

Talent Advantage

Developing Your Workforce to Drive Innovation and Business Results

How can you unlock the full potential of your people to drive business performance? *The Talent Advantage* by **Stefan Stremersch** is a practical, evidence-based guide for HR leaders, managers and departmental heads who want to embed talent development into their organization's strategy. It shows that talent is not an exclusive trait but can be cultivated in every employee through the right methods, mindset and environment. Drawing on real-world examples from Merck, Michelin and Nefab, this book combines scientific insights with actionable frameworks to help you nurture skills, increase engagement and link development directly to business goals. You'll learn how to: - Apply formal, social and on-the-job learning to build capability - Design incentives and upskilling programs that improve performance - Assess and raise proficiency levels across teams and functions - Leverage AI and innovation to accelerate talent development Packed with templates, tools and proven strategies, *The Talent Advantage* equips mid and senior-career professionals to design development systems that engage employees, strengthen teams and deliver measurable impact for the organization. **Themes include:** talent development strategy, employee engagement, upskilling, AI in HR, evidence-based HR

Employees with the knowledge and skills needed to meet the organization's objectives and who are performing at their full potential are the key to business success. The way to achieve this is through an evidence-based approach to talent development. Packed with scientific insights, practical guidance and actionable advice, *The Talent Advantage* is an essential guide to nurturing your employees to reach their full potential and drive business performance. This book explains why talent should be a core part of every company's strategy and shows that talent is not something that some people have and some people don't, it can be nurtured in everyone. Covering learning methods, individual and team approaches, upskilling and incentives, this book is essential reading for all mid and senior level HR professionals, innovation and commercial leaders, line managers and anyone responsible for talent management. Including frameworks, templates and tools, this book is also full of real-world examples from organizations such as Merck, Michelin and Nefab to show how this approach to talent management and innovation applies in practice. There is also coverage how formal, social and on-the-job learning are necessary for developing employees and why engagement, purpose and a key understanding of how roles contribute to the business is essential. With specific guidance on how to assess and improve proficiency levels across the workforce as well as discussion of the role of artificial intelligence and innovation in developing talent, this is ideal reading for all HR professionals wanting to develop individuals and teams and cascade an evidence-based approach to talent management across the whole organization.



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