



The Talent Solution: Aligning Strategy and People to Achieve Extraordinary Results

By Edward L. Gubman

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Today's workplace is facing a talent crisis. The economy is booming but companies are finding it harder to fill positions and keep good people. The Talent Solution holds the key to leveraging a company's most vital competitive advantage -- its people. In this research-driven, ground-breaking book, Gubman shows top managers exactly how to boost performance by aligning strategy and employees. More than a quick fix, The Talent Solution will enable managers to transform their organization into a world-class competitor.

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Editorial Review

From the Back Cover

Strategies to Develop, Keep, and Leverage Your Company's Talent! The Talent Solution provides a step-by-step program for achieving outstanding long-term results by getting the most out of an increasingly scarce resource--talent. Here's what the experts are saying about this timely, action-oriented new book:

"The Talent solution offers a fresh viewpoint that inextricably links business success to people development. Gubman's lively, action-focused perspective is highly relevant for any manager, and avoids the jargon that so often inflicts books written by consultants."--Fred Wiersema, Author, *The Discipline of Market Leaders and Customer Intimacy*.

". . .Realistic and practical ideas for aligning and engaging talent as a solution for satisfying customers and creating value for shareholders. . .(The Talen Solution) provides evidence of 'win-win-win' for employees, customers, and shareholders when talent is actively managed, aligned, and engaged."--David R. Whitwam, Chairman and CEO, Whirpool Corporation.

Full of terrific examples. . .An outstanding integration of much of the current thinking on strategy and organization design."--Edward Lawler, Professor of Business Adminstration, Director of Center for Effective Organizations, University of Southern California.

"Ed Gubman is certainly right when he says that corporate strategy (and strategizing) has become dangerously disconnected from employees. His advice on bringing strategy and people together had better be heeded, or organizations may find themselves trying to produce first-rate results with second-rate people and processes."--William Bridges, Author, *JobShift* and *Managing Transitions*.

"Ed focuses on the key challenges tht we all face. If we are to be successful, how do we get the right people, and how do we motivate them to be the catalysts that will make the difference for our respective organizations?"--H. Laurance Fuller, CEO, Amoco Corporation.

Users Review

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Loyd Tyler:

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