

## Employer Brand Management Practical Lessons From The Worlds Leading Employers

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**Employer brand management** firstly seeks to answer why it is important have a strong brand as an employer before guiding you step by step on how to create a clear, compelling an distinctive employment proposition. Well written and very well researched, it succeeds on both counts.

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Attract, recruit, and retain the very best with a strategicemployer brand From one of the world's leading pioneers in the employer branddiscipline and author of the first book on the subject TheEmployer Brand, comes the long-awaited practical follow-upEmployer Brand Management. Talented, motivated employees area company's best assets, and the techniques in this book helpattract, recruit, and retain the very best. A successful employerbrand reaches beyond the boardroom to establish confidence,loyalty, and enthusiasm all the way down the ladder. EmployerBrand Management gives readers a personal grasp of a newapproach to people management. It draws on significant advances inpractices among leading companies to provide a handbook foremployer brand development and implementation. With a wide range ofcase studies and examples, you'll be taken step-by-step through themployer brand development process. You will find information onthe latest developments in technology, with particular attentionpaid to socially-enabled recruitment marketing and employeecommunication and engagement. You will: Follow the process of brand planning, definition,implementation, and application Discover how brand thinking can strengthen strategy andreinforce HR value Improve existing recruitment and talent managementprograms Learn the importance of employee engagement in the brandexperience

Building on the success of The Employer Brand, a conceptual introduction to what has now become a well established concept, this is a practical guide to implementation, drawing on a much wider range of cases and examples. This book draws on the significant advances in employer brand practice among leading companies to provide hands-on advice to those interested in applying the most advanced tools and techniques in this fast emerging management discipline. The Authors walk you through employer brand planning, employer brand definition, employer brand implementation and specific applications. This book will show you how employer brand thinking can strengthen HR strategy and reinforce HR's value to the business. It offers practical help in improving existing programmes of recruitment and talent management, demonstrates the importance of people in delivering the desired brand experience and will give the reader a personal grasp of a new approach to people management.

Levels of 'employer brand awareness' are rising fast across Europe, North America and Asia-Pacific, as leading companies realise that skilled, motivated employees are as vital to their commercial success as profitable customers and apply the principles of branding to their own organization. Starting with a review of the pressures which have generated current interest in employer branding, this definitive book goes on to look at the historical roots of brand management and the practical steps necessary to achieve employer brand management success - including the business case, research, positioning, implementation, management and measurement. Case studies of big-name employer brand stories include Tesco, Wal-Mart, British Airways and Prêt à Manger.

Attract the very best talent with a compelling employer brand! Employer Branding For Dummies is the clear, no-nonsense guide to attracting and retaining top talent. Written by two of the most recognized leaders in employer brand, Richard Mosley and Lars Schmidt, this book gives you actionable advice and expert insight you need to build, scale, and measure a compelling brand. You'll learn how to research what makes your company stand out, the best ways to reach the people you need, and how to convince those people that your company is the ideal place to exercise and develop their skills. The book includes ways to identify the specific traits of your company that aligns with specific talent, and how to translate those traits into employer brand tactic that help you draw the right talent, while repelling the wrong ones. You'll learn how to build and maintain your own distinctive, credible employer brand, and develop a set of relevant, informative success metrics to help you measure ROI. This book shows you how to discover and develop your employer brand to draw the quality talent you need. Perfect your recruitment marketing Develop a compelling employer value proposition (EVP) Demonstrate your employer brand ROI Face it: the very best employees are the ones with the most options. Why should they choose your company? A strong employer brand makes the decision a no-brainer. It's good for engagement, good for retention, and good for the bottom line. Employer Branding For Dummies helps you hone in on your unique, compelling brand, and get the people you need today.

