

The Alliance Managing Talent In The Networked Age

The Alliance SUMMARY - The Alliance: Managing Talent In The Networked Age By Reid Hoffman, Ben Casnocha And Chris Yeh The Alliance Handbuch Karriere und Laufbahnmanagement Workbook - the Alliance: Managing Talent in the Networked Age Exponentielle Organisationen Die neuen Mächte – New Power Was noch zu tun ist RESUMEN - The Alliance / La Alianza: Managing Talent In The Networked Age por Reid Hoffman, Ben Casnocha y Chris Yeh Purpose & Impact The New Rules of Work HBR's 10 Must Reads for HR Leaders Collection (5 Books) The Cambridge Handbook of Technology and Employee Behavior SUMMARY The Talent Management Handbook, Third Edition: Making Culture a Competitive Advantage by Acquiring, Identifying, Developing, and Promoting the Best People Out-Innovate Résumé - The Alliance Open Source Leadership: Reinventing Management When There's No More Business as Usual Connect First: 52 Simple Ways to Ignite Success, Meaning, and Joy at Work Reid Hoffman Shortcut Edition Reid Hoffman Simone Kauffeld John Gore Salim Ismail Jeremy Heimans Anne-Marie Slaughter Shortcut Edition Anita Hoffmann Xena Mindhurst Harvard Business Review Richard N. Landers Edition Shortcut (author) Lance A. Berger Alexandre "Alex" Lazarow Laure Charron Rajeev Peshawaria Ben Melanie Katzman

The Alliance SUMMARY - The Alliance: Managing Talent In The Networked Age By Reid Hoffman, Ben Casnocha And Chris Yeh The Alliance Handbuch Karriere und Laufbahnmanagement Workbook - the Alliance: Managing Talent in the Networked Age Exponentielle Organisationen Die neuen Mächte – New Power Was noch zu tun ist RESUMEN - The Alliance / La Alianza: Managing Talent In The Networked Age por Reid Hoffman, Ben Casnocha y Chris Yeh Purpose & Impact The New Rules of Work HBR's 10 Must Reads for HR Leaders Collection (5 Books) The Cambridge Handbook of Technology and Employee Behavior SUMMARY The Talent Management Handbook, Third Edition: Making Culture a Competitive Advantage by Acquiring, Identifying, Developing, and Promoting the Best People Out-Innovate Résumé - The Alliance Open Source Leadership: Reinventing Management When There's No More Business as Usual Connect First: 52 Simple Ways to Ignite Success, Meaning, and Joy at Work *Reid Hoffman Shortcut Edition Reid Hoffman Simone Kauffeld John Gore Salim Ismail Jeremy Heimans Anne-Marie Slaughter Shortcut Edition Anita*

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Shortcut (author) Lance A. Berger Alexandre "Alex" Lazarow Laure Charron Rajeev
Peshawaria Ben Melanie Katzman*

for most of the 20th century the relationship between employers and employees in the developed world was all about stability and lifetime loyalty that has recently changed giving way to a transactional laissez faire approach that serves neither party well a new arrangement is needed the authors argue one built on alliance usually temporary and reciprocity the high tech start up community of silicon valley is pointing the way and companies that wish to be similarly agile and entrepreneurial can learn valuable lessons from its example under the new compact both employer and employee seek to add value to each other employees invest in the company s adaptability the company invests in employees employability hoffman a cofounder of linkedin casnocha a technology entrepreneur and yeh an entrepreneur and angel investor outline three simple straightforward ways in which companies can make the new compact tangible and workable these are 1 hiring employees for explicit tours of duty 2 encouraging even subsidizing employees efforts to build networks outside the organization and 3 establishing active alumni networks that will enable career long relationships with employees after they ve moved on in the war for talent such a compact can be a secret weapon that helps you fill your ranks with the creative adaptive superstars who fuel entrepreneurial success

