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Aiming to bridge the gap between theory and application, this work focuses on strategic management.

Do you think of your company's talent as an investment to be managed like a portfolio? You should, according to authors Becker, Huselid, and Beatty, if you're interested in strategy execution. Many companies fall into the trap of spending too much time and money on low performers, while high performers aren't getting the necessary resources, development opportunities, or rewards. In *The Differentiated Workforce*, the authors expand on their previous books, *The HR Scorecard* and *The Workforce Scorecard*, and recommend that you manage your workforce like a portfolio - with disproportionate investments in the jobs that create the most wealth. You'll learn to: Rise above talent management "best practice" and instead create a differentiated workforce that can't be easily copied by competitors Differentiate those capabilities in your company that are truly strategic Identify your wealth-creating "A" positions Create a new relationship between HR and line managers, and articulate the role each plays in a differentiated workforce strategy Develop the right measures for your organization Based on two decades of academic research and experience working with hundreds

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of executives, The Differentiated Workforce gives you the tools to translate your talent into strategic impact.

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For over 40 years, Warship has been the leading annual resource on the design, development, and deployment of the world's combat ships. Featuring a broad range of articles from a select panel of distinguished international contributors, this latest volume combines original research, new book reviews, warship notes, an image gallery, and much more, maintaining the impressive standards of scholarship and research with which Warship has become synonymous. In the 2019 edition of this celebrated title, articles include Hans Lengerer's exploration of the genesis of the Six-Six Fleet, Michele Cosentino's look at Project 1030, Italy's attempt to create a torpedo-armed attack and ballistic missile submarines, and A D Baker III's drawing feature on the USS Lebanon. Detailed and accurate information is the keynote of all the articles, which are fully supported by plans, data tables and stunning photographs.

In a marketplace fueled by intangible assets, anything less than optimal workforce success can threaten a firm's survival. Yet, in most

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organizations, employee performance is both poorly managed and underutilized. The Workforce Scorecard argues that current management and human resources practices hinder employees' ability to contribute to strategic goals. To maximize the power of their workforce, organizations must meet three challenges: view their workforce in terms of contribution rather than cost; replace benchmarking metrics with measures that differentiate levels of strategic impact; and make line managers and HR professionals jointly responsible for executing workforce initiatives. Building on the proven model outlined in their best-selling book *The HR Scorecard*, Mark Huselid, Brian Becker, and co-author Richard Beatty show how to create a Workforce Scorecard that identifies and measures the behaviors, competencies, mind-set, and culture required for workforce success and reveals how each dimension impacts the bottom line. Practical and timely, *The Workforce Scorecard* offers crucial lessons for leveraging human capital to achieve strategic success.

Three experts in Human Resources introduce a measurement system that convincingly showcases how HR impacts business performance. Drawing from the authors' ongoing study of nearly 3,000 firms, this book describes a seven-step process for embedding HR systems within the firm's overall strategy--what the authors describe

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as an HR Scorecard--and measuring its activities in terms that line managers and CEOs will find compelling. Analyzing how each element of the HR system can be designed to enhance firm performance and maximize the overall quality of human capital, this important book heralds the emergence of HR as a strategic powerhouse in today's organizations.

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