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Open Talent John Winsor,Jin H. Paik,2024-01-16 In the new world of hybrid work and AI one thing is clear the war for talent is over and talent won With sparsely populated offices and people working from wherever they are and with AI emerging everywhere in business and dominating headlines our work lives have undergone a remarkable transformation seemingly overnight But the reality is that for years the ever growing digital wave has been breaking down organizational boundaries and increasing the adoption of open innovation including the use of crowdsourcing platforms as a talent solution Now the imperative is clear adapt to and leverage this new digitally enabled world of open talent or get left behind In this eye opening essential guidebook John Winsor and Jin Paik with their work at the Laboratory for Innovation Science at Harvard show how the massive reset of the pandemic allowed talented workers everywhere to exit their jobs without leaving the workforce Now many are freelancing for multiple companies or are starting small businesses challenging hiring managers as never before amidst a transformed workforce What s more talent has more power than ever using platforms such as Freelancer com Fiverr and Upwork setting their own terms for work what where when and at what price How can companies adapt The key the authors argue is shifting to a more distributed idea and structure of collaborative work The authors call this a networked organization where talent is culled from both inside and outside the organization and viewed through a single lens as a global ecosystem that can be tapped as needed With rich stories keen insights and an abundance of practical advice Winsor and

Paik provide a new framework and operating model for transforming your organization into a talent orchestrating problem solving machine

The Office Alchemist Anupam Peter,2025-01-25 Take control of your career and transform your life Elevate Your Career Elevate Your Life is your ultimate guide to career success featuring expert advice realworld examples and practical strategies for achieving your goals and creating a purposedriven life *Digital Technologies for Global Sourcing of Services* Ilan Oshri,Julia Kotlarsky,Leslie P. Willcocks,2021-01-09 This book constitutes revised selected papers from the 14th International Global Sourcing Workshop 2019 held in Obergurgl Austria in December 2019 The 10 contributions included were carefully reviewed and selected from a total of 36 submissions The book offers a review of the key topics in sourcing of services populated with practical frameworks that serve as a tool kit to students and managers The range of topics covered in this book is wide and diverse offering various perspectives on the employment of digital technologies in the context of sourcing services More specifically the book examines sourcing decisions and management practices around digital platforms robotic process automation and blockchain giving specific attention to digital aspects of innovation in sourcing

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