our summary is short simple and pragmatic it allows you to have the essential ideas of a big book in less than 30 minutes by reading this summary you will discover a new management model based on a respectful and balanced relationship between employer and employee you will also discover how establish a win win relationship between employer and employee based on trust and alignment of values recruit better profiles through transparency and shared values become a company that listens to its employees and is open to the outside world to build a rich career thanks to evolutionary missions take advantage of the professional network of current and former employees today we no longer work as we did fifty years ago employees no longer spend their entire career in the same company and they are also increasingly vulnerable because of short term economic issues however the status of self employed worker is not the solution given its precariousness to maintain employment a new type of relationship must be developed the alliance between employer and employee this new win win contract is based on mutual trust and benefits both the employee and the company buy now the summary of this book for the modest price of a cup of coffee

simplified chinese edition of a new york times bestseller the alliance managing talent

in the networked age by reid hoffman co founder of linkedin ben casnocha award winning entrepreneur and bestselling writer and chris yeh also an entrepreneur and a writer their mission is to transform the way people think about their role in the workplace and how companies build loyalty inspire creativity and manage winning teams for the long term hoffman casnocha yeh

dieses handbuch bietet einen interdisziplinären einblick in verschiedene forschungs und anwendungsfelder des laufbahnmanagements sowie der karriereplanung die thematische bandbreite der einzelnen beiträge reicht von der berufswahl über die laufbahnentwicklung laufbahnphasen laufbahnerfolg laufbahnberatung karriereentwicklung in organisationen bis hin zu austritt aus dem erwerbsleben karriere coaching und weiteren themen jedes thema wird einheitlich gegliedert vorgestellt auf ein verständliches fallbeispiel folgen hinweise zur aktuellen relevanz des themas ein Überblick über den aktuellen forschungsstand sowie ein fazit für die praxis damit liegt ein gleichzeitig fundiertes wie praxisnahes handbuch für personaler laufbahnberater wissenschaftler und studierende vor

a 30 day workbook for turning words into actions and actions into results imagine 2 scenarios in the first one you have just finished reading the alliance it was a great book and you remember that it mentioned a lot of smart things but you can t remember much of it now as you close the book in the second scenario you have just finished the same book the difference now is that you have a plan for how to implement this new knowledge to improve your life most people will find themselves in scenario one we believe that reading is an investment you spend time with a book because you hope that it will make you happier healthier wealthier or smarter but simply just reading a great book is not enough you have to take action this workbook helps you do just that and makes it easier for you to make real changes from the books you read

in den vergangenen jahren haben die unternehmen gelernt wie man technologien skaliert nun ist es an der zeit zu lernen wie organisationen skaliert werden der asteroid der digitalisierten information ist mit voller wucht eingeschlagen und hat die weltwirtschaft für immer verändert die Ära der traditionellen hierarchischen marktbeherrschung durch dinosaurier unternehmen neigt sich dem ende zu die zukunft gehört unternehmen die kleiner in ihrem wissen auf der höhe der zeit sind und sich schnell entwickeln die geschichte und der gesunde menschenverstand zeigen dass man ein unternehmen nicht radikal transformieren kann ohne die natur dieser organisation grundlegend zu verändern deshalb ist in den letzten jahren ein organisationsmodell entstanden das mit diesen veränderungen übereinstimmt exponentielle organisation exo dabei handelt es sich um organisationen deren wirkung

oder ertrag überproportional hoch mindestens zehn mal höher ist als bei vergleichbaren organisationen der grund dafür ist die anwendung neuer organisationsmethoden die beschleunigende technologien nutzen exo s verfügen über eine struktur die am besten dazu in der lage ist der nicht linearen und internetgetriebenen entwicklung des modernen lebens gerecht zu werden das zweite newtonsche gesetz fasst das allgemeine prinzip exponentieller organisationen sehr gut zusammen $f = m \times a$ besagt dass eine kraft eine beschleunigung in umgekehrter proportion zu masse erzeugt eine kleine masse ermöglicht eine dramatische beschleunigung und schnelle Änderungen der bewegungsrichtung genau das was wir heute bei vielen exo s sehen mit geringer innerer trägheit zeigen sie eine außergewöhnliche flexibilität eine entscheidend wichtige qualität in der volatilen welt von heute die konzepte in diesem buch und die gespräche die sie auslösen werden stellen die neue lingua franca für diejenigen dar die weiterhin im wettbewerb mitspielen wollen peter h diamandis chairman x prize foundation und zusammen mit ray kurzweil gründer der singularity university jedes unternehmen das geschaffen wurde um im 20 jahrhundert erfolgreich zu sein wird im 21 jahrhundert scheitern david s rose der autor des bestsellers angel investing Über die autoren salim ismail beschäftigt sich mit fragen der entwicklung von organisationen im kontext beschleunigten wandels davor war er einer der führenden köpfe von brickhouse dem internen start up inkubator von yahoo yuri van geest gehört zu den weltweit führenden experten zum thema mobile mike malone gilt als renommierter high tech journalist und organisationsberater

