

World Class Organizations Know How to Optimize the Talent Value Chain

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Abstract

In the new world of work is human resource management a necessary but not sufficient condition for competitive advantage. Organizations stay in business by investing in people with capabilities from an HR-perspective, but that is only the first step. In this article the next steps that lead to a value-driven company are analyzed and depicted in a new conceptual model of the talent management process. Organizations could investigate this model to build a talent-powered and value-driven company. This investigation advances companies to prevent a waste of human potential and to act more effective as investor in people and cultivator of talent.

Keywords: Talent management, human resources, capital, assets, engagement, development, capacity, performance