



# The ACE Advantage: How Smart Companies Unleash Talent for Optimal Performance

*William A. Schiemann PhD*

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Executives are beginning to realize that the most effective way to fight the recession or to conquer competitive challenges is not to retreat, but to optimize every asset under management—especially an organization's human resources. This groundbreaking book argues against historical assumptions regarding managing talent and how human capital should be perceived. Introducing three factors—Alignment, Capabilities, and Engagement (ACE)—this guide demonstrates how ACE forms the framework for optimizing, managing, and measuring the value contribution of human resources to the strategic and operational success of an organization. Answering questions such as *Are we optimally using the talent we have acquired? Are we bringing in, developing, and retaining the right talent?* and *Are we developing leaders effectively?* this is the perfect resource for business leaders in companies of all sizes.

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