new power vs old power wer setzt sich durch in wirtschaft und politik findet vor unseren augen eine dramatische umwälzung statt deren konkrete folgen wir jeden tag spüren es etablieren sich zunehmend machtstrukturen die nicht mehr auf autorität zentralisierung und exklusivem zugang zu ressourcen basieren old power sondern auf community crowd funding und dezentralisierung new power jeremy heimans und henry timms zeigen an vielen beispielen von airbnb bis uber von der trump kampagne bis zum is was genau diese machterschiebung bedeutet und welche ideen bewegungen und unternehmen die vernetzte welt dominieren werden

kindererziehung ist nicht aufgabe der frauen sondern der ganzen gesellschaft anne marie slaughter präsentiert eine neue vision was gleichberechtigung zwischen männern und frauen wirklich bedeuten würde und wie dies zu erreichen wäre sie stellt klar dass es keinesfalls allein aufgabe der frauen ist die vereinbarkeit von kindern und beruf hinzubekommen hier sind auch die männer gefragt die unternehmen und der staat in einem artikel des magazins atlantic monthly mit der Überschrift why women still can't have it all beschrieb anne marie slaughter ihre

entscheidung den traumjob in washington zu verlassen und zu ihrer familie und ihrer akademischen karriere in princeton zurückzukehren sie schilderte die hindernisse denen sich frauen gegenübersehen wenn sie arbeit und familie vereinbaren wollen der artikel einer der meistgelesenen in der geschichte des magazins löste eine auch hierzulande leidenschaftlich geführte debatte aus unter anderem wurden slaughter verrat an feministischen idealen und entmutigung jüngerer frauen vorgeworfen zugleich erhielt sie viel zuspruch für das bemühen die tatsächlichen schwierigkeiten zu schildern die so viele frauen im alltag verzweifeln lassen in ihrem buch nimmt sie die vorurteile halbwahrheiten und den selbstbetrug unter die lupe die frauen immer noch ausbremsen sie stellt ganz konkrete forderungen und lösungsschritte vor erzählt durchaus selbstkritisch und mit humor aus ihrem leben und zeichnet so das bild einer neuen feministischen bewegung mit dem ziel dass es für frauen und männer endlich möglich wird beruflichen erfolg mit dem familienleben zu vereinbaren

al leer este resumen descubrirá un nuevo modelo de gestión basado en una relación respetuosa y equilibrada entre empleador y empleado también descubrirá cómo establecer una relación beneficiosa para ambas partes entre empleador y empleado basada en la confianza y la alineación de valores reclutar mejores perfiles mediante la transparencia y los valores compartidos convertirse en una empresa que escucha a sus empleados y está abierta al exterior construir una carrera rica gracias a las misiones evolutivas aprovechar la red profesional de los empleados actuales y antiguos hoy en día ya no trabajamos como hace cincuenta años los empleados ya no pasan toda su carrera en la misma empresa y además son cada vez más vulnerables por cuestiones económicas a corto plazo sin embargo el estatus de trabajador autónomo no es la solución dada su precariedad para mantener el empleo hay que desarrollar un nuevo tipo de relación la alianza entre empleador y empleado este nuevo contrato win win se basa en la confianza mutua y beneficia tanto al trabajador como a la empresa

purpose impact is the first book to provide guidance to senior executives and professionals on how to rethink and even relaunch their careers in ways that align with wider purpose and societal impact with our increasing longevity the concept of retirement is becoming redundant executives need financially and want motivationally to continue to work well beyond what is currently considered retirement age at around age 50 when we often leave our mainstream employers we could be looking forward to around another 30 healthy years equivalent to a whole second career this book sets out a topic that is becoming increasingly important and urgent for governments companies and executives alike purpose impact is underpinned by extensive research including interviews with over 90 senior executives many of their

