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Steven Johnson on ~~Farsighted: How we make the decisions that matter the most~~

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Lesson 1: People Decisions
Are Vitally Important to You
and Your Organization "If
you prove to be skilled at
solving "people puzzles,"
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career will
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people decisions will do

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both.

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Amazon.co.uk: Claudio
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Great People Decisions conveys insights about finding and hiring great people such as: The importance of shedding all emotional biases when conducting an interview. The information requirements that drive the search are far more important than the specific assessment techniques that are used.

~~Great People Decisions: Why
They Matter So Much, Why
They ...~~

In simple terms, making

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great people decisions involves generating a rich pool of candidates, assessing them properly against the competencies required for their jobs, and attracting the best into the most critical positions.

~~Great People Decisions in the Public Sector — Egon Zehnder~~

Making great people decisions is a factor in your success that you can actually do something about, unlike your genetic makeup. You can develop and improve your skills in hiring and managing talented people.

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~~Summary by Claudio Fernández-
Aráoz~~

Here are ten lessons I learned and excerpted from reading Great People Decisions: Lesson 1: People Decisions Are Vitally Important to You and Your Organization “If you prove to be skilled at solving “people puzzles,” your career prospects will almost certainly get brighter. Conversely, if you repeatedly fail to get the right person in the job your career will suffer(...) Mastering great people decisions will do both.

~~Ten Lessons From Great~~

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Great People Decisions is a comprehensive resource for managers who want to improve their personal competence at hiring and promoting people, and also for students interested in the field. Yes, hiring is difficult, but it isn't a mystery.

~~Great People Decisions: Claudio Fernandez-Aroz, Tom O ...~~

Managers making people decisions will never be perfect, of course, but they should come pretty close to batting 1,000—especially since in no other area of management do we know as

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much. Some...

~~How to Make People Decisions — Harvard Business Review~~

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~~The Top 5 Business Decisions Of All Time~~

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country.

~~Great Decisions — Foreign
Policy Association~~

Great People Decisions. :
Why they Matter so Much, Why
they are so Hard, and How
you can Master them. Editor

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Fernández-Araoz.

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~~Great People — LATEST JOBS~~
In Great People Decisions, Fernandez-Araoz clears away the fog of myth and fad that has long clouded people decisions, bringing passion, sound experience, and wisdom to these all-important questions." --DANIEL GOLEMAN, bestselling author of Emotional Intelligence and Social Intelligence "Great People Decisions is a groundbreaking, myth-busting, and standard-setting work.

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(2007) explains the many ways in which personnel choices can make or break an organization. Full of practical, immediately actionable advice, this step-by-step guide to finding and hiring the right candidate for the right job is helpful for businesses of all shapes and sizes.

~~Great People Decisions by Claudio Fernandez-Araoz~~

So, while the majority of people analytics teams are still taking baby steps, what does it mean to be great at people analytics? We spoke with 12 people analytics teams from some of the largest global

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organizations in various sectors—technology, financial services, healthcare, and consumer goods—to try to understand what teams are doing, the impact they are having, and how they are doing it.

~~How to be great at people analytics | McKinsey~~

A: Great people decisions are great appointments, whether promoting someone from within or hiring someone from outside. Great people decisions produce extraordinary job performance, great personal development, and strong organizational morale.

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~~Amazon.com: Great People Decisions: Why They Matter So ...~~

“Great People Decisions is a groundbreaking, myth-busting, and standard-setting work. To prepare yourself for the dramatic workforce changes that are expected in the next decade, the first thing you should do is read this book. The second thing you should do is put Fernandez-Araoz’s advice into practice immediately.”

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