

Managing the
Mavericks: Nurturing
Key Talent (Chandos
Business Guides: Human
Resources & Training)

Thorne, Kaye

Note: This is not the actual book cover

Managing The Mavericks Nurturing Key Talent

Kaye Thorne, Andy Pellant



Managing The Mavericks Nurturing Key Talent:

Today's HR for a Sustainable Tomorrow R.K. Mishra, Shulgana Sarkar, Punam Singh, 2012-03-20 We are now going through a sustainability revolution that will rival the agricultural and industrial revolutions in the way it will transform society Innovation and creativity will be needed to develop radical new products that are less damaging to the environment and generate new business and job The book is of interest to all business and management students academicians researchers practitioners consultants corporate managers governments non governmental organizations and international organizations with special interest in issues relating to HRM for sustainability The book is centered on the theme of HRM and sustainability The authors have pulled different strings of HRM enabling sustainability from the designing and assembling the HR functions for sustainability to creating sustainable culture to best practices in HRM for sustainability The authors have shared various perspectives in terms of the role of HRM for sustainability from culture building to employer branding to employee engagement The authors have also reflected upon the role of HRM in managing future workforce and creating conducive and sustainable employee relations

Managing Employee Well-being Donald Currie, 2001 **Trade Unions and Management** Robert M. Carton, 2001 This work demonstrates the changing nature of industrial relations between unions and management today changes that are necessary if the challenges of business in the 21st century are to be met From a brief history of labour negotiation in the UK the project traces the development of conflict bargaining the changing nature of the trade union role the inspiration behind the partnership approach and the demands and opportunities that this approach can create **Managing the Mavericks** Angela Ishmael, Kaye Thorne, 2003 Based on extensive research and illustrated with real life case studies this book identifies the key characteristics of mavericks and shows how you can build an organization that will attract retain and maximize their talents

The Challenge of Outsourcing Human Resources Sally Vanson, 2001 This work is clearly divided into easy to read chapters focusing on the practicalities of HR outsourcing It takes the reader on a comprehensive journey from the initial strategic decision looking at the criteria for informed decisions and the elements of HR which could be outsourced to the supplier briefing process service provision and service level agreements legislation bidding and contracting internal and external communication of change the selling process timelines and operating style and the contract review activities An interesting aspect is the consideration given to sharing and aligning values the cultural aspects and the employer branding perspective Customer centricity is a key theme which makes the book particularly pertinent to the new era of dot com and e commerce organizations

Strategic Responses for a Sustainable Future Torben Juul Andersen, 2021-09-06 Strategic Responses for a Sustainable Future considers how modern organizations can respond to and deal with increasingly uncertain environmental conditions with the aim of creating effective solutions that can sustain business growth and performance **Books In Print 2004-2005** Ed Bowker Staff, Staff Bowker, Ed, 2004

The Essential Guide to Managing Talent Kaye Thorne, Andy Pellant, 2007 Losing top talent can cost businesses big

money The ability to identify and nurture talent is a trait that is shared by the market leading brands such as Innocent and Virgin featured as case studies in this book A common misconception is that attracting and retaining talented staff is all about offering an attractive salary But although pay is one of the leading motivators for choosing a job learning and development opportunities and employer perceptions play an increasingly important role As well as adding to the debate on the war on talent Thorne and Pellant present the latest best practice thinking about becoming an employer of choice Written in an accessible easy to follow style this essential guide is a comprehensive introduction to talent management It enables readers to quickly make sense of the term employer branding and demonstrates how to apply it in order to become an attractive employer

Compendium of Knowledge Solutions , The Disposable Visionary Curtis Powell,Bill . Jerome,2015-12-14 Is it possible for visionary leaders to adhere to their idealism and integrity without becoming casualties of corporate conservatism and executive level politics This book says yes arguing for the need for visionary change agents in organizations and resolving the paradox of visionary change in a bureaucratic environment Why do many companies state they want change but then often fire employees who truly rock the boat in their efforts to shift the paradigm to make improvements How should disposable visionaries leaders who are passionate about new ideas but who underestimate or intentionally ignore the political environment that supports maintaining the status quo and consequently are in danger of losing their jobs keep their passion regardless of the opposition and also keep their jobs Written with wit and filled with poignant insights and well documented examples this book provides practical advice and encouragement to those who are driven to promote new ideas and reach new levels of achievement Not just for executive level corporate leaders frustrated by their company s resistance to change the information and inspiration presented will be enlightening to anyone who has ever been puzzled or annoyed by obstructive internal politics at work Readers will come away with effective ways to deal with politics champion breakthrough innovation be recognized as their organization s most valuable asset and unlock their potential to change the competitive playing field The book will also be invaluable for business students who need to be aware of potential obstacles they will likely face as they embark on their careers

