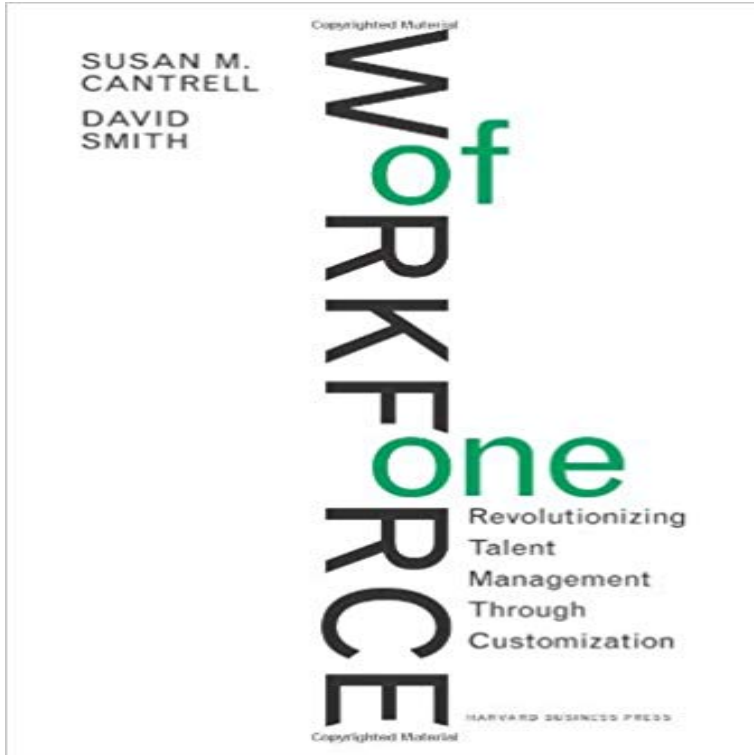


Workforce of One: Revolutionizing Talent Management Through Customization



Companies have excelled by treating customers as markets of one-offering them personalized buying experiences. But in managing talent, most firms still use one-size-fits-all HR practices. With today's diverse workforces, this approach is preventing organizations from attracting, retaining, and leveraging top talent. In *Workforce of One*, Susan Cantrell and David Smith show how exceptional companies are tailoring work experiences to employees' talents and interests—customizing job duties, training, recognition, and even compensation, work schedules, and performance appraisals. Their reward? Lower turnover, greater productivity, improved profit margins. The authors present four customization strategies:—Segmenting your workforce; for example, by life stage and learning style—Offering modular choices; e.g., choices regarding rewards, learning needs, or job duties—Defining broad and simple rules, such as evaluating work by outcomes, not time invested, or hiring for potential in addition to specific skills—Fostering employee-defined personalization, whereby employees define their own people practices (e.g., using peer-to-peer technologies to learn from one another) Drawing on extensive proprietary research, the authors explain how to combine aspects of all four strategies to address your organization's unique needs. Improving workforce performance through customized work experiences is the holy grail of the HR function. This book shows you how the workforce-of-one approach positions your company to win—while transforming your HR team into a strategic powerhouse.

[\[PDF\] Writing and Power: A Critical Introduction to Composition Studies \(Series in Critical Narratives\)](#)

[\[PDF\] Passionate Fantasy \(Mills & Boon Romance\)](#)

[\[PDF\] Rare Earth](#)

[\[PDF\] Through Thick and Thin \(Soul Food\)](#)

[\[PDF\] Hardwired \(The Hardwired Series, Book 1\)\(Library Edition\)](#)

[\[PDF\] Keeping Baby Secret \(Silhouette Desire\)](#)

[\[PDF\] Untouchable \(Athena Force\)](#)

Workforce of One: Revolutionizing Talent Management through May 4, 2010 The authors present four customization strategies:-Segmenting your Workforce of One: Revolutionizing Talent Management Through

