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Skills development and organizational learning is a complex problem – one which must be solved by formal and informal methods, including finding ways to let the experts in the organization contribute. When effectively harnessed, informal and social learning have the power and potential to have significant learning and business impact.

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By David Alhadef, PricewaterhouseCoopers

Business leaders must be better connected than ever before to the changing external market, but also to their own people...*all their people*...in order to remain relevant and educated around the competencies critical for business success. These workplace competencies serve as the platform upon which talent management programs must be designed.

Are the Five Disciplines of the Learning Organization Still Relevant? New Approaches to Organizational Learning 16

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The 21st century organization will be smaller than the typical organization of today and employees will be working in constantly changing self-organizing work teams that are integrated at all levels. The complexity and ambiguity we face as we move into a highly-connected and fast-paced world will force these changes on us.

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By Sona Verma, Sigma-HR USA

With the tools and tech-savvy features of an intelligent HR system, companies can get the right people on board, provide learning and development, control the preventable departures and match their workforces perfectly to their businesses. Utilizing leading-edge technology is key to attracting, retaining and training today's technology-centric workforce.

Competencies: A Common Language for the Integrated Talent Management Discipline 24

By Andy Rice, The Newman Group and Craig Sneltsjes, Korn/Ferry International

No two organizations have exactly the same needs. With the right competency framework and focused integrated talent management planning, however, a company has the tools to address the near-term needs while setting the stage for long-term success.

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Patty Huber, Advertising Manager, 512.310.9795, phuber2@austin.rr.com.