



# Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset

*By Thomas McGuire, Linda Brenner*

Download now

Read Online ➔

## **Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset** By Thomas McGuire, Linda Brenner

Master the first comprehensive, credible framework for measuring HR's value and the quality of its talent acquisition/management efforts! Reflecting their immense experience leading talent management and consulting on enterprise talent strategy, Linda Brenner and Tom McGuire introduce a powerful new metric: the Intellectual Capital Index (ICI). Built on extensive financial analysis of Fortune® 500 companies, ICI helps you rigorously identify specific areas of intellectual capital that drive the most value in your company, and refocus HR accordingly. Using it, you can:

- More effectively quantify the return on your human capital investments
- Measure the quality and value of your most important talent
- Gain a deeper understanding of the drivers of value in their organization
- Recognize the drivers of intellectual capital within their companies
- Measure and improve talent quality: your most important talent metric

Brenner and McGuire help you finally overcome long-time controversies and obstacles to valuing talent. Using accepted financial techniques, you'll walk through:

- Identifying which people and roles are producing disproportionate value
- Determining the true asset of value of talent you don't "own"
- Gaining deeper insight into the "active" and "inert" components of intellectual capital
- Organizing structures and business processes to activate your talent and liberate latent value
- Choosing and applying the most effective talent metrics
- Refocusing HR on the talent issues, skills, and competencies that matter most

Talent Valuation offers indispensable tools and insights for C-level executives, HR leaders, strategists, investors, analysts, researchers, students – and anyone concerned with measuring, optimizing, and communicating the business value of

talent.

 [Download Talent Valuation: Accelerate Market Capitalization ...pdf](#)

 [Read Online Talent Valuation: Accelerate Market Capitalizati ...pdf](#)

# Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset

*By Thomas McGuire, Linda Brenner*

**Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset** By Thomas McGuire, Linda Brenner

Master the first comprehensive, credible framework for measuring HR's value and the quality of its talent acquisition/management efforts! Reflecting their immense experience leading talent management and consulting on enterprise talent strategy, Linda Brenner and Tom McGuire introduce a powerful new metric: the Intellectual Capital Index (ICI). Built on extensive financial analysis of Fortune® 500 companies, ICI helps you rigorously identify specific areas of intellectual capital that drive the most value in your company, and refocus HR accordingly. Using it, you can:

- More effectively quantify the return on your human capital investments
- Measure the quality and value of your most important talent
- Gain a deeper understanding of the drivers of value in their organization
- Recognize the drivers of intellectual capital within their companies
- Measure and improve talent quality: your most important talent metric

Brenner and McGuire help you finally overcome long-time controversies and obstacles to valuing talent. Using accepted financial techniques, you'll walk through:

- Identifying which people and roles are producing disproportionate value
- Determining the true asset of value of talent you don't "own"
- Gaining deeper insight into the "active" and "inert" components of intellectual capital
- Organizing structures and business processes to activate your talent and liberate latent value
- Choosing and applying the most effective talent metrics
- Refocusing HR on the talent issues, skills, and competencies that matter most

Talent Valuation offers indispensable tools and insights for C-level executives, HR leaders, strategists, investors, analysts, researchers, students – and anyone concerned with measuring, optimizing, and communicating the business value of talent.

**Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset** By Thomas McGuire, Linda Brenner **Bibliography**

- Sales Rank: #400697 in Books
- Published on: 2015-03-30
- Original language: English
- Number of items: 1
- Dimensions: 9.00" h x .90" w x 6.40" l, .0 pounds
- Binding: Hardcover
- 240 pages

 [\*\*Download\*\* Talent Valuation: Accelerate Market Capitalization ...pdf](#)

 [\*\*Read Online\*\* Talent Valuation: Accelerate Market Capitalizati ...pdf](#)

## Download and Read Free Online Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner

---

### Editorial Review

#### Review

“Tom draws on his unique background spanning senior roles in operations, finance, and human resources to deliver a thoughtful and comprehensive solution to talent valuation. It stands alone in this space, because he truly understands key value drivers.”

