

Talent

Daniel Chait,Jon Stross

Talent Tyler Cowen, Daniel Gross, 2022-05-17 The art and science of talent search: how to spot, assess, woo, and retain highly talented people. How do you find talent with a creative spark? To what extent can you predict human creativity, or is human creativity something irreducible before our eyes, perhaps to be spotted or glimpsed by intuition, but unique each time it appears? Obsessed with these questions, renowned economist Tyler Cowen and venture capitalist and entrepreneur Daniel Gross set out to study the art and science of finding talent at the highest level: the people with the creativity, drive, and insight to transform an organization and make everyone around them better. Cowen and Gross guide the reader through the major scientific research areas relevant for talent search, including how to conduct an interview, how much to weight intelligence, how to judge personality and match personality traits to jobs, how to evaluate talent in online interactions such as Zoom calls, why talented women are still undervalued and how to spot them, how to understand the special talents in people who have disabilities or supposed disabilities, and how to use delegated scouts to find talent. Talent appreciation is an art, but it is an art you can improve through study and experience. Identifying underrated, brilliant individuals is one of the simplest ways to give yourself an organizational edge, and this is the book that will show you how to do that. Talent is both for people searching for talent and for those who wish to be searched for, found, and discovered.

The Little Book of Talent Daniel Coyle, 2012-08-21 A manual for building a faster brain and a better you! The Little Book of Talent is an easy-to-use handbook of scientifically proven, field-tested methods to improve skills—your skills, your kids’ skills, your organization’s skills—in sports, music, art, math, and business. The product of five years of reporting from the world’s greatest talent hotbeds and interviews with successful master coaches, it distills the daunting complexity of skill development into 52 clear, concise directives. Whether you’re age 10 or 100, whether you’re on the sports field or the stage, in the classroom or the corner office, this is an essential guide for anyone who ever asked, “How do I get better?” Praise for The Little Book of Talent “The Little Book of Talent should be given to every graduate at commencement, every new parent in a delivery room, every executive on the first day of work. It is a guidebook—beautiful in its simplicity and backed by hard science—for nurturing excellence.”—Charles Duhigg, bestselling author of The Power of Habit “It’s so juvenile to throw around hyperbolic terms such as ‘life-changing,’ but there’s no other way to describe The Little Book of Talent. I was avidly trying new things within the first half hour of reading it and haven’t stopped since. Brilliant. And yes: life-changing.”—Tom Peters, co-author of In Search of Excellence

How to Draw Without Talent Danny Gregory, 2019-11-26 Want to draw but don't think you have the talent? This book is for you--no experience or formal training required! Danny Gregory, co-founder of the popular online Sketchbook Skool, shows you how to get started making art for pleasure with fun, easy lessons. Get started fast with just a pen and paper, learn to see your subject with new eyes, and enjoy the creative process.

Jack's Talent Maryann Cocca-Leffler, 2007-07-10 On the first day of school, as the children in Miss Lucinda's class introduce themselves and name their special talent, Jack wonders if he is good at anything.

Untapped Talent Jeffrey D. Korzenik, 2021-04-13 Tens of millions of people in the U.S. with criminal records are highly talented, reliable, and eager to work. Implement these second chance hiring practices to give your company a significant competitive advantage over those that do not. Researched, tested, and written by the chief investment strategist of one of the country’s leading business banks, Jeffrey Korzenik includes dozens of examples of businesses that have successfully implemented the second chance hiring practices outlined in this book. Korzenik shows those companies that have learned to go beyond the label and to evaluate the qualities of the individual applicant have tapped into an often-overlooked source of loyal and productive talent. In Untapped Talent, you will: Understand what goes into a successful second chance hire, from the support that will be needed internally to the resources that are available from outside agencies. Learn how businesses from a variety of industries have instituted successful second chance hiring programs and how this has positively impacted their culture and bottom line. Gain practical onboarding and coaching strategies that will help ensure a smooth transition and a productive, happy new employee. Acquire relevant knowledge of the criminal justice system to provide context in identifying the potential of second chance hiring. Your path to a loyal, engaged, and productive workforce starts with the clear competitive advantage you’ll gain by implementing the second-chance hiring practices within Untapped Talent.

Talent Unleashed A. Roger Merrill, Todd Davis, Michael Simpson, Shawn D. Moon, 2017-04-18 Presents guidance on how to inspire others through effective communication, including advice on helping people find clarity, a unique voice, and creativity.

Bleeding Talent T. Kane, 2017-07-01 Shaping the debate on how to save the military from itself. The first part recognizes what the military has done well in attracting and developing leadership talent. The book then examines the causes and consequences of the modern military’s stifling personnel system and offers solutions for attracting and retaining top talent.