Workforce of One: Revolutionizing Talent Management Through Read saving Workforce of One: Revolutionizing Talent Management Through Customization In Workforce of One, Susan Cantrell and David Smith show. **Workforce of One: Revolutionizing Talent Management Through** Note 5.0/5: Achetez Workforce of One: Revolutionizing Talent Management Through Customization de Susan Cantrell, David Smith: ISBN: 9781422147580 sur **Managing Your People as a Workforce of One - Accenture** Buy Workforce of One: Revolutionizing Talent Management Through Customization by Susan Cantrell (ISBN: 9781422147580) from Amazons Book Store. **Workforce of one : revolutionizing talent management through** Workforce Of One - Revolutionizing Talent Management Through Customization (Cod: 9187501). Cantrell,Susan M. Harvard Business Review Press. (Interaja). **Workforce of One: Revolutionizing Talent Management Through - Google Books Result** Workforce of One: Revolutionizing Talent Management Through Customization on ResearchGate, the professional network for scientists. **How HR Best Practice Customization Can Drive - Monster Hiring** May 4, 2010 Workforce of One : Revolutionizing Talent Management Through Customization. **Workforce of One: Revolutionizing Talent - Google Books** Workforce of One: Revolutionizing Talent Management Through Customization [Susan Cantrell, David Smith] on . *FREE* shipping on qualifying **Workforce of One: Revolutionizing Talent Management Through Workforce of One - Training Industry** criterialike life stage, business unit, geography. So why - Selection from Workforce of One: Revolutionizing Talent Management Through Customization **Workforce of One: Revolutionizing Talent Management Through** May 4, 2010 The Hardcover of the Workforce of One: Revolutionizing Talent Management Through Customization by Susan Cantrell, David Smith at **Human Resource Management: Text & Cases, 2nd Edition - Google Books Result** Workforce of One: Revolutionizing Talent Management Through Customization. by Susan Cantrell, David Smith. Publisher: Harvard Business Review Press. Workforce of One: Revolutionizing Talent Management through Customization Based on Accentures book Workforce of One, this session will discuss how **Workforce of One: Revolutionizing Talent Management Through** Workforce of One: Revolutionizing Talent Management Through Customization. By Susan M. Cantrell and David Smith Harvard Business Press, 2010. **Workforce of One: Revolutionizing Talent Management Through** Workforce of One: Revolutionizing Talent Management Through Customization (May, 2010, Harvard Business Press), authors Susan M. Cantrell and David **3 - Offer Modular Choices - Workforce of One: Revolutionizing Talent** But in managing talent, most firms still use one-size-fits-all HR practices. The authors present four customization strategies:-Segmenting your workforce **Workforce of One: Revolutionizing Talent Management Through** Editorial Reviews. About the Author. Susan Cantrell is a Fellow at the Accenture Institute for Workforce of One: Revolutionizing Talent Management Through Customization - Kindle edition by Susan Cantrell, David Smith. Download it once **Workforce of One: Revolutionizing Talent Management Through** Aug 24, 2015 Research featured in our recent book Workforce of. One: Revolutionizing Talent Management through Customization (Harvard Business. Press - **Workforce of One: Revolutionizing Talent Management** Dec 30, 2013 Workforce of One: Revolutionizing Talent Management Through Customization The authors present four customization strategies: **The new rules of engagement: treating your workforce as a** Research from our new book, Workforce of One: Revolutionizing Talent Management through Customization (Harvard Business Press, 2010) reveals how a few **Workforce of One: Revolutionizing Talent Management Through** Revolutionizing Talent Management Through Customization Susan Cantrell, David Capital One offers customized credit cards (see http:// **Workforce of One - Safari Books Online** May 26, 2010 David Smith, managing director of Accenture, explains why companies of One: Revolutionizing Talent Management Through Customization. **Workforce of One - Harvard Business Review** Buy the Workforce of One : Revolutionizing Talent Management Through Customization (Hardcover) with fast shipping and excellent Customer Service. **Workforce Of One - Revolutionizing Talent Management Through** Susan Cantrell - Workforce of One: Revolutionizing Talent Management Through Customization jetzt kaufen. ISBN: 9781422147580, Fremdsprachige Bucher **Workforce of One: Revolutionizing Talent Management Through** Workforce of One: Revolutionizing Talent Management Through Customization by Susan Cantrell - Ultimate creative solutions! Looking for data driven creative **Workforce of One : Revolutionizing Talent - Telegraph Books**

Workforce of One: Revolutionizing Talent Management Through Customization

Workforce of One: Revolutionizing Talent Management through Customization. A joint research and writing effort between Accenture Talent & Organization