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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 address training learning and engagement issues and shape the culture and care for your customers to achieve desired results **A Coach's Guide to Developing Exemplary Leaders** James M. Kouzes, Barry Z. Posner, 2017-07-10 An evidence based approach to real world leadership development *A Coach's Guide to Developing Exemplary Leaders* presents leadership not as an inherent talent but as a set of skills to be learned Backed by over 30 years of original research and data from over four million individuals this book offers a framework for leadership development in the modern business environment and a set of best practices for training the leaders of tomorrow The basic curriculum centers around The Five Practices of Exemplary Leadership Model the Way Inspire a Shared Vision Challenge the Process Enable Others to Act and Encourage the Heart As fundamental elements of great leadership at any level in any industry these tenets establish a learnable measureable teachable set of behaviors that form the basis of evidence based leadership development This book shows you how to use the Five Practices and related tools to coach promising talent into leadership roles Success stories show how these practices have been implemented in real world situations and worksheets and checklists help you easily integrate the Five Practices into your existing coaching regimen Highly practical and straightforward this action focused guide helps you shape the future of leadership Teach people skills that have been proven

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