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Workforce. Every effort

must be made to

expand access to

higher education,

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circumstances, gender,

and other such barriers

to talent, and to

harness human

creativity and

enterprise to meet the

demands of the new

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talent is being  
mismanaged by  
employers that have  
yet to come to terms  
with the realities and  
possibilities of mass  
higher education. The  
Mismanagement of  
Talent will be thought-  
provoking and  
controversial reading

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for those involved in the recruitment of graduates, and those concerned with the way knowledge-based firms recruit and the impact of higher education policy:

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'employability', to  
expose serious

problems in the way

that future workers are

trying to manage their

employability in the

competition for tough-

entry jobs in the

knowledge economy; in

how companies

understand their

human resource

strategies and

endeavor to recruit the

managers and leaders

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Phillip Brown and

Anthony Hesketh with

Sara Williams. This

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how companies

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Mismanagement of Talent will be thought-provoking and controversial reading for those involved in the recruitment of graduates, and those concerned with the way knowledge-based firms recruit and the impact of higher education policy: Professionals working in university careers services, HRM, training, or recruitment generally; Researchers,

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academics, or students  
of Business and  
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candidates themselves

...

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The challenge  
confronting  
governments around  
the world today is to

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for those involved in  
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way knowledge-based

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impact of higher

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in university careers

services, HRM, training,

or recruitment

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of Business and

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The Mismanagement of  
Talent comes to a  
different conclusion.

Those leaving the  
world of mass higher  
education find  
themselves in a

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scramble for jobs with rising stakes for the winners and losers. The Mismanagement of Talent examines what determines the outcome of this race when a degree loses its badge of distinction.

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and what really

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The Mismanagement of  
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Anthony Hesketh:

Authors: Phillip Brown,  
Anthony Hesketh, Sara  
Williams: Edition:

illustrated, reprint:

Publisher: Oxford

University Press, 2004:

Original from: the

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**Brown P, Hesketh A**

**(2004). The**

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[Excerpt] In The

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Talent, Brown and

Hesketh argue that

rooted within the

dominant discourse of

the "war for talent" are

several core

assumptions that have

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shaped our perspective on employability in the KBE. The most central of these is that there is a limited pool of talent capable of rising to senior managerial positions, which creates fierce competition to recruit the best and brightest.

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in the knowledge

economy. [Phillip

Brown; Anthony

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knowledge economy

conjures a world of

smart people, in smart

jobs, doing smart

things, in smart ways,

for smart money,

increasingly open to all

rather than a few.

Glossy corporate  
brochures ...

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