

Talent guru John Mattone takes the guesswork out of leadership development.

Advance Praise for *Talent Leadership*:

“Through countless interviews, extensive global travel, and years of consulting and coaching hundreds of organizations and leaders, John Mattone has developed a fool-proof method for identifying and developing leaders and prospective leaders. In his new book, John shares knowledge that took him three decades to amass. How fortunate that we can benefit from his wisdom simply by reading *Talent Leadership*. ”

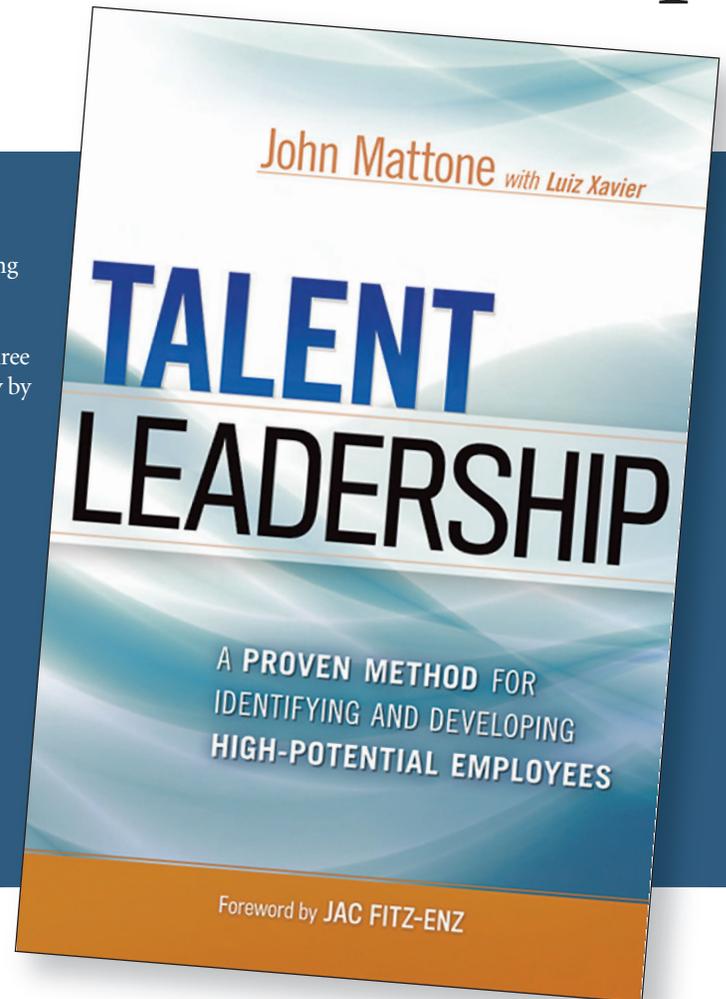
—Marshall Goldsmith, million-selling author of the New York Times bestsellers *MOJO* and *What Got You Here Won't Get You There*

“This is a must-read for every CEO, senior leader, and HR executive, if they want to drive breakthrough operating results. ”

—Dan Hoeyer, CEO, Business Educators, Inc.

“John Mattone’s *Talent Leadership* book and personal coaching and consulting have proven instrumental in developing our talent management strategies. We are now very adept at aligning our people capabilities with our business strategy, and as a result we are driving sustained bottom-line performance. ”

—Richard Swanson, President & CEO, Nebraska Machinery



About the Authors:

John Mattone is the president of JohnMattonePartners, Inc., a global leadership consulting firm. He is a sought after keynote speaker and coach to many of America’s leading corporations. He also teaches in the executive MBA program at Florida Atlantic University and, in 2011, was named to the “guru radar” by the prestigious Thinkers50. John can be reached at johnmattonepartners@gmail.com.

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Great leaders drive the bottom line, which is why organizations pour money into leadership development. But most companies have no real way to gauge whether their efforts are paying off—much less where they are falling short.

Talent Leadership unlocks the secret of building a world-class leadership identification and development program by using assessment and calibration as foundational tools. Unlike most leadership development efforts that look at “lagging indicators,” such as cost per hire or turnover, this book identifies far more important metrics that actually predict operating results: the “leading indicators” of capability, commitment, and alignment with organizational goals.

Packed with research findings, best practices, case studies, proprietary assessments, and more, the book explains the key components of exceptional leadership

development practices employed by great organizations, including how to:

- Employ assessments to benchmark current and future executive talent
- Use the resulting data to identify leaders with potential based on their capabilities, commitment, and alignment with organizational goals
- Leverage your analysis to target training and coaching where they will have the greatest impact on individual performance and overall operating success

Talent Leadership helps you push past the myopic practices of hiring and promoting technically proficient people who lack the motivation and vision to successfully lead. This book is for leaders of HR, talent management, OD/MD professionals, and the vast population of operating managers who are charged with identifying, managing, and developing high-potential and emerging leaders.

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