

The New Talent Acquisition Frontier: Integrating HR and Diversity Strategy in the Private and Public Sectors and Higher Education



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Reviews

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(Dr. Jaquan Goodwin Jr.)

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Stylus Publishing, 2013. Book Condition: New. Brand New, Unread Copy in Perfect Condition. A+ Customer Service! Summary: * Create the inclusive, high performance workforce needed to succeed in an increasing multicultural society and global marketplace * Learn how global organizations and leading professional associations develop integrated HR/diversity talent strategies, and the specific challenges they face * Get practical tools to assess integrated HR/diversity strategic planning, and see why organizations are not making more diversity progress * Develop specific performance indicators to track your progress in implementing synergistic HR/diversity approaches * Case studies of SHRM, federal and state government, global corporations, and higher education illustrate systematic, integrated HR/diversity efforts For HR professionals and leaders, chief diversity officers, line managers, and executives in the private and public sectors and higher education, this book presents a systematic approach to integrating HR practices and strategic diversity initiatives to create the inclusive, high performance workforce that every enterprise and institution needs to succeed in an increasingly multicultural society and global marketplace. The authors' point of departure is that talent is the primary strategic asset necessary for organizational success in a demographically diversifying and globally interconnected world. Organizations must optimize their human capital resources by the deliberate development of synergy between human resource (HR) and diversity programs. The authors identify two critical practices: talent management through the orchestration of HR and diversity programs to enhance organizational capability by unleashing, mobilizing, nurturing, and sustaining the contributions of a diverse workforce; and talent sustainability through the close integration of HR and diversity to continuously develop systems, structures, processes, and a culture that heighten employee commitment, engagement, and inclusion. They further believe that there should be a commonality of practice across all types of organizations, so that each sector can learn from the others to accelerate its adaptation to...



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