



Talent Balancing: Staffing Your Company for Long-Term Success

Jim Stedt

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When the economy was booming, it was hard to find good people. winning the talent war was a popular phrase, and those individuals with the right stuff could command hefty salaries and perks. When the economy crumbled, the headhunters were sent packing. Today, companies are starting to hire again, but instead of recruiting a group of fifty, they're hiring five. They're outsourcing and hiring temps. They're replacing staff due to turnovers, retirements, and areas that were downsized, rather than expanding. They're relying on reduced HR departments and in-house managers and staff to make critical staffing decisions. Surprisingly, in this environment, good people are hard to find; the top performers are staying where they are, and it's the weak and marginal performers that make up most of the available talent pool. *Talent Balancing* draws from the author's 35 years in the field to present a fresh and practical approach to recruiting in today's volatile and uncertain environment. In particular, *Talent Balancing* will help entrepreneurs and managers without formal recruitment training navigate organizational politics, analyze current and future staffing needs, and execute a successful plan. Whether you are ramping up a new team or department or filling a temporary spot, *Talent Balancing* provides a wealth of insights and tools to ensure that your organization meets both immediate and long-term goals.

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