Don't Waste Your Talent Bob D. McDonald, Don Hutcheson, 2005 Presents the research findings of the co-founders of The Highlands Program - a national (United States) performance improvement training company. Uses these findings to infer methods that can be used to, firstly, identify and articulate one's natural talents and, secondly, incorporate these talents more effectively into the career planning process.

America Needs Talent Jamie Merisotis, 2015-09-01 The author of Human Work in the Age of Smart Machines presents “a sharp, timely blueprint for unleashing the potential of millions of Americans” (Bruce Kats, Founding Director of the Brookings Metropolitan Policy Program). The president and CEO of Lumina Foundation, Jamie Merisotis is a leading voice in philanthropy, higher education, and public policy. In America Needs Talent, he explains the choices that must be made on all levels—in government, education, and the private sector, as well as by individuals—to usher in a new era of success and innovation in America. What if you paid for education based on what you actually learned, instead of the time you spent in class? What if visa applicants were treated like potential assets to our nation’s talent pool, rather than potential threats monitored by Homeland Security? Merisotis proposes bold ideas to successfully deploy the world’s most talented people, revitalize urban hubs, encourage private sector innovation, and power America’s knowledge economy in the 21st century.

Bet on Talent Dee Ann Turner, 2019-09-03 When it comes to running a business, the most important decisions a leader makes are not about products or locations--they're about people. For the past 33 years, Dee Ann Turner has been recruiting, training, and retaining some of the best employees in the restaurant business. Now she's ready to share her secrets on how to build, sustain, and grow an organizational culture that attracts world-class talent and consistently delights customers, no matter what your industry. In Bet on Talent, Turner shows you how to - create a remarkable company culture - select, sustain, and steward talent - nurture internal relationships - create company loyalty that leads to customer loyalty - instill the practice of servant leadership within your organization - treat everyone with honor, dignity, and respect - and much more

The Talent Code Daniel Coyle, 2009-04-28 What is the secret of talent? How do we unlock it? This groundbreaking work provides readers with tools they can use to maximize potential in themselves and others. Whether you’re coaching soccer or teaching a child to play the piano, writing a novel or trying to improve your golf swing, this revolutionary book shows you how to grow talent by tapping into a newly discovered brain mechanism. Drawing on cutting-edge neurology and firsthand research gathered on journeys to nine of the world’s talent hotbeds—from the baseball fields of the Caribbean to a classical-music academy in upstate New York—Coyle identifies the three key elements that will allow you to develop your gifts and optimize your performance in sports, art, music, math, or just about anything. • Deep Practice Everyone knows that practice is a key to success. What everyone doesn’t know is that specific kinds of

practice can increase skill up to ten times faster than conventional practice. • **Ignition** We all need a little motivation to get started. But what separates truly high achievers from the rest of the pack? A higher level of commitment—call it passion—born out of our deepest unconscious desires and triggered by certain primal cues. Understanding how these signals work can help you ignite passion and catalyze skill development. • **Master Coaching** What are the secrets of the world’s most effective teachers, trainers, and coaches? Discover the four virtues that enable these “talent whisperers” to fuel passion, inspire deep practice, and bring out the best in their students. These three elements work together within your brain to form myelin, a microscopic neural substance that adds vast amounts of speed and accuracy to your movements and thoughts. Scientists have discovered that myelin might just be the holy grail: the foundation of all forms of greatness, from Michelangelo’s to Michael Jordan’s. The good news about myelin is that it isn’t fixed at birth; to the contrary, it grows, and like anything that grows, it can be cultivated and nourished. Combining revelatory analysis with illuminating examples of regular people who have achieved greatness, this book will not only change the way you think about talent, but equip you to reach your own highest potential.

Rebel Talent Francesca Gino, 2018-05-01 “In this groundbreaking book, Francesca Gino shows us how to spark creativity, excel at work, and become happier: By learning to rebel.” — Charles Duhigg, New York Times bestselling author of *The Power of Habit* and *Smarter Faster Better* Do you want to follow a script — or write your own story? Award-winning Harvard Business School professor Francesca Gino shows us why the most successful among us break the rules, and how rebellion brings joy and meaning into our lives. Rebels have a bad reputation. We think of them as troublemakers, outcasts, contrarians: those colleagues, friends, and family members who complicate seemingly straightforward decisions, create chaos, and disagree when everyone else is in agreement. But in truth, rebels are also those among us who change the world for the better with their unconventional outlooks. Instead of clinging to what is safe and familiar, and falling back on routines and tradition, rebels defy the status quo. They are masters of innovation and reinvention, and they have a lot to teach us. Francesca Gino, a behavioral scientist and professor at Harvard Business School, has spent more than a decade studying rebels at organizations around the world, from high-end boutiques in Italy’s fashion capital, to the World’s Best Restaurant, to a thriving fast food chain, to an award-winning computer animation studio. In her work, she has identified leaders and employees who exemplify “rebel talent,” and whose examples we can all learn to embrace. Gino argues that the future belongs to the rebel — and that there’s a rebel in each of us. We live in turbulent times, when competition is fierce, reputations are easily tarnished on social media, and the world is more divided than ever before. In this cutthroat environment, cultivating rebel talent is what allows businesses to evolve and to prosper. And rebellion has an added benefit beyond the workplace: it leads to a more vital, engaged, and fulfilling life. Whether you want to inspire others to action, build a business, or build more meaningful relationships, *Rebel Talent* will show you how to succeed — by breaking all the rules.

