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# The Alliance

managing talent in the networked age



**REID HOFFMAN**

Cofounder and Chairman of **LinkedIn**

**BEN CASNOCHA | CHRIS YEH**

HARVARD BUSINESS REVIEW PRESS

# The Alliance Managing Talent In The Networked Age

**John Gore**



## **The Alliance Managing Talent In The Networked Age:**

**The Alliance** Reid Hoffman, Ben Casnocha, Chris Yeh, 2014 For most of the 20th century the relationship between employers and employees in the developed world was all about stability and lifetime loyalty That has recently changed giving way to a transactional laissez faire approach that serves neither party well A new arrangement is needed the authors argue one built on alliance usually temporary and reciprocity The high tech start up community of Silicon Valley is pointing the way and companies that wish to be similarly agile and entrepreneurial can learn valuable lessons from its example Under the new compact both employer and employee seek to add value to each other Employees invest in the company s adaptability the company invests in employees employability Hoffman a cofounder of LinkedIn Casnocha a technology entrepreneur and Yeh an entrepreneur and angel investor outline three simple straightforward ways in which companies can make the new compact tangible and workable These are 1 hiring employees for explicit tours of duty 2 encouraging even subsidizing employees efforts to build networks outside the organization and 3 establishing active alumni networks that will enable career long relationships with employees after they ve moved on In the war for talent such a compact can be a secret weapon that helps you fill your ranks with the creative adaptive superstars who fuel entrepreneurial success

**SUMMARY - The Alliance: Managing Talent In The Networked Age By Reid Hoffman, Ben Casnocha And Chris Yeh** Shortcut Edition, 2021-06-02 Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes By reading this summary you will discover a new management model based on a respectful and balanced relationship between employer and employee You will also discover how establish a win win relationship between employer and employee based on trust and alignment of values recruit better profiles through transparency and shared values become a company that listens to its employees and is open to the outside world to build a rich career thanks to evolutionary missions take advantage of the professional network of current and former employees Today we no longer work as we did fifty years ago Employees no longer spend their entire career in the same company and they are also increasingly vulnerable because of short term economic issues However the status of self employed worker is not the solution given its precariousness To maintain employment a new type of relationship must be developed the alliance between employer and employee This new win win contract is based on mutual trust and benefits both the employee and the company Buy now the summary of this book for the modest price of a cup of coffee

**RESUMEN - The Alliance / La Alianza: Managing Talent In The Networked Age por Reid Hoffman, Ben Casnocha y Chris Yeh** Shortcut Edition, Al leer este resumen descubrir un nuevo modelo de gesti n basado en una relaci n respetuosa y equilibrada entre empleador y empleado Tambi n descubrir c mo establecer una relaci n benefica para ambas partes entre empleador y empleado basada en la confianza y la alineaci n de valores reclutar mejores perfiles mediante la transparencia y los valores compartidos convertirse en una empresa que escucha a sus empleados y est abierta al exterior construir una carrera rica gracias a las misiones evolutivas aprovechar la red profesional

de los empleados actuales y antiguos Hoy en día ya no trabajamos como hace cincuenta años Los empleados ya no pasan toda su carrera en la misma empresa y además son cada vez más vulnerables por cuestiones económicas a corto plazo Sin embargo el estatus de trabajador autónomo no es la solución dada su precariedad Para mantener el empleo hay que desarrollar un nuevo tipo de relación la alianza entre empleador y empleado Este nuevo contrato win-win se basa en la confianza mutua y beneficia tanto al trabajador como a la empresa

**SUMMARY Edition Shortcut (author),1901** Workbook - the Alliance: Managing Talent in the Networked Age John Gore,2014-07-21 A 30 day workbook for turning words into actions and actions into results Imagine 2 scenarios In the first one you have just finished reading The Alliance It was a great book and you remember that it mentioned a lot of smart things But you can't remember much of it now as you close the book In the second scenario you have just finished the same book The difference now is that you have a plan for how to implement this new knowledge to improve your life Most people will find themselves in scenario one We believe that reading is an investment You spend time with a book because you hope that it will make you happier healthier wealthier or smarter But simply just reading a great book is not enough You have to take action This workbook helps you do just that and makes it easier for you to make real changes from the books you read