—**Jack Stahl**, Corporate Board Member, Private Equity Advisor, and former CEO of Revlon and President of The Coca-Cola Company

“A captivating piece of work. Human resources is rapidly changing and becoming a much more data-intensive field. Tom McGuire’s work infuses the study of HR with principles from finance and analytics. A compelling and important read for HR managers and general managers alike.”

—**Mitchell Hoffman**, University of Toronto, Rotman School of Management

“Since the 1980s, whether in Finance, Marketing, or HR roles, Tom has always thought way beyond the curve—and delivered results. He collects and connects dots from all his experiences habitually. In this pioneering exposition on the value of talent, he connects them all.”

—**Cynthia McCague**, Corporate Board Member and former SVP Human Resources at The Coca-Cola Company

“Linda has an uncanny way of drawing the line from concept to reality. She’s smart and strategic and works hard to understand the challenges and goals of the business. This and her deep experience working with clients across industries makes her the ideal partner for Tom in helping link business value to talent.”

—**Scott Katz**, Director-Talent Management, Turner Broadcasting

“This is unlike any other Human Resources book you have ever read! Tom and Linda deliver a scientific, yet practical, approach to understanding how to value your people and the intellectual capital they generate for the business. If you truly believe that people are your most important asset—this is a must-read.”

—**Dave Sutton**, CEO, TopRight Partners and Coauthor, *Enterprise Marketing Management: The New Science of Marketing*

#### From the Back Cover

### ACCURATELY MEASURE THE IMPACT OF HUMAN CAPITAL INVESTMENTS AND LINK TALENT DIRECTLY TO SHAREHOLDER VALUATION

- The first complete framework for measuring the value of HR, talent acquisition, and talent management
- A way to refocus HR investments on the roles and talent that deliver the most business value
- A set of indispensable tools for strengthening HR’s strategic role in the business

*Talent Valuation* presents the first complete and credible framework for measuring the value and quality of HR investments in talent acquisition and talent management. Renowned talent management leaders Tom McGuire and Linda Brenner draw on extensive experience with and financial analysis of Fortune® 500 companies to help organizations drive improved talent results. They explain how you can rigorously identify specific individuals, programs, and areas of intellectual capital that drive the most value, and refocus HR

investments accordingly.

Using their Intellectual Capital Index (ICI), you can effectively direct and quantify the return on human capital investments; systematically measure and improve talent quality; and reorganize processes to liberate latent value throughout your organization.

Leveraging accepted financial analysis techniques, *Talent Valuation* helps you finally overcome longtime obstacles to valuing talent. It will help you recruit, develop, and incentivize employees far more effectively while driving powerful, measurable gains in business performance.

---

Today, talent and value creation are virtually synonymous. In more and more enterprises, a soaring percentage of market capitalization reflects the direct impact of intangible human capital. But the value of talent has always been notoriously difficult to quantify and manage.

*Talent Valuation* changes this by presenting the first systematic and financially sound approach to quantifying and optimizing the business value of talent for shareholders' benefit.

Leading finance and HR executive Tom McGuire and top human capital consultant Linda Brenner show how to build a value-driven talent strategy that maximizes the bang for your recruiting, talent development, and employee engagement bucks. You'll learn how to identify the key roles and star performers most critical to your organization's success, and target scarce resources in a way that will drive the highest return.

It's time to stop treating "human capital" as a buzzword and start managing it with the same level of rigor and diligence as tangible capital. This can be done. *It must* be done. *Talent Valuation* will show you how.

- **What your company and The Beatles have in common**

*Is every role critical? Consider Paul McCartney vs. the guitar tuner*

- **Link human capital investments to your critical success factors**

*Target roles and talent that create the most intellectual capital*

- **Bring rigor to talent strategy, workforce planning, and talent management tactics**

*Answer the right questions to optimize the value of talent attraction and management*

- **Target your employment branding to your most business-critical talent**

*Master the laser-beam approach to attracting and retaining the people you need most*

#### About the Author

**Thomas McGuire** leads the talent strategy practice at Designs on Talent, having served as both CFO and Global Talent Acquisition Director at top global consumer products companies. He has 35 years of business experience following his first job as a Peace Corps Volunteer.

