



Talent Valuation: Accelerate Market Capitalization through Your Most Important Asset

Thomas McGuire, Linda Brenner

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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.

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