The Alliance Reid Hoffman,2015-02 Simplified Chinese edition of a New York Times Bestseller The Alliance Managing Talent in the Networked Age by Reid Hoffman co-founder of LinkedIn Ben Casnocha award-winning entrepreneur and bestselling writer and Chris Yeh also an entrepreneur and a writer Their mission is to transform the way people think about their role in the workplace and how companies build loyalty inspire creativity and manage winning teams for the long term Hoffman Casnocha Yeh

**HBR's 10 Must Reads for HR Leaders Collection (5 Books)** Harvard Business Review,Marcus Buckingham,W. Chan Kim,Renee Mauborgne,John Kotter,2019-12-10 Build the workforce of the future In our volatile and complex era which boasts a competitive market for top talent HR's traditional model will fail Your company needs to adopt the latest skills to successfully manage performance and evaluate potential HBR's 10 Must Reads for HR Leaders Collection features innovative ideas on how to foster a vibrant high performing company culture spearhead constructive change and reap the benefits of a diverse workforce Included in this five book set are HBR's 10 Must Reads on Reinventing HR HBR's 10 Must Reads on Change Management HBR's 10 Must Reads on Building a Great Culture HBR's 10 Must Reads on Diversity and HBR's 10 Must Reads on Managing People The collection includes fifty articles selected by HBR's editors from renowned thought leaders including Marcus Buckingham W Chan Kim Renee Mauborgne and Sylvia Ann Hewlett plus the indispensable article People Before Strategy by Ram Charan Dominic Barton and Dennis Carey With HBR's 10 Must Reads for HR Leaders Collection break free from the traditional HR mindset and learn how to build the workforce of the future HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike Leaders looking for the inspiration that big ideas provide both to accelerate their own growth and that of their companies should look no further HBR's 10 Must Reads series focuses on the core topics that every

ambitious manager needs to know leadership strategy change managing people and managing yourself Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic Each title includes timeless advice that will be relevant regardless of an ever changing business environment **Unfinished Business** Anne-Marie Slaughter, 2015-09-29 Includes a new afterword by the author Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home Arianna Huffington NAMED ONE OF THE BEST BOOKS OF THE YEAR BY THE WASHINGTON POST NPR AND THE ECONOMIST When Anne Marie Slaughter accepted her dream job as the first female director of policy planning at the U S State Department in 2009 she was confident she could juggle the demands of her position in Washington D C with the responsibilities of her family life in suburban New Jersey Her husband and two young sons encouraged her to pursue the job she had a tremendously supportive boss Secretary of State Hillary Clinton and she had been moving up on a high profile career track since law school But then life intervened Parenting needs caused her to make a decision to leave the State Department and return to an academic career that gave her more time for her family The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with Her subsequent article for The Atlantic Why Women Still Can't Have It All created a firestorm sparked intense national debate and became one of the most read pieces in the magazine's history Since that time Anne Marie Slaughter has pushed forward breaking free of her long standing assumptions about work life and family Though many solutions have been proposed for how women can continue to break the glass ceiling or rise above the motherhood penalty women at the top and the bottom of the income scale are further and further apart Now in her refreshing and forthright voice Anne Marie Slaughter returns with her vision for what true equality between men and women really means and how we can get there She uncovers the missing piece of the puzzle presenting a new focus that can reunite the women's movement and provide a common banner under which both men and women can advance and thrive With moving personal stories individual action plans and a broad outline for change Anne Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men work and family I'm confident that you will be left with Anne Marie's hope and optimism that we can change our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job Hillary Rodham Clinton [HBR's 10 Must Reads on Entrepreneurship and Startups \(featuring Bonus Article "Why the Lean Startup Changes Everything" by Steve Blank\)](#) Harvard Business Review, Steve Blank, Marc Andreessen, Reid Hoffman, William A. Sahlman, 2018-01-23 The best entrepreneurs balance brilliant business ideas with a rigorous commitment to serving their customers' needs If you read nothing else on entrepreneurship and startups read these 10 articles by experts in the field We've combed through hundreds of articles in the Harvard Business Review archive and selected the most important ones to help you build your company for enduring success Leading experts and practitioners

