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Inclusive Talent Management: How Business can Thrive in an Age of Diversity

Stephen Frost, Danny Kalman

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Organizations traditionally have had a clear distinction between their policies on diversity and inclusion and their talent management. The main driving force behind diversity and inclusion has been being seen to be a good employer, to be able to make claims in the annual report and to feel as though a positive contribution is being made to society. On the other hand, talent management activities have been driven by a real business need to ensure that the organization has the right people with the right skills in the right place to drive operational success. ***Inclusive Talent Management*** aligns talent management and diversity and inclusion, offering a fresh perspective on why the current distinction between them needs to disappear.

Featuring case studies from internationally recognised brands such as Goldman Sachs, Unilever, KPMG, Hitachi, Oxfam and the NHS, ***Inclusive Talent Management*** shows that to achieve business objectives and gain the competitive advantage, it is imperative that organizations take an inclusive approach to talent management. It puts forward a compelling and innovative case, raising questions not only for the HR community but also to those in senior management positions, providing the practical steps, global examples and models for incorporating diversity and inclusion activities into talent management strategy.

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