



Strategic Talent Development: Develop and Engage All Your People for Business Success

Janice Caplan

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In recent years globalization and technological advances have changed the business world. In this new world of ideas, which may come from anywhere within the company, businesses must be sufficiently agile, future-focused, and innovative to keep pace with rapid change. In these new conditions, command and control systems no longer work effectively and nor do extended hierarchies of management. To be successful, tomorrow's leaders will have to recognize the importance of their people. Strategic Talent Development will help them to:- Develop talent for the future - Encourage an organizational culture that is collaborative and innovative- Direct and coordinate their people to encourage flexibility and rapid responses- Actively harness employee engagementStructured around a unique new model, the Four-Point framework, Strategic Talent Development will enable leaders to transform their employees' talent as a competitive advantage in order to deliver strategic success.

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