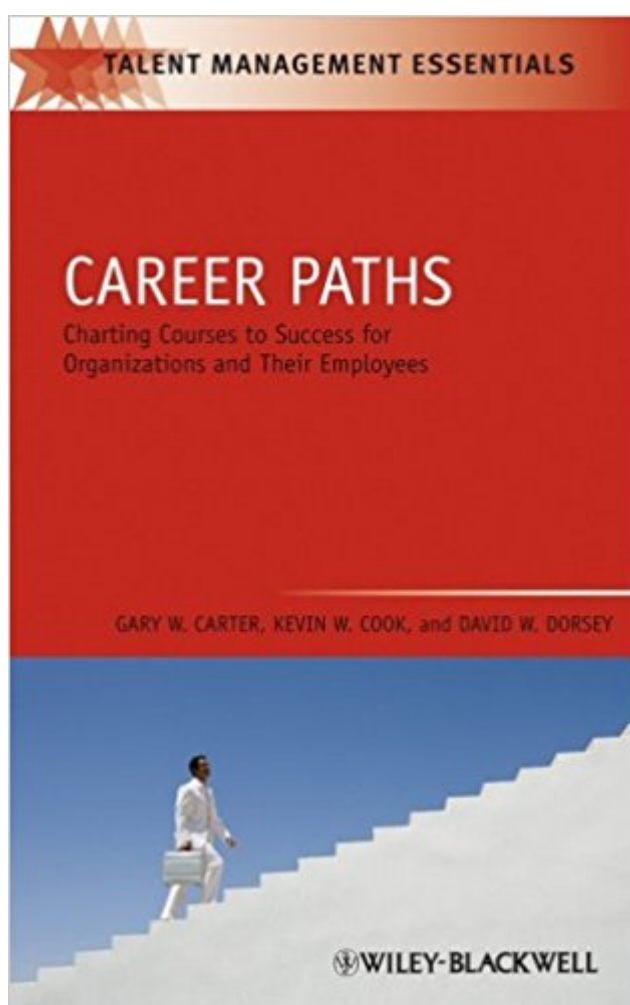


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# Career Paths: Charting Courses To Success For Organizations And Their Employees (Talent Management Essentials)



## Synopsis

Career Paths provides practical tools and tips for developing and implementing career paths in the workplace. Discusses available resources organizations can use in developing career paths. Includes a sample career path guide. Describes how career path efforts can be integrated with recruitment and hiring, strategic planning, succession management, employee development, and retention programs. Explains how to improve employee retention using career paths and how to integrate career paths into employee training and development systems. Provides conceptual and practical toolkits for constructing career paths. Discusses dimensions that impact career paths, such as employee movement and the nature of employee expertise.

## Book Information

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## Customer Reviews

"Versatility in talent is an organizational imperative, where career paths must link to both individual and organizational goals. This book provides a step-by-step guide on how to make that happen in your company." — Jennifer Burnett, Talent Management Executive  
"I like how Carter, Cook, and Dorsey have balanced the perspective and needs of the employee with the needs of the organization. They've provided a practical toolkit for practitioners, rooted in a strong conceptual model. I have looked at other sources on career paths in organizations, but this is the book I'd actually use to design a system."  
— Steven D. Ashworth, PhD, Manager - Human Resource Research & Analysis, Sempra Energy Utilities  
"If you are, like me, a consultant

who helps organizations develop and utilize their talent toward maximum performance; or a business leader trying to build a world-class organization with limited financial resources; or a Human Resources manager whose Generation Y employees are anxious to get ahead— you need to read this book. It clearly defines the "why" and "how" of using career path models as the foundation for a comprehensive talent management process. The ideas and methods defined in this book will help organizational leaders provide the structure to support employees' ambitions and will help employees understand exactly what they need to do to successfully manage their own careers. I am adding this book to my professional reference library." —Gena Cox, PhD, Managing Consultant, Human Capital Resource Center

Career paths are the centerpiece of effective talent management systems. In today's global and highly competitive environment, it is increasingly important for organizations and managers to focus on successfully moving employees in the workplace. Career Paths offers a career path model and useful tools and tips for developing and implementing career paths and integrating those paths into talent management systems. The authors describe the value of career paths from individual employee, organizational, and industry standpoints and show how career path efforts can be integrated with recruitment and hiring, strategic planning, succession management, employee development, and retention programs. With a sample career path guide and a list of resources organizations can use in developing career paths, this book will be an indispensable reference for HR professionals, managers and executives, training and development professionals, and organizational consultants.

This is the best step by step guide I've found for how to identify career paths. Short and sweet - practical advice, great examples, clearly presented, straightforward - no abstract, esoteric trendy mumbo-jumbo. I also recommend "Building a Career Development Program" by R. Knowdell, and Beverly Kaye's "Up is Not the Only Way." I'm an experienced HR professional, SPHR certified, so I do have a strong foundational knowledge upon which to frame the helpful info I found in these books. I'm getting ready to help a department of 131 people identify the career paths within just their department. I will be able to test the difficulty and feasibility of this process on a small scale. After reading this book, I've no doubt it will work.

Great examples on talent management and career pathing and integrating with other elements of HR and learning and development. Well structured providing an example at the start of the book in

chapter 1 and then explaining the structure in subsequent chapters

This book concisely and clearly guides you through the career planning process, helping to structure the approach and written instruments to document it.

As a practice HR manager, to think how to build up a platform to employee looking for his long-term career, it's our responsibility. And I also believe it's also a one successful factor to produce productive and high morale employee. However, we seldom find good reference book on this topic, until I had read it. It base on some major components to describe career path structure, includes sequential list of positions, qualifications, critical development experiences, competency that are accrued and required, important career success factors. whatever each item for HR, it's often a knowledge to learn, but it integrate these conceptual ideas into workable practice, this is my appreciate to recommend it. I think it's not only good reference for HR worker, but also for employee, to review and think of your organization, if offer the similar system to consider your development. I believe anyone want to design the career path internal, it's a valuable reference.

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