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*The Optimistic Workplace* Shawn Murphy, 2015-10-28 While you can't personally transform the corporate culture you can influence the workplace climate and create meaningful and lasting change Supported by the latest research this eye opening book argues that our best work is the product of a positive environment When it comes to work these days we're expected to do more with less but is this nose to the grindstone philosophy the best way to run a business Alarming low employee engagement numbers indicate otherwise So if pushing everyone harder isn't the path to productivity what is Advocating a steward model of management The Optimistic Workplace reveals how to Explore personal and organizational purpose and align them for astonishing results Overcome resistance and skepticism Build camaraderie and deepen loyalty Increase intrinsic motivation Help your team find meaning in their work Identify goals collaboratively and track progress Examples from companies large and small demonstrate how this people centric focus ignites employee potential increases innovation and catapults the organization to new levels of performance The Optimistic Workplace presents an array of surprisingly simple strategies as well as practical 30 60 and 90 day plans designed to focus your actions and make employee optimism not just a worthy goal but a real and measurable result

Lab Rats Dan Lyons, 2018-10-23 New York Times bestselling author Dan Lyons exposes how the new oligarchs of Silicon Valley have turned technology into a tool for oppressing workers in this passionate Kirkus and darkly funny Publishers Weekly examination of workplace culture At a time of soaring corporate profits and plenty of HR lip service about wellness millions of workers in virtually every industry are deeply unhappy Why did work become so miserable Who is responsible And does any company have a model for doing it right For two years Lyons ventured in search of answers From the innovation crazed headquarters of the Ford Motor Company in Detroit to a cult like Holocracy workshop in San Francisco and to corporate trainers who specialize in Legos Lyons immersed himself in the often half baked and frequently lucrative world of what passes for management science today He shows how new tools workplace practices and business models

championed by tech s empathy impaired power brokers have shattered the social contract that once existed between companies and their employees These dystopian beliefs often masked by pithy slogans like We re a Team Not a Family have dire consequences millions of workers who are subject to constant change dehumanizing technologies even health risks A few companies however get it right With Lab Rats Lyons makes a passionate plea for business leaders to understand this dangerous transformation showing how profit and happy employees can indeed coexist New to Big David Kidder,Christina Wallace,2019-04-02 Serial entrepreneurs David Kidder and Christina Wallace reveal their revolutionary playbook for igniting growth inside established companies Most established companies face a key survival challenge says David Kidder CEO of Bionic lifelong entrepreneur and angel investor in more than thirty startups operational efficiency and outdated bureaucracy are at war with new growth Legacy companies are skilled at growing big businesses into even bigger ones But they are less adept at discovering new opportunities and turning them into big businesses the way entrepreneurs and early stage investors must In New to Big Kidder and Wallace reveal their proprietary blueprint for installing a permanent growth capability inside any company the Growth Operating System The Growth OS borrows the best tools systems and mind sets from entrepreneurship and venture capital and adapts them for established organizations leveraging these two distinct skills as a form of management for building in a future that is uncertain By focusing on what consumers do rather than what they say celebrating productive failure embracing a portfolio approach and learning from the outside in Kidder and Wallace argue any company can go on offense and win the future This isn t about a one off innovation moonshot It s about building a permanent ladder to the moon The Expertise Economy Kelly Palmer,David Blake,2018-09-18 As seen in Fast Company Inc Entrepreneur Quartz at Work Big Think Chief Learning Officer Chief Executive Officer and featured in the Financial Times and Forbes Recommended Reading for Creative Leaders Nominated for a GetAbstract International Book Award at Frankfurt Book Fair as one of the top 10 business books of the year 2019 Selected as a best business book of 2019 by SoundView Keeping people s skills in sync with fast changing markets is the biggest challenge of our time The workplace is going through a large scale transition with digitization automation and acceleration Critical skills and expertise are imperative for companies and their employees to succeed in the future and the most forward thinking companies are being proactive in adapting to the shift in the workforce Kelly Palmer Silicon Valley thought leader from LinkedIn Degreed and Yahoo and David Blake co founder of Ed tech pioneer Degreed share their experiences and describe how some of the smartest companies in the world are making learning and expertise a major competitive advantage The authors provide the latest scientific research on how people really learn and concrete examples from companies in both Silicon Valley and worldwide who are driving the conversation about how to create experts and align learning innovation with business strategy It includes interviews with people from top companies like Google LinkedIn Airbnb Unilever NASA and MasterCard thought leaders in learning and education like Sal Khan and Todd Rose as well as Thinkers50 list makers Clayton Christensen Daniel Pink and Whitney

