

Beyond HR: The New Science of Human Capital

By John W. Boudreau, Peter M. Ramstad

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Is your talent strategy a unique competitive advantage? As competition for top talent increases, companies must recognize that decisions about talent and its organization can have a significant strategic impact.

Beyond HR shows how organizations can uncover distinctive talent contributions, strategically differentiate their HR practices and metrics, and more optimally allocate talent to create value. Illustrations from companies such as Disney, Boeing, and Corning describe a new decision science called Talentship, that reveals opportunities by identifying strategy pivot points and the optimal talent and organization decisions that address them.

A unique framework helps readers identify their own distinctive strategic pivot points and connect them to talent decisions, showing how today's "HR" can evolve to fulfill its potential as a source of strategic advantage.

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