



**Summary : The Differentiated Workforce - Brian
E. Becker, Mark A. Huselid and Richard W.
Beatty: Transforming Talent Into Strategic Impact**

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Complete summary of Brian Becker, Mark Huselid and Richard Beatty's book: "The Differentiated Workforce: Transforming Talent into Strategic Impact".

This summary of the ideas from Brian Becker, Mark Huselid and Richard Beatty's book "The Differentiated Workforce" shows that most organizations are busy trying to win the war for talent when instead they should be trying to win the war with the talent they already have. In their book, the authors explain that the best way to achieve that is to make a fundamental change in the way workforces are managed. Instead of constantly attempting to bring in new and better talent, work to get the people you already have better aligned with your corporate strategy. This summary will teach you how to manage your workforce like a portfolio of investments rather than as a replaceable asset that can be slashed at the first sign of trouble and then replaced again anytime anywhere.

Added-value of this summary:

- Save time
- Understand key concepts
- Expand your knowledge

To learn more, read "The Differentiated Workforce" and find out how to develop an effective strategic human capital plan.

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