consulting firm. He is the leader of human capital consulting services in PDRIsquo;s Washington, DC office. Dr. Carter has over 20 years of experience designing and implementing human capital systems and processes. He has designed career paths and talent management tools integrated with career paths for many clients. Dr. Cook has more than 12 years of experience in design, development, implementation and evaluative research of assessment and development methodologies at all employee levels. Currently, he focuses on the development and global launch of executive level assessment and development capabilities as well as direct support of multinational implementations. Dr. Dorsey is a Vice President at Personnel Decisions Research Institutes (PDRI). He has more than 15 years of experience in human capital consulting and applied research and development. He has conducted innovative work in the areas of performance measurement, career management, and training and development. Dr. Dorsey has produced numerous professional book chapters, articles, and presentations, and he is the recipient of multiple research awards.