Talent is Overrated Geoffrey Colvin, 2008 Fortune magazine editor Geoff Colvin offers new evidence that top performers in any field are not determined by their inborn talents. Greatness, he argues, does not come from DNA but from practice and perseverance honed over decades. The key to this is how successful people practice, how the results of practice are analysed and how they learn from their mistakes. This new mindset will change the way reader's think about their jobs and careers, and will inspire them to achieve more in all they do.

Talent Wins Ram Charan, Dominic Barton, Dennis Carey, 2018-03-06 *Radical Advice for Reinventing Talent--and HR* Most executives today recognize the competitive advantage of human capital, and yet the talent practices their organizations use are stuck in the twentieth century. Typical talent-planning and HR processes are designed for predictable environments, traditional ways of getting work done, and organizations where lines and boxes still define how people are managed. As work and organizations have become more fluid--and business strategy is no longer about planning years ahead but about sensing and seizing new opportunities and adapting to a constantly changing environment--companies must deploy talent in new ways to remain competitive. Turning conventional views on their heads, talent and leadership experts Ram Charan, Dominic Barton, and Dennis Carey provide leaders with a new and different playbook for acquiring, managing, and deploying talent--for today's agile, digital, analytical, technologically driven strategic environment--and for creating the HR function that business needs. Filled with examples of forward-thinking companies that have adopted radical new approaches to talent (such as ADP, Amgen, BlackRock, Blackstone, Haier, ING, Marsh, Tata Communications, Telenor, and Volvo), as well as the juggernauts and the startups of Silicon Valley, this book shows leaders how to bring the rigor that they apply to financial capital to their human capital--elevating HR to the same level as finance in their organizations. Providing deep, expert insight and advice for what needs to change and how to change it, this is the definitive book for reimagining and creating a talent-driven organization that wins.

Developing Talent for Organizational Results Elaine Biech, 2012-01-24 *Praise for Developing Talent for Organizational Results* Elaine Biech brings together some of the 'royalty' of American corporations and asks them to share their wisdom in increasing organizational effectiveness. In 46 information-filled chapters, these 'learning providers' don't just sit on their conceptual thrones; they offer practical advice for achieving company goals and the tools to make it happen.—Marshall Goldsmith, million-selling author of the New York Times bestsellers, *MOJO* and *What Got You Here Won't Get You There* Recruiting, developing, inspiring, engaging, and retaining your talent are critical to the growth and success of all organizations. *Developing Talent for Organizational Results* is a rich resource that can help you cultivate your most precious resource.—Tony Bingham, CEO & President ASTD and Co-author of *The New Social Learning* Hiring and developing talent is the area that I am most passionate about. . . . *Developing Talent for Organizational Results* covers all the important topics, uses multiple experts, and supports learning with ready-to-use tools to develop talent in your company. It is like having a million-dollar consultant sitting on your book shelf!—Mindy Meads, former CO-CEO Aéropostale and former CEO/ President Lands' End The best companies win with highly talented, highly committed employees—hiring and developing the best talent is essential. In *Developing Talent for Organizational Results*, Elaine Biech brings together the work of many of the most renowned learning providers in the world—all of them members of ISA: The Association of Learning Providers. Filled with a treasure-trove of consulting advice from The Ken Blanchard Companies, DDI, Forum, Herrmann International, Bev Kaye, Jack Zenger, and others, this book delivers the answers you want to improve leadership, management, and communication skills; address training, learning, and engagement issues; and shape the culture and care for your customers to achieve desired results.

Talent on Demand Peter Cappelli, 2008 Executives everywhere acknowledge that finding, retaining, and growing talent counts among their toughest business challenges. Yet to address this concern, many are turning to talent management practices that no longer work--because the environment they were tailored to no longer exists. In today's uncertain world, managers can't forecast their business needs accurately, never mind their talent needs. An open labor market means inevitable leaks in your talent pipeline. And intensifying competition demands a maniacal focus on costs. Traditional investments in talent management wind up being hugely expensive, especially when employees you've carefully cultivated leave your firm for a rival. In *Talent on Demand*, Peter Cappelli examines the talent management problem through a radical new lens. Drawing from state-of-the-art supply chain management and numerous company examples, he presents four new principles for ensuring that your organization has the skills it needs--when it needs them. In this book, you'll discover how to: ♦ Balance developing talent in-house with buying it on the open market ♦ Improve the accuracy of your talent-need forecasts ♦ Maximize returns on your talent investments ♦ Replicate external job market dynamics by creating an in-house market that links available talent to jobs Practical and provocative, *Talent on Demand* gives you the ideas and tools you'll need to match the supply of talent to your demand for it--today and tomorrow.