As a CPA, he "grew up" in finance, working for Coopers & Lybrand and then The Coca-Cola Company, where he led finance in its German division after the Berlin Wall fell. He then joined Coke's marketing executive team, growing its licensed merchandise business and helping to negotiate pioneering global advertising agreements.

From 1997-1999, McGuire led talent acquisition at Coca-Cola. Later, after serving as Revlon's CFO and as President of Revlon International, he rejoined Coke as Group Director, Global Talent Acquisition. Tom is founder and owner of Human Capital Formation, LLC.

**Linda Brenner** is Managing Director and Founder of Designs on Talent, an Atlanta-based consultancy that helps business leaders improve talent results. The firm specializes in talent strategy design, talent acquisition process improvement, and skills assessment and development for HR and Talent Acquisition professionals. Designs on Talent's clients include Chick-fil-A, Coca-Cola, Turner Broadcasting, Expedia, AT&T, Cox, and L'Oreal.

Prior to founding Designs on Talent in 2004, Linda led talent acquisition and talent management teams at Gap, Pepsi, and The Home Depot.

Linda counts camp counselor, Gap store manager, Talent Acquisition leader for The Home Depot, and business owner among the most value-creating roles she's held in her career.

## **Users Review**

### **From reader reviews:**

#### **Michael Brown:**

Have you spare time for the day? What do you do when you have far more or little spare time? Yes, you can choose the suitable activity intended for spend your time. Any person spent their very own spare time to take a wander, shopping, or went to the particular Mall. How about open or read a book called Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset? Maybe it is to be best activity for you. You recognize beside you can spend your time along with your favorite's book, you can cleverer than before. Do you agree with its opinion or you have different opinion?

#### **Frances Oberlin:**

Do you one of people who can't read satisfying if the sentence chained inside the straightway, hold on guys this particular aren't like that. This Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset book is readable by you who hate the perfect word style. You will find the info here are arrange for enjoyable reading experience without leaving actually decrease the knowledge that want to supply to you. The writer connected with Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset content conveys the idea easily to understand by a lot of people. The printed and e-book are not different in the content material but it just different in the form of it. So , do you even now thinking Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset is not loveable to be your top collection reading book?

#### **Martin Elkins:**

This Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset is great e-book for you because the content which can be full of information for you who all always deal with world and get to make decision every minute. That book reveal it info accurately using great manage word or we can claim

no rambling sentences inside. So if you are read the item hurriedly you can have whole information in it. Doesn't mean it only provides straight forward sentences but difficult core information with attractive delivering sentences. Having Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset in your hand like keeping the world in your arm, details in it is not ridiculous one particular. We can say that no publication that offer you world with ten or fifteen moment right but this publication already do that. So , this is certainly good reading book. Heya Mr. and Mrs. stressful do you still doubt in which?

**Amanda Acuna:**

Do you like reading a guide? Confuse to looking for your best book? Or your book had been rare? Why so many question for the book? But any people feel that they enjoy for reading. Some people likes looking at, not only science book but additionally novel and Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset or others sources were given understanding for you. After you know how the good a book, you feel would like to read more and more. Science reserve was created for teacher or students especially. Those textbooks are helping them to include their knowledge. In other case, beside science guide, any other book likes Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset to make your spare time much more colorful. Many types of book like here.

**Download and Read Online Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner #GUK3MCEHJV8**



# **Read Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner for online ebook**

Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner books to read online.

## **Online Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner ebook PDF download**

**Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner Doc**

**Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner Mobipocket**

**Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner EPub**

**GUK3MCEHJV8: Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset By Thomas McGuire, Linda Brenner**