



Make Talent Your Business: How Exceptional Managers Develop People While Getting Results

Wendy Axelrod, Jeannie Coyle

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Despite considerable investment in resources and tools, many companies struggle to meet the demand for the talent they require. *Make Talent Your Business* gets to the heart of the matter: Managers themselves are in the best position to help people learn from experience (the uncontested major source of development) and shows managers how to do it by using the five practices that work for managers who are exceptional at building talent. This set of practices goes well beyond the usual managerial coaching and performance management. It moves the focus from performance today to development of skills that truly "raise the game" of employees—skills such as in-the-moment judgment, customer relationship building and collaborative decision-making. Managers who grow talent enhance their own reputations and get better results, retain people, attract talent and make their organizations more agile and capable to deal with future challenges.

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