Johnson TheExpertise Economy dares you to let go of outdated and traditional ways of closing the skills gap and challenges CEOs and business leaders to embrace the urgency of re skilling and upskilling the workforce **The New Rules of Work** Xena Mindhurst,2024-10-11 The New Rules of Work explores the transformative landscape of 21st century employment challenging the traditional 9 to 5 office paradigm This insightful book examines three pivotal trends reshaping our work lives remote work alternative schedules like the four day workweek and universal basic income By tracing the evolution of work from the industrial revolution to the digital age it provides context for understanding why conventional work models are being reimaged The book argues that embracing these changes can lead to increased productivity improved employee satisfaction and more sustainable business practices It draws on a wealth of research including case studies of companies successfully implementing new work models and economic analyses of universal basic income experiments What sets this guide apart is its holistic approach considering not just technological disruptions but also the human element exploring how these changes affect personal fulfillment and societal structures Structured in three parts The New Rules of Work introduces key concepts explores their implications and offers practical guidance for individuals and organizations to adapt It combines academic rigor with real world applicability using data driven analysis and relatable anecdotes to engage readers across various career stages By addressing controversies and providing strategies for thriving in this new landscape the book equips readers to navigate the future of work confidently **Engineering Management** C. M. Chang,Lucy Lunevich,2016-11-25 Engineering Management Meeting the Global Challenges prepares engineers to fulfill their managerial responsibilities acquire useful business perspectives and take on the much needed leadership roles to meet the challenges in the new millennium Value addition customer focus and business perspectives are emphasized throughout Also underlined are discussions of leadership attributes steps to acquire these attributes the areas engineering managers are expected to add value the web based tools which can be aggressively applied to develop and sustain competitive advantages the opportunities offered by market expansion into global regions and the preparations required for engineering managers to become global leaders The book is organized into three major sections functions of engineering management business fundamentals for engineering managers and engineering management in the new millennium This second edition refocuses on the new strategy for science technology engineering and math STEM professionals and managers to meet the global challenges through the creation of strategic differentiation and operational excellence Major revisions include a new chapter on creativity and innovation a new chapter on operational excellence and combination of the chapters on financial accounting and financial management The design strategy for this second edition strives for achieving the T shaped competencies with both broad based perspectives and in depth analytical skills Such a background is viewed as essential for STEM professionals and managers to exert a strong leadership role in the dynamic and challenging marketplace The material in this book will surely help engineering managers play key leadership roles in their organizations by optimally applying their combined