Creative Mavericks: Beacons of Authentic Learning Sue Haynes,2007-06-29 For over thirty years Sue Haynes has taught highly creative children who resist standardized learning and who are often mislabeled ADD and or learning disabled Through supporting their creative expression she has developed an alternative lens through which she sees their unique strengths Through this lens Sue sees not disabled learners but talented intuitive individuals who exhibit a passion for learning what intrigues them and a drive to express their learning in creative ways These learners are compelled to be true to their inner agendas and thus resist curriculums that lack personal relevance Sue has discovered that creatively gifted learners and indeed all learners need the freedom and support to learn through intuitive knowing and creative expression in order to maximize their potential Sue s book about her theories and experiences Creative Mavericks Beacons of Authentic Learning consists of three sections

Section One includes Who is the Creatively Gifted Learner which explores the attributes of highly creative learners and Seeing Through a Different Lens Facilitating the Creatively Gifted Learner which describes her teaching Section Two Heartsongs The Struggles and Triumphs of Creatively Gifted Learners includes the stories of twelve individuals who share reflections on their schooling and the fruition of their creative empowerment Section Three Implications of Education for Creatively Gifted Learners Awakening Passion and Authenticity in All Learners further explores the conditions which foster learning empowerment through the reflections of nine innovative classroom teachers These teachers reveal that the passion and creative expression so evident in highly creative learners are seeded within all learners and can be awakened by teaching which honors the uniqueness of each individual Sue s hope is that Creative Mavericks may inspire an exploration of teaching and learning that moves beyond the confines of standardized education and empowers our true potential 4

Steps to Supercharged Sales Teams Max Cates,2024-11-30 4 Steps to Supercharged Sales Teams is a revised and updated version of *Serve Lead Succeed* It s a how to book for successful sales management showing how servant leaders across the nation have transformed sales teams from mediocre to exemplary It includes real life sales stories as well as research illustrating the effectiveness of servant leadership in sales team success The book is all about supercharging sales performance bringing the joy of selling to your team and becoming a leader that people respect and remember It shows how supportive leaders use empathy humility and teamwork to empower sales teams that are accountable and passionate to succeed

Creativity and Innovation in Business and Beyond Leon Mann,Janet Chan,2011-02 Creativity and Innovation in Business and Beyond illustrates the ways in which creativity spurs innovation not only in the realms of business and management where the innovation is regularly acknowledged and discussed but throughout the social sciences With contributions from experts in fields as far flung as policy history economics law psychology and education in addition to business and management this volume explores the manifold avenues for creativity and innovation within and across a multitude of disciplines

New Management ,1985 **Managing the Mavericks** Kaye Thorne,2001 This text focuses on one of the key issues for organizations and managers today how to develop innovation A late 20th century study has shown that while 80 percent of CEOs thought that innovation was important only four percent were doing anything about it How can organizations champion the people who think differently This book outlines some basic steps towards managing the mavericks such as create the vision and values recognize that individuals need to own their own development encourage open discussion about goals personal growth and long term aspirations encourage entrepreneurial behaviours create a climate of trust develop effective teamwork and recognize the contributions of different people while respecting different cultures

Administrative Management ,1985-10 **Daily Graphic** Yaw Boadu-Ayebofoh,2006-05-23 **Billboard** ,1996-07-06 In its 114th year Billboard remains the world s premier weekly music publication and a diverse digital events brand content and data licensing platform Billboard publishes the most trusted charts and offers unrivaled reporting about

the latest music video gaming media digital and mobile entertainment issues and trends *The Corporate Board* ,1996

Entrepreneurship Robert D. Hisrich,Michael P. Peters,Dean A. Shepherd,2010 The 8th Edition of Entrepreneurship by Robert Hisrich Michael Peters and Dean Shepherd has been designed to clearly instruct students on the process of formulating planning and implementing a new venture Students are exposed to detailed descriptions of how to embark on a new venture in a logical manner Comprehensive cases at the end of the text have been hand picked by the authors to go hand in hand with chapter concepts The superb author team of Hisrich Peters and Shepherd draw from their distinct backgrounds to create a book that addresses the dynamics of today s entrepreneurial challenges From Bob Hisrich s expertise in global entrepreneurship to Mike Peter s background as a both a real life entrepreneur and academic to Dean Shepherd s current research on cognition and entrepreneurial mindset this book balances the crucial line between modern theory and practice

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