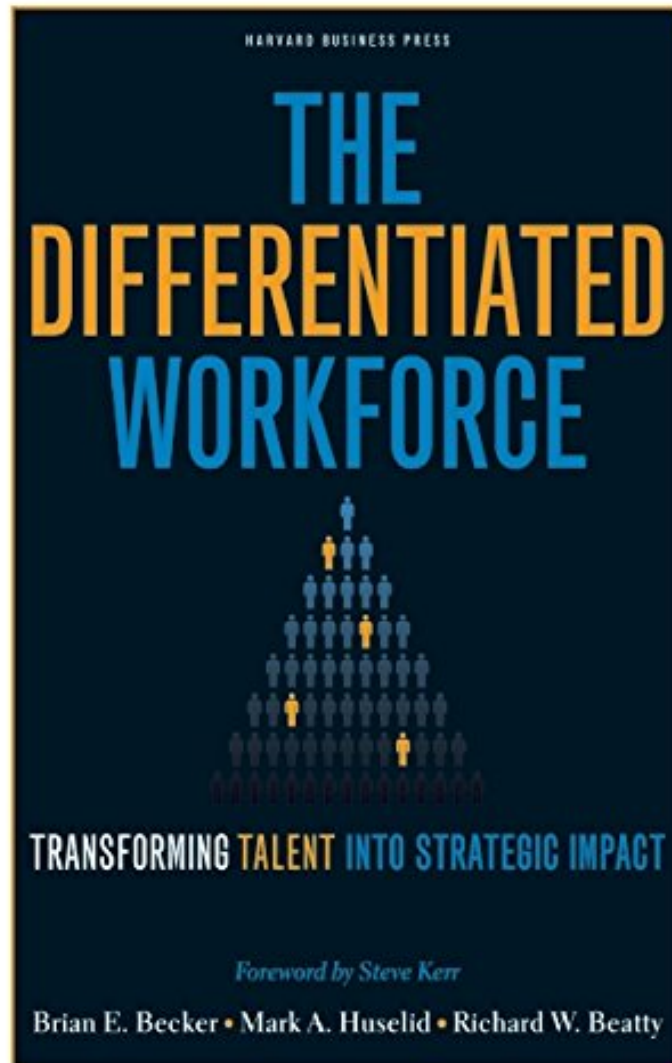


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The Differentiated Workforce: Translating Talent into Strategic Impact

Brian E. Becker, Mark A. Huselid, Richard W. Beatty
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Brian E. Becker, Mark A. Huselid, Richard W. Beatty : The Differentiated Workforce: Translating Talent into Strategic Impact before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Differentiated Workforce: Translating Talent into Strategic Impact:

0 of 0 people found the following review helpful. Great book, except chapter 2 By Thomas Webb Chapter 2 was a waste of time, but the rest is worth a read, and I like the honesty of the book, for example when the book suggested that companies are better off paying their bottom 10% of employees (the lowest performers) to stay at home. So true,

but I will let you do the reading to find out why. 2 of 2 people found the following review helpful. One of my two bibles
By Rob Foley This is one of two books that I carry with me at all times. It is simply the most strategic of HR books on the market. While it is certainly written more like a school text book than others, it provides a model to differentiate your company's workforce to deploy your human capital in the most effective way, focusing on the strategic positions that contribute to your company's ROI most.
1 of 1 people found the following review helpful. Solid concepts, ably explained and presented
By D. E. Huggins Although the reading is a little dry in places, the structure, learning points, arguments and examples are excellent. I've derived considerable business strategy from this text which has augmented my strategic planning processes.

Do you think of your company's talent as an investment to be managed like a portfolio? You should, according to authors Becker, Huselid, and Beatty, if you're interested in strategy execution. Many companies fall into the trap of spending too much time and money on low performers, while high performers aren't getting the necessary resources, development opportunities, or rewards. In *The Differentiated Workforce*, the authors expand on their previous books, *The HR Scorecard* and *The Workforce Scorecard*, and recommend that you manage your workforce like a portfolio - with disproportionate investments in the jobs that create the most wealth. You'll learn to:
Rise above talent management "best practice" and instead create a differentiated workforce that can't be easily copied by competitors
Differentiate those capabilities in your company that are truly strategic
Identify your wealth-creating "A" positions
Create a new relationship between HR and line managers, and articulate the role each plays in a differentiated workforce strategy
Develop the right measures for your organization
Based on two decades of academic research and experience working with hundreds of executives, *The Differentiated Workforce* gives you the tools to translate your talent into strategic impact.