stories are included within the book and provide the reader with real insight into how very diverse senior executives and professionals have created roles that have enabled their own personal growth and development and had positive impacts on wider society in addition helpful tools and guides are used throughout the book to help the reader in their decision making processes during the different stages of discovering and developing themselves and their career goals

the new rules of work explores the transformative landscape of 21st century employment challenging the traditional 9 to 5 office paradigm this insightful book examines three pivotal trends reshaping our work lives remote work alternative schedules like the four day workweek and universal basic income by tracing the evolution of work from the industrial revolution to the digital age it provides context for understanding why conventional work models are being reimagined the book argues that embracing these changes can lead to increased productivity improved employee satisfaction and more sustainable business practices it draws on a wealth of research including case studies of companies successfully implementing new work models and economic analyses of universal basic income experiments what sets this guide apart is its holistic approach considering not just technological disruptions but also the human element exploring how these changes affect personal fulfillment and societal structures structured in three parts the new rules of work introduces key concepts explores their implications and offers practical guidance for individuals and organizations to adapt it combines academic rigor with real world applicability using data driven analysis and relatable anecdotes to engage readers across various career stages by addressing controversies and providing strategies for thriving in this new landscape the book equips readers to navigate the future of work confidently

build the workforce of the future in our volatile and complex era which boasts a competitive market for top talent hr s traditional model will fail your company needs to adopt the latest skills to successfully manage performance and evaluate potential hbr s 10 must reads for hr leaders collection features innovative ideas on how to foster a vibrant high performing company culture spearhead constructive change and reap the benefits of a diverse workforce included in this five book set are hbr s 10 must reads on reinventing hr hbr s 10 must reads on change management hbr s 10 must reads on building a great culture hbr s 10 must reads on diversity and hbr s 10 must reads on managing people the collection includes fifty articles selected by hbr s editors from renowned thought leaders including marcus buckingham w chan kim renee mauborgne and sylvia ann hewlett plus the indispensable article people before strategy by ram charan dominic barton and dennis carey with hbr s 10 must reads for hr leaders collection break free from the traditional hr mindset and learn how to

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experts from across all industrial organizational io psychology describe how increasingly rapid technological change has affected the field in each chapter authors describe how this has altered the meaning of io research within a particular subdomain and what steps must be taken to avoid io research from becoming obsolete this handbook presents a forward looking review of io psychology s understanding of both workplace technology and how technology is used in io research methods using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow it tackles three main questions facing the field first how has technology affected io psychological theory and practice to date second given the current trends in both research and practice could io psychological theories be rendered obsolete third what are the highest priorities for both research and practice to ensure io psychology remains appropriately engaged with technology moving forward

the definitive guide to finding developing and keeping the best talent expanded with brand new and updated material the talent management handbook is the established go to guide for hr professionals managers and leaders looking for the best ways to use talent management programs to develop a culture of excellence this third edition features new and updated chapters based on fresh approaches and material for identifying recruiting positioning and developing highly qualified motivated people to meet current and future business requirements filled with expert advice the book offers a roadmap for developing a comprehensive approach to talent management that will guide professionals in the coming years

the new playbook for innovation and startup success is emerging from beyond silicon valley at the frontier startups have changed the world in the united states many startups such as tesla apple and amazon have become household names the economic value of startups has doubled since 1992 and is projected to double again in the next fifteen years for decades the hot center of this phenomenon has been silicon valley this is changing fast thanks to technology startups are now taking root everywhere

from delhi to detroit to nairobi to sao paulo yet despite this globalization of startup activity our knowledge of how to build successful startups is still drawn primarily from silicon valley as venture capitalist alexandre lazarow shows in this insightful and instructive book this silicon valley gospel is due for a refresh and it comes from what he calls the frontier the growing constellation of startup ecosystems outside of the valley and other major economic centers that now stretches across the globe the frontier is a truly different world where startups often must cope with political or economic instability and lack of infrastructure and where there might be little or no access to angel investors venture capitalists or experienced employee pools under such conditions entrepreneurs must be creators who build industries rather than disruptors who change them because there are few existing businesses to disrupt the companies they create must be global from birth because local markets are too small they focus on resiliency and sustainability rather than unicorn style growth at any cost with rich and wide ranging stories of frontier innovators from around the world out innovate is the new playbook for innovation wherever it has the potential to happen

