

# Developing Leadership Talent

David Berke

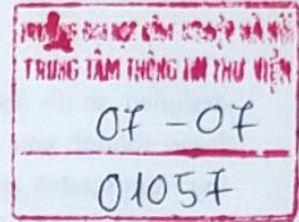
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CENTER FOR CREATIVE LEADERSHIP

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# About This Book



## Why is this topic important?

As the environment in which organizations operate has grown more competitive and demanding, the need for a structured approach to developing leaders has increased markedly. Many different organizations and the development professionals who work in and with them are looking for ideas about how to develop talent throughout their organizations. They want a development approach that closely connects to their particular organization's business needs so that they can create value and sustainability.

## What can you achieve with this book?

The purpose of this book is to help you organize your thinking and planning for maintaining a leadership pipeline in your organization. CCL's Developing Leadership Talent (DLT) approach is intended to prompt a professional examination of those needs and ensure that you address the issues most relevant to success. This book will be most useful to human resource or organization development professionals responsible for designing leadership development and talent management strategies in their organizations. Consultants who help organizations design such strategies will also find useful information in these pages.

In contemporary organizations, many executives and managers at different levels of leadership are responsible for implementing development strategies. Although we do not intend this book to serve that audience directly, it does provide an overview of expectations and procedures that can aid their understanding and so help them implement and support those strategies.

## How is the book organized?

The components of our DLT approach can help you build an effective leadership development process for your organization. Each chapter goes into detail about the dimensions and uses of each element, with concrete suggestions for using these principles, stories of other organizations and how they have used these principles, and worksheets and other exercises to involve you in your own program design.

We considered several points in constructing CCL's DLT program. One, we placed a strong emphasis on the link between business need and development. Also, we took into account that readers may use our approach to customize the programs they had already

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David Berke  
Michael E. Kossler  
Michael Wakefield



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