



Talent Intelligence: What You Need to Know to Identify and Measure Talent

By Nik Kinley, Shlomo Ben-Hur

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Talent Intelligence: What You Need to Know to Identify and Measure Talent By Nik Kinley, Shlomo Ben-Hur

The challenge with most companies' talent intelligence is that it is just not that intelligent.

Having good talent intelligence—an accurate understanding of the skills, expertise, and qualities of people—is essential for the people decisions that all businesses make. Yet despite its vital importance, most organizations appear to be failing at this critical task. The reason lies in talent *measurement*: how companies produce their talent intelligence and then use it.

Written by Nik Kinley and Shlomo Ben-Hur—two experts in the field—this book draws on the latest research to show how businesses can transform the value and impact of their talent intelligence to make sure they get the right people in the right roles. When that happens, all their talent management and development activities are built on an accurate understanding of the talent available to them.

Filled with illustrative examples, the book shows how to overcome the stumbling blocks that stand in the way of successful talent intelligence and reveals step-by-step what organizations need to measure, how they can best do so, and how they can successfully implement measurement and use the results.

As the authors explain, knowing *what* methods and tools to use is just part of the challenge: the bigger issue for many firms is ensuring they know *how* to use them and make the best use of the intelligence they provide.

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Talent Intelligence: What You Need to Know to Identify and Measure Talent By Nik Kinley, Shlomo Ben-Hur Bibliography

- Sales Rank: #1624484 in Books
- Published on: 2013-06-24
- Original language: English
- Number of items: 1
- Dimensions: 9.30" h x .98" w x 6.30" l, 1.10 pounds
- Binding: Hardcover
- 272 pages

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Editorial Review

Review

I recommend this book to every practitioner as a daily guide to intelligent assessment in this vitally important area. (HR, July 2013) it offers a demystifying tour d horizon of this often confusing landscape and puts the client/commissioner of talent measurement processes onto the inside track . (Dialogue, September 2013)

From the Inside Flap

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From the Back Cover

Praise for *Talent Intelligence*

"Compelling reading for anyone about to invest in or revamp talent measurement activities to save time and money for the business and bring measurement practices to the next level."

—**Dr. Christopher Howarth**, global head of Talent Management and Organization Development, Novartis International AG

"A thought-provoking guide that contains a wealth of practical, specific suggestions for how to improve the way talent measurement works and the impact it has on business."

—**Samantha Halverson**, senior director of Talent Planning, Nike Inc.

"Separates the facts from the fiction about what works and what doesn't. Understanding the principles [in this book] will enable HR and line managers to be informed and critical 'buyers' of talent measurement solutions."

—**Stephanie Bird**, director of HR Capability, Chartered Institute of Personnel and Development

"Brings a scientific and systematic approach to show how firms can achieve a real competitive advantage in the talent market. Informative, enlightening, and essential reading for business and HR leaders."

—**Jackie Wong**, executive director and CEO, Temasek Management Services

"This timely and important book is a must-read and a true 'eye opener' for HR professionals and business leaders alike."

—**Georg Bauer**, CEO, Financial Services, BMW AG (2004-2010)

"Issues a true call to action to help businesses develop the dream teams they all want to have."

—**Fabio C. Barbosa**, CEO, Abril S.A.

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Richard Dunn:

This Talent Intelligence: What You Need to Know to Identify and Measure Talent book is simply not ordinary book, you have after that it the world is in your hands. The benefit you get by reading this book is information inside this reserve incredible fresh, you will get information which is getting deeper you actually read a lot of information you will get. This particular Talent Intelligence: What You Need to Know to Identify and Measure Talent without we understand teach the one who reading through it become critical in considering and analyzing. Don't become worry Talent Intelligence: What You Need to Know to Identify and Measure Talent can bring once you are and not make your tote space or bookshelves' turn into full because you can have it with your lovely laptop even telephone. This Talent Intelligence: What You Need to Know to Identify and Measure Talent having excellent arrangement in word in addition to layout, so you will not feel uninterested in reading.

Bonnie Lugo:

The knowledge that you get from Talent Intelligence: What You Need to Know to Identify and Measure Talent will be the more deep you excavating the information that hide inside the words the more you get considering reading it. It does not mean that this book is hard to be aware of but Talent Intelligence: What You Need to Know to Identify and Measure Talent giving you joy feeling of reading. The writer conveys their point in a number of way that can be understood simply by anyone who read that because the author of this book is well-known enough. This particular book also makes your current vocabulary increase well. Therefore it is easy to understand then can go along with you, both in printed or e-book style are available. We propose you for having that Talent Intelligence: What You Need to Know to Identify and Measure Talent instantly.

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