This handbook provides a unique and authoritative review of relevant research, theoretical developments, and current best practice in the management of individual development.

Learning to harness the talents of everyone comprising an organization is critical to sustainable organisational effectiveness. Successfully developing the talents of all members of an organization is, arguably, the only lasting source of competitive advantage.

Drawing on the expertise of both renowned academic specialists and leading practitioners, the book is designed to be a practical resource for the guidance and support of those whose role is to bring about the development of people at work.

- authoritative reviews of relevant evaluation research, and best-practice descriptions of key assessment and development tools
- an editor with excellent psychological and consultancy knowledge, experience and contacts
- written by international contributors within a strong conceptual structure
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