



## TALENT TUTOR

RAM CHARAN

### BIGGEST CORPORATE TALENT-MANAGEMENT MISTAKES

- LEADERS **NOT HELD ACCOUNTABLE** FOR DEVELOPING TALENT.
- PERFORMANCE ASSESSMENTS **WITHOUT CANDOR** OR FOCUS ON DEVELOPMENTAL NEEDS.
- **FAILURE TO DRILL DEEP ENOUGH** TO KNOW BEST STAFFERS WELL AND PUT THEM IN STRETCH JOBS.
- TOP MANAGEMENT'S SERIOUS **LACK OF TIME COMMITMENT AND ENERGY.**
- PLACEMENT OF **LONERS** IN LEADERSHIP JOBS.

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**Message to CEOs: Do More to Keep Your Key Employees**