



# Developing Talent for Organizational Results: Training Tools from the Best in the Field

By Elaine Biech

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"Elaine Biech brings together some of the 'royalty' of American corporations and asks them to share their wisdom in increasing organizational effectiveness. In 46 information-filled chapters, these 'learning providers' don't just sit on their conceptual thrones; they offer practical advice for achieving company goals and the tools to make it happen."—Marshall Goldsmith, million-selling author of the New York Times bestsellers, *MOJO* and *What Got You Here Won't Get You There*

"Recruiting, developing, inspiring, engaging, and retaining your talent are critical to the growth and success of all organizations. *Developing Talent for Organizational Results* is a rich resource that can help you cultivate your most precious resource."—Tony Bingham, CEO & President ASTD and Co-author of *The New Social Learning*

"Hiring and developing talent is the area that I am most passionate about. . . . *Developing Talent for Organizational Results* covers all the important topics, uses multiple experts, and supports learning with ready-to-use tools to develop talent in your company. It is like having a million-dollar consultant sitting on your book shelf!"—Mindy Meads, former CO-CEO Aéropostale and former CEO/ President Lands' End

The best companies win with highly talented, highly committed employees—hiring and developing the best talent is essential. In *Developing Talent for Organizational Results*, Elaine Biech brings together the work of many of the most renowned learning providers in the world—all of them members of ISA: The Association of Learning Providers.

Filled with a treasure-trove of consulting advice from The Ken Blanchard Companies, DDI, Forum, Herrmann International, Bev Kaye, Jack Zenger, and others, this book delivers the answers you want to improve leadership, management, and communication skills; address training, learning, and

engagement issues; and shape the culture and care for your customers to achieve desired results.

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### **Editorial Review**

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### **About the Author**

Elaine Biech is president and managing principal of ebb associates inc, an organizational development firm that helps organizations work through large-scale change. The recipient of ASTD's highest honor, the Gordon M. Bliss award, Biech is the author and editor of over four dozen books, including *The Book of Road-Tested Activities*, *Pfeiffer Annuals of Training and Consulting*, *90 World-Class Activities by 90 World-Class Trainers*, *Training for Dummies*, *The Business of Consulting*, and others, all published by Wiley.

ISA—The Association of Learning Providers, founded in 1978, is the only industry specific association devoted exclusively to the issues and needs of business owners, founders, CEOs, and leaders in the training and performance industry.

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#### **Deborah Martins:**

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