résumé the alliance managing talent in the networked age de reid hoffman ben casnocha chris yeh un nouveau modèle de management fondé sur une relation respectueuse et équilibrée entre employeur et employé aujourd'hui nous ne travaillons plus comme il y a cinquante ans les salariés ne font plus toute leur carrière dans la même entreprise et ils sont par ailleurs de plus en plus fragilisés à cause des enjeux économiques à court terme le statut de travailleur indépendant n'est pas pour autant la solution vu sa précarité pour maintenir l'emploi il faut développer un nouveau type de relation l'alliance entre employeur et employé ce nouveau contrat gagnant gagnant repose sur une confiance mutuelle et profite autant au salarié qu'à l'entreprise dans ce résumé vous allez apprendre comment établir une relation gagnant gagnant entre employeur et employé basée sur la confiance et l'alignement des valeurs recruter de meilleurs profils grâce à la transparence et le partage de valeurs devenir une entreprise à l'écoute de ses employés et ouverte sur l'extérieur construire une carrière riche grâce à des missions évolutives tirer profit du réseau professionnel des employés actuels et anciens

from taxi rides hotel stays car driving to communicating and paying everything we knew as normal has changed beyond recognition to lead effectively in today's brave new world you have to question everything for the first time in human history knowledge is free and almost every boundary to communication has been lifted this open source world has permanently altered the business landscape and you can count on the fact that the pace of change will only accelerate yet companies still rely on management tools and practices that were at best mildly effective in their heyday in

open source leadership rajeev peshawaria reveals the vision insight and practices he has used to help some of today s largest and most influential organizations meet the open source world head on it all starts with asking the right questions what s the most effective leadership style in a world of 24 7 connectivity how has the very concept of leadership changed in the open source era how do you inspire and reward performance in the gig economy how do you measure engagement and effectively address the gaps how can you lead innovation quickly and continuously peshawaria reveals the answers to these questions and they will surprise you based on his company s groundbreaking research spanning 28 countries he concludes that traditional industrial age thinking needs a massive upgrade to successfully navigating the brave new world of business open source leadership rewrites the rules of management giving you a unique look at the most common misperceptions illusions and downright wrong information you ve been getting about what works and what doesn t it provides a new counterintuitive model for seizing competitive edge in any industry among other issues the book argues convincingly that positive autocracy must replace democratic leadership talent and innovation are abundant not scarce early identification of high potentials is counter productive and setting employees free to do as little as they want will increase productivity

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1 wall street journal bestseller usa today bestseller a renowned business psychologist

advisor and consultant to the world's leading companies reveals the key to greater success meaning and joy at work technology has enabled us to be more interconnected today than ever before so why do so many of us feel isolated and undervalued at work why does it feel like something is missing it doesn't have to be this way in these rapidly changing challenging times how do we you develop the intuition self awareness and interpersonal agility required to prosper here's what we've lost track of organizations are run by people and people run on emotions strong relationships are the bedrock of lasting success meaning and joy at work in this life changing guide dr melanie katzman shows you an impactful approach to connect first as fellow humans then as coworkers and colleagues to forge the deep bonds that make a significant difference learn how to establish respect and make others feel valued engage all of your senses to create a truly inclusive culture become popular and be the person everyone wants to work with grow loyalty by making it about them your coworkers resolve conflicts by remaining curious and open with others fight fear and prepare for the future by stepping outside your comfort zone and experimenting with new ideas have a big impact by leveraging your platform living your values and leading the change dr katzman presents 52 actions you can take immediately to create a deeply rewarding work life by connecting to yourself your organization and the world at large these are the same powerful techniques she has used with leaders and employees at the world's top companies to enhance productivity and foster fulfillment and joy at work the hallmarks of true success

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