The culture an organisation cultivates as an employer is just as important to its success as the brand image of its products or services. A culture that is at odds with the organisation's commercial activities is a very powerful signal to customers, employees and other stakeholders; it is a signal that will impact on the employers' sales, market reputation, share value and their ability to attract and retain the kind of employees that they need. In fact, employer branding is a complex process that involves internal and external customers, marketing and human resource professionals. Helen Rosethorn's book puts the whole topic into context, it explores some of the shortcomings of employer branding initiatives to date and provides a practical guide to the kind of strategy and techniques organisations need to embrace in order to make the most of their employer brand. At the heart of the book is the concept of the strategic employee lifecycle and ways in which an organisation should engage with potential, current and past employees. The Employer Brand focuses on the experiences and perspectives of organisations that have applied employer brand practices. It is a book about marketing - and the relationship of customers and employees; about culture - and the need for fundamental change in the role of the human resources function; about psychology - and the changing aspirations of the next generation of employees; and about hard-nosed business - and the tangible and intangible benefits of a successful employer branding strategy and how to realize them.

This book shows how to build and maintain a distinctive and credible employer brand and develop a set of relevant success metrics to help measure return on investment (ROI). Starting with the current interest in employer branding, this book looks at the historical roots of brand management and the practical steps to achieve employer brand management success. The book will review the pressures that have generated current interest in employer branding. It goes on to look at the historical roots of brand management and the practical steps necessary to achieve employer brand management success. The book includes the business case, research, positioning, implementation, management and measurement, and case studies of big-named employer brand stories. This book will provide new insights into the field of employer branding and provide directions and tools for organizational brand building. It will be beneficial for research scholars, engineers, practitioners, and management students.

Inhaltsangabe:Abstract: The information economy, the current demographical trends and other factors will produce a shortage of skilled labour. During the last decade, many labour markets had encountered a shortage of skilled labour. In fact, whole industries have had serious problems to fill vacancies. Many have forecast horror scenarios for the labour market, whereas others have created strategic concepts to cope with it. The War for Talent and the Employer of Choice concept are leftovers of this period. Employee attraction and retention will continue to be an important issue for many companies in the beginning of the 21st century. The new up-coming competition for talent draws the attention on a new concept, in order to deal with the future challenge - employer branding. Employer branding has moved center stage in the last two years. The strategic relevance of employer branding is still underestimated or unknown. Employer branding is neither a wonder cure nor a cure-all approach. This thesis and chapters provide an insight in the employer branding concept and its relevance. What does employer branding means, where does it stem from? It also contains a practical guide for developing and implementing an employer branding process, with a short case study of global chemical company. Do you remember the scenario published in McKinsey 7s Quarterly in 1986? The War for Talent - this expression has become synonymous for the labour shortage of High Potentials. The economy was burning white-hot in the late 1990s and companies were scrambling to hire and retain the people they needed. With a boom, talent becomes scarcer because everybody is looking for talented people to fill vacancies. In the late 1990s the employer of choice concept became popular, when the war for talent was about to begin. The term employer of choice is based on the unwritten promises and expectations that develop the basis of the employment relationship. The collapse of the dot.com industry, followed by a time of recession and downturns causing layoffs and job cuts, has created a surplus of labour. The predicted War for Talent for High Potentials has been postponed. Really? The current economic landscape has changed dramatically, product lifecycles have grown shorter, products and services are substitutional, innovation is accelerating and customer loyalty is just a pie-in-the-sky. The economy is driven by ongoing changes, globalization, growing complexity and the [...]

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Attract the very best talent with a compelling employer brand! Employer Branding For Dummies is the clear, no-nonsense guide to attracting and retaining top talent. Written by two of the most recognized leaders in employer brand, Richard Mosley and Lars Schmidt, this book gives you actionable advice and expert insight you need to build, scale, and measure a compelling brand. You'll learn how to research what makes your company stand out, the best ways to reach the people you need, and how to convince those people that your company is the ideal place to exercise and develop their skills. The book includes ways to identify the specific traits of your company that aligns with specific talent, and how to translate those traits into employer brand tactic that help you draw the right talent, while repelling the wrong ones. You'll learn how to build and maintain your own distinctive, credible employer brand, and develop a set of relevant, informative success metrics to help you measure ROI. This book shows you how to discover and develop your employer brand to draw the quality talent you need. Perfect your recruitment marketing Develop a compelling employer value proposition (EVP) Demonstrate your employer brand ROI Face it: the very best employees are the ones with the most options. Why should they choose your company? A strong employer brand makes the decision a no-brainer. It's good for engagement, good for retention, and good for the bottom line. Employer Branding For Dummies helps you hone in on your unique, compelling brand, and get the people you need today.

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