strengths in engineering and management      **Survive, Reset, Thrive** Rebecca Homkes,2024-02-03 Uncertainty is here to stay Rather than seeing it as an obstacle to overcome integrate it into your strategic approach to invigorate your high growth potential and outperform competition under any market condition Strategy is about making choices around where to play and where not to play how to win how to allocate resources among competing priorities and critically what to do All these choices must be made when you never know everything you would like to know This book is about facing uncertainty head on and then playing each round to not just survive but thrive Doing so only comes from the power move of executing a reset the differentiated step where you embrace change new insights and new opportunities to set your organization up for sustainable performance Survive Reset Thrive is a playbook for leaders derived from the author s first hand experience working with executive teams across industries from software technology retail fashion and construction through to manufacturing Drawing from over a decade of rich real world experience the author illustrates how to navigate the most complex strategic situations with a simple executable approach Rebecca Homkes explains how proactively to stabilize your business to withstand and grow through market shocks reset your strategy to take account of new realities and thrive through uncertainty      **Mastering Collaboration** Gretchen Anderson,2019-03-04 Collaboration is key for organizations in the 21st century yet few business people have been trained to teach this skill How do you advance ideas in a collaborative way and then communicate them throughout your company In this practical book author Gretchen Anderson shows you how to generate ideas with others while gaining buy in from all levels of your organization Product managers designers marketers technical leaders and executives will obtain better insight into how team members work together to make decisions Through tangible exercises and techniques you ll learn how to turn promising ideas into products services and solutions that make a real difference in the market Use a framework to develop ideas into hypotheses to be tested and refined Avoid common pitfalls in the collaboration process Align communication approaches to ensure that collaboration is effective and inclusive Structure events or meetings for different types of collaboration depending on the people involved Practice giving and receiving critiques to foster inclusion without resorting to consensus based decisions      **The Power of Play** George Kesselman,2023-11-29 Level up employee productivity creativity and inspiration at your workplace In The Power of Play The Game Design Approach to Transforming Employee Engagement the Managing Director for Willow Ventures a global insurance innovation leader George Kesselman delivers a one of a kind and exciting take on employee productivity and engagement He dives deep into increasing divergence between work and how we approach motivation and moving beyond the gamification of work exploring the motivational and behavioural elements behind the fun kind of problem solving we find in games and showing you how to apply them to your workplace In the book you ll discover how to apply the principles of game design to the professional environment so you can realize higher levels of motivation productivity and creativity from your teams You ll also find Strategies to make your workplace more enjoyable and improve talent recruitment and retention

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**The Boomerang Principle** Lee Caraher, 2017-03-16 It is rare today for employees to stay with one organization for the long tenures that were the norm before the Great Recession In fact job hopping is the new norm especially for Millennials In The Boomerang Principle companies learn how to leverage this fact rather than fear it By engendering a lifetime of loyalty from former employees leaders can see them return in the form of customers partners clients advocates contractors and even returning employees Author Lee Caraher has built several companies and managed many Millennials along the way In her first book Millennials Management she shared her wisdom on how to get an intergenerational workforce to contribute to the larger goals of the organization In this follow up book she shifts the emphasis to creating valuable long lasting relationships with your employees to ensure they remain your biggest fans even if they leave the company The Boomerang Principle is a pragmatic answer to the outdated corporate mindset around employee turnover Instead it shifts the focus to creating lifetime loyalty from your alumni who will bring back business again and again

**Meaning Over Purpose** Angela Rixon, 2025-10-13 In a world where over 70% of employees feel disengaged how do we reignite passion and purpose at work Organizational purpose alone isn't enough to drive results If your employees aren't finding personal meaning in their work even the most inspiring mission statement will fall flat Meaning Over Purpose is a grounded step by step blueprint for CEOs to bridge this gap between inspiring ideals and daily reality Angela Rixon provides evidence based strategies to close the Purpose to Meaning Gap™ the disconnect between what your company says and what your people actually feel You'll learn to embed the Five Pillars of Meaningful Work™ Autonomy Mastery Purpose Connection and Impact into your culture and operations ensuring that purpose translates into tangible engagement Packed with real world examples frameworks and metrics this guide shows you how to align individual values with corporate goals measure what truly matters and build a high performance culture fueled by meaning The result Retained talent higher motivation and sustainable growth Meaning Over Purpose combines vision with execution delivering a strategic blueprint that turns culture into a competitive advantage Lead with meaning and drive lasting engagement and performance at every level

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