One Page Talent Management: Eliminating Complexity, Adding Value

Marc Effron, Miriam Ort

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A Revolutionary Approach to Talent Management

You know that winning in today's marketplace requires top quality talent. You also know what it takes to build that talent—and you spend significant financial and human resources to make it happen. Yet somehow, your company's beautifully designed and well-benchmarked processes don't translate into the bottom-line talent depth you need. Why?

Talent management experts Marc Effron and Miriam Ort argue that companies unwittingly add layers of complexity to their talent building models—without evaluating whether those components add any value to the overall process. Consequently, simple processes like setting employee performance goals become multi-page, headache-inducing time-wasters that turn managers off to the whole process and fail to improve results.

In this revolutionary book, Effron and Ort introduce *One Page Talent Management (OPTM)*: a powerfully simple approach that significantly accelerates a company's ability to develop better leaders faster. The authors outline a straightforward, easy-to-use process for designing results-oriented OPTM processes: base every process on proven scientific research; eliminate complexity by including only those components that add real value to the process; and build transparency and accountability into every practice.

Based on extensive research and the authors' hands-on corporate and consulting experience with companies including Avon Products, Bank of America, and Philips, *One Page Talent Management* shows how to:

• Quickly identify high potential talent without complex assessments
• Increase the number of "ready now" successors for key roles
• Generate 360 feedback that accelerates change in the most critical behaviors
• Significantly reduce the time required for managers to implement talent processes
• Enforce accountability for growing talent through corporate culture, compensation, etc.

A radical new approach to growing talent, *One Page Talent Management* trades complexity and bureaucracy for simplicity and a relentless focus on adding value to create the high-quality talent you need—right now.

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