Beyond Talent John C. Maxwell, 2011-04-19 New York Times best-selling author John C. Maxwell shows that talent is just the starting point for a

successful impact in any organization. It's what takes you beyond your talent that matters. People everywhere are proving him right. Read the headlines, watch the highlights, or just step out your front door: Some talented people reach their full potential, while others self-destruct or remain trapped in mediocrity. What makes the difference? Maxwell, the go-to guru for business professionals across the globe, insists that the choices people make—not merely the skills they inherit—propel them to greatness. Among other truths, successful people know that: Belief lifts your talent. Initiative activates your talent. Focus directs your talent. Preparation positions your talent. Practice sharpens your talent. Perseverance sustains your talent. Character protects your talent. . . . and more! It's what you add to your talent that makes the greatest difference. With authentic examples and time-tested wisdom, Maxwell shares thirteen attributes you need to maximize your potential and live the life of your dreams. You can have talent alone and fall short of your potential. Or you can go beyond talent and really stand out.

Talent Makers Daniel Chait,Jon Stross,2021-03-30 Powerful ideas to transform hiring into a massive competitive advantage for your business Talent Makers: How the Best Organizations Win through Structured and Inclusive Hiring is essential reading for every leader who knows that hiring is crucial to their organization and wants to compete for top talent, diversify their organization, and build winning teams. Daniel Chait and Jon Stross, co-founders of Greenhouse Software, Inc, provide readers with a comprehensive and proven framework to improve hiring quickly, substantially, and measurably. Talent Makers will provide a step-by-step plan and actionable advice to help leaders assess their talent practice (or lack thereof) and transform hiring into a measurable competitive advantage. Readers will understand and employ: A proven system and principles for hiring used by the world's best companies Hiring practices that remove bias and result in more diverse teams An assessment of their hiring practice using the Hiring Maturity model Measurement of employee lifetime value in quantifiable terms, and how to increase that value through hiring The Talent Makers methodology is the result of the authors’ experience and the ideas and stories from their community of more than 4,000 organizations. This is the book that CEOs, hiring managers, talent practitioners, and human resources leaders must read to transform their hiring and propel their organization to new heights.

Top Talent Sylvia Ann Hewlett,2009-10-19 During tough economic times it's more vital than ever to hold on to and leverage your top performers: They've got the outsize smarts and dedication your firm needs to survive recession and emerge stronger. Yet in 2009 many employers are failing to support and sustain their best people. Loyalty and trust are out the window. Engagement is through the floor. Flight risk is at an all time high. In Top Talent, a volume in the Memo to the CEO series, Sylvia Ann Hewlett presents new data detailing what has happened to top talent in this brutal down cycle. She then explains how companies can re-engage and re-energize their stars. Drawing from virtual strategy sessions conducted within fourteen corporate giants--including GE, Merrill Lynch, and Time Warner--Hewlett presents eight cutting-edge interventions that have emerged as top picks for managers looking to motivate top talent in tough times, including: -Show that top leadership cares -Create a no-spin zone characterized by candid, frequent communication -Strengthen camaraderie and model stress-busting behaviors -Provide powerful nonmonetary rewards Concise and practical, this guide is essential for employers seeking to turbo charge their star performers.

Talent Ram Charan,Anish Batlaw,2022-01-04 How do some Companies Multiply their Market Cap several times over? Learning to build a high performing talent engine - today's strategic imperative! In this book, General Atlantic's Operating Partner Anish Batlaw and veteran business advisor and New York Times bestselling author Ram Charan, show you how to build and incentivize management teams that can multiply enterprise value several times over in 4-5 years. No matter how high your company's growth goal is, you'll get from here to there by learning from this book's riveting narrative of the high-stakes personnel decisions and bold actions taken by CEOs, investors, and boards who grew six real--and world-class--companies, ranging from ecommerce startups to major corporations like Johnson & Johnson. Told from both authors' firsthand vantage point inside each company, and from Batlaw's active role in shaping their outcomes, TALENT offers a rare inside look at how shareholder value is created when CEOs move with speed and accuracy to get the right leadership teams in place. How can you be sure that your company can grow its value as much as these six companies did? By learning from the versatile and replicable methodology presented in this book, which has worked effectively across geographies, cultures, and sectors. TALENT is the answer. Now is the time.

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