

Contents

What It Means to Work Here 1

TAMARA J. ERICKSON AND LYNDA GRATTON

A Players or A Positions?

***The Strategic Logic of Workforce Management* 23**

MARK A. HUSELID, RICHARD W. BEATTY, AND
BRIAN E. BECKER

Growing Talent as If Your Business Depended on It 43

JEFFREY M. COHN, RAKESH KHURANA, AND LAURA REEVES

Make Your Company a Talent Factory 63

DOUGLAS A. READY AND JAY A. CONGER

How to Keep A Players Productive 85

STEVEN BERGLAS

Managing Middlecence 107

ROBERT MORISON, TAMARA J. ERICKSON, AND
KEN DYCHTWARD

Off-Ramps and On-Ramps:

***Keeping Talented Women on the Road to Success* 129**

SYLVIA ANN HEWLETT AND CAROLYN BUCK LUCE

It's Time to Retire Retirement 155

KEN DYCHTWARD, TAMARA J. ERICKSON, AND
ROBERT MORISON

About the Contributors 179

Index 183