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Essential resources for training and HR professionals

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CASE STUDIES

RESEARCH

MODELS

TOOLS

MARK R. SOBOL • PHIL HARKINS • TERENCE CONLEY

EDITORS

Linkage Incs Best Practices For Succession Planning Essential Knowledge Resource

DJ Losen



Linkage Incs Best Practices For Succession Planning Essential Knowledge Resource:

Linkage Inc.'s Best Practices in Succession Planning Linkage Inc.,2007-07-16 Plan For Your Organization s Succession Planning provides the ultimate guide for planning developing implementing and sustaining succession planning in any organization This must have book provides step by step instructions practical advice templates and tools from some of the world s best companies and Linkage a global organization development company that specializes in leadership development Linkage Inc s Best Practices for Succession Planning is the comprehensive resource that includes information needed to Ensure that succession management is owned by business leaders rather than just HR Assess potential for future roles not just track record of performance Manage succession data on individuals and talent pools Balance talent development and acquisition in achieving future objectives Develop the processes tools and organizational capabilities necessary to effectively implement and sustain the system Integrate succession planning systems with other businesses and HR systems in the organization to achieve efficiency consistency and impact **Leading the Global**

Workforce Phil Harkins,David Giber,Mark Sobol,Madeline Tarquinio,Louis Carter,2005-12-13 Leading the Global Workforce provides a handy guide for international organizations that must achieve results in managing and sustaining a global workforce The fourteen illustrative cases outlined address the major concerns recruiting and developing global leaders global organizational learning cross cultural communication outsourcing line functions and managing global careers and transitions from sixty of the world s best practice global organizations Each case shows how the organization advanced a global business strategy with a new initiative in the areas of global leadership development cultural change career transition succession planning change management outsourcing and global performance In addition Leading the Global Workforce also describes the overall strategy planning and implementation of the initiative feedback from participants and overall evaluation of results Many of the cases contain competency models practical tools instruments and materials that were most effective

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