



Thinkism | Chasing Stars Is About The Myth Of Talent & The Portability Of Performance.

No one works alone. Leading organizations do not take for granted the fact that they must employ the most talented performers to compete and succeed. In the knowledge economy, many organizations try to buy stars by luring them away from competitors while others seek to grow, retain, and deploy their own stars.

However, research shows that stars who change companies often suffer an immediate and lasting decline in performance. In his book "**Chasing Stars – The Myth Of Talent & The Portability Of Performance**", Boris Groysberg comes to a striking conclusion:

Earlier excellence in a star performer's career depends heavily on the former company's general and proprietary resources, organizational cultures, networks, and colleagues. **It is better to train and retain a star performer.** There are few exceptions, such as stars that move with their teams and those who switch to better organizations.

ProSidian Talent Management services respond to processes of recruiting and on boarding; developing, training, retaining, and managing; assessing performance, and conducting and implementing workforce training. *Talent management is a journey and we help you focus on talent initiatives to ensure you have the right people in place.*

- Risk Management
- Energy & Sustainability
- Compliance
- Business Process
- IT Effectiveness
- **HR Talent Management**



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