



The Talent Masters: Why Smart Leaders Put People Before Numbers

Ram Charan , Bill Conaty

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The Talent Masters itself stems from a unique marriage of talents. Bill Conaty, in the course of a 40-year career at General Electric, worked closely with CEOs Jack Welch and Jeff Immelt to build the company's internationally renowned talent machine. Ram Charan is the legendary advisor to companies around the world. Here they combine their unparalleled experience and insight to create a blueprint for talent development, and to show how critical it is to the continuing and future success of every business.

The essential skill that lasts. Why talent management guarantees future results in a way that short-term financial success and market share cannot.

Secrets of the masters. How world-class companies achieve their stellar performance decade after decade by finding and nurturing leadership talent.

The importance of knowledge. Why knowing and understanding your talent and reviewing it systematically is the foundation for creating a steady, self-renewing stream of leaders for all levels of your organization - from first-line supervisors to the CEO.

The Talent Masters tool kit. Specific guidelines that will help you assess and improve your company's talent mastery capabilities.

The Talent Masters: Why Smart Leaders Put People Before Numbers Details

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From Reader Review The Talent Masters: Why Smart Leaders Put People Before Numbers for online ebook

Subroto says

Still going through it

Picked it up expecting to read more about the systems of the handpicked companies the author duo calls the Talent Masters for their talent principles and practices.

Started with Goodyear (for no apparent reason other than being fed up of reading about GE and P&G in this area).

For now, not very impressed. Insight part is missing.

However will continue reading to see if there's something new and insightful. Good read for non people oriented managers/ leaders or HR students. Not so much recommended for experienced HR professionals.

Mahesh Sheshadri says

A Must Read for every Business Leader & Talent Management Professional!

The Business Cases of HUL, GE, Novartis and Agilent will surely equip every business leader to implement robust talent management practices spanning Succession Planning, Leadership Development and Culture Creation.

H says

Well written book on Talent Management. In summary, people are your bottomline.

Dave says

Conaty and Charan present a convincing argument for a rigorous, top-down approach to Talent Management. Definitely worth the read.

Hari Pudipeddi says

Offers a very good insight into how corporations manage their Talent. The speed at which leaders are replaced if they wish to step down. Very good read if you are beginning to understand how to manage your teams.

Neha says

This is truly a 'Bible' on talent leadership development. It should be adopted widely as the main standard for talent management!

Boney Antony says

This book gave me a lot of insight into how an organization needs to truly embrace talent building with as much intensity as sales, finance, operations..etc. A book I keep referring to for suggestions of change at my workplace and to lead me to more material along the lines of talent development..
