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—Carolyn McCauls, PhD, Senior Fellow, Center for Creative Leadership

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—Milt Tichy, Professor, Management and Organizations, University of Michigan, Ross School of Business

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Strategy-Driven Talent Management

A Leadership Imperative

The Editors

Rob Silzer is the managing director of HR Assessment and Development, Inc. For more than twenty-five years he has consulted with managers, HR professionals, executives, and CEOs from more than 150 organizations. Dr. Silzer specializes in research and management of assessment, selection, coaching, and development, and in strategically driven HR systems. He is the author of The 21st Century Executive: Innovative Practices for Leading, and co-editor with Richard J. Nunnally of Individual Psychological Assessment: Prescribing Behavior in Organizational Settings.

Ben E. Dowell is an independent talent management consultant. He was vice-president of human resources for the Boeing-Kyusko Aircraft Company, where he spent thirty years primarily working with companies to develop talent management actions, systems, and processes with the strategic needs of the enterprise. Dr. Dowell specializes in talent management processes for senior leaders including succession planning and management, executive selection, and executive coaching.

The Society for Industrial and Organizational Psychology (SIOP) is a 4,000-member Division within APA. The Professional Practice Series provides practitioners and students with guidance, insights, and advice on how to apply the concepts, research, theories, methods, and tools from industrial and organizational psychology to address human-capital issues in organizations.

Praise for Strategy-Driven Talent Management

Strategy-Driven Talent Management provides an up-to-date review and summary of current and leading-edge talent management practices in organizations. A comprehensive book, Strategy-Driven Talent Management brings together an outstanding group of leading practitioners who present state-of-the-art, best practices. It covers everything from recruiting, select, assimilate, develop, and retain exceptional talent and integrate top talent efforts with organizational strategy. Written for human resource professionals, industrial psychologists, and corporate executives, this key resource is a clear road map to this emerging field of strategic talent management.

Dr. Dowell and Dr. Silzer bring their years of experience in working with companies to develop talent management actions, systems, and processes, with the insights they’ve gathered to the forefront. Their attractive idea of talent management translates into practices that deliver. This book is an excellent resource with many interesting examples and best practices from leading companies.

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To the innovators and seekers who see possibilities and have the courage to challenge the status quo to pursue them

—R.F.S.

To my wife, Viki, who has been my understanding partner for over forty years; my daughter, Meggan, who brings me joy every day; and my grandsons, Ben and Quinn, who are the future

—B.E.D.
Strategy-Driven Talent Management
A Leadership Imperative

Rob Silzer and Ben E. Dowell, Editors

Foreword by Allan H. Church and Janine Waclawski
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