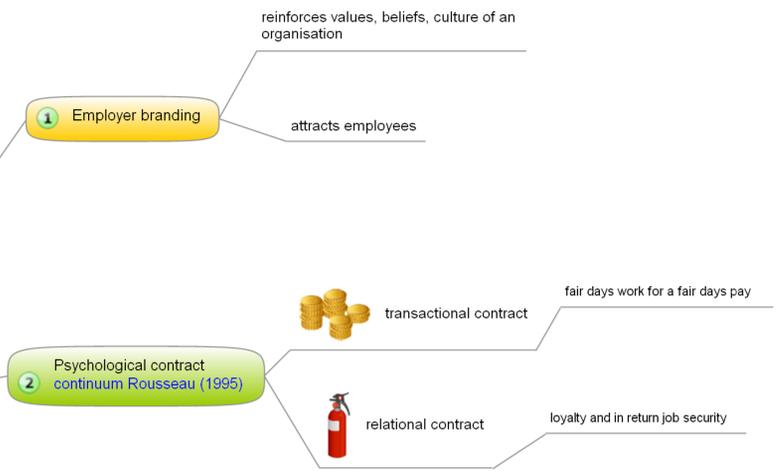


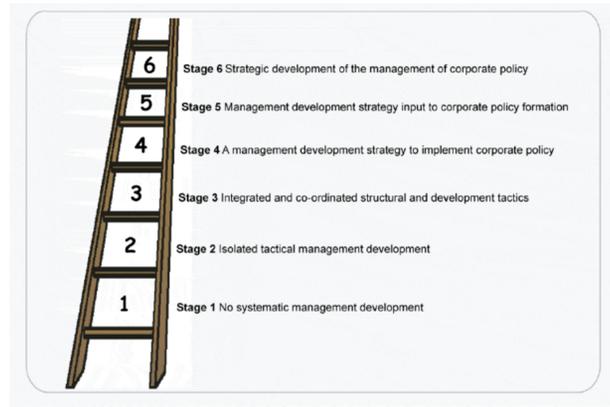
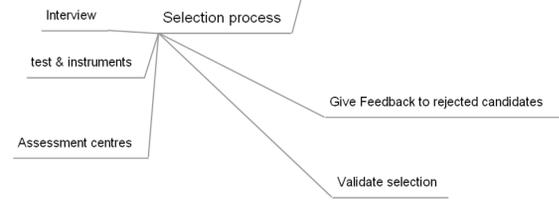
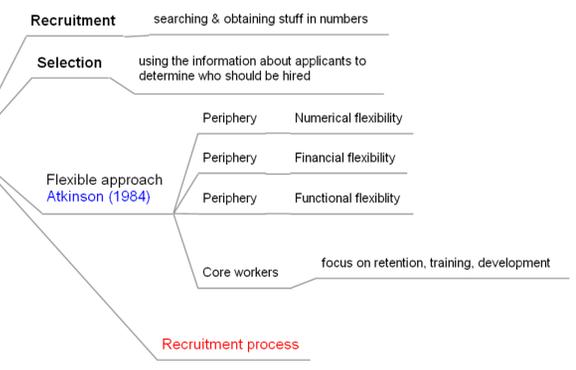
Link need to organisation

Develop talent
 McBain, R. (2006) Human Resource Development. Henley Management College

Talent management



1 Recruitment & Selection
 Jackson & Schuler (2000)



The fundamental principle of the Burgoyne ladder is the same as that in the Ashridge 4F model, which describes four approaches to management development:

- Fragmented activity where learning is ad hoc rather than structured and planned
- Formalised learning where the individual's needs determine the design and content of the training
- Focused where the business needs of the organisation drive training and development
- Fully integrated where training and development and business strategy are integrated and all activities are perceived to be learning opportunities and used as such

Source: Burgoyne (1999)

