



Chasing Stars

The Myth of Talent
and the Portability
of Performance



B O R I S G R O Y S B E R G

Chasing Stars The Myth Of Talent And The Portability Of Performance

Chrystia Freeland



Chasing Stars The Myth Of Talent And The Portability Of Performance:

Chasing Stars Boris Groysberg, 2010-04-19 Why corporate stars often lose their luster after changing jobs It is taken for granted in the knowledge economy that companies must employ the most talented performers to compete and succeed Many firms try to buy stars by luring them away from competitors But Boris Groysberg shows what an uncertain and disastrous practice this can be After examining the careers of more than a thousand star analysts at Wall Street investment banks and conducting more than two hundred frank interviews Groysberg comes to a striking conclusion star analysts who change firms suffer an immediate and lasting decline in performance Their earlier excellence appears to have depended heavily on their former firms general and proprietary resources organizational cultures networks and colleagues There are a few exceptions such as stars who move with their teams and stars who switch to better firms Female stars also perform better after changing jobs than their male counterparts do But most stars who switch firms turn out to be meteors quickly losing luster in their new settings Groysberg also explores how some Wall Street research departments are successfully growing retaining and deploying their own stars Finally the book examines how its findings apply to many other occupations from general managers to football players Chasing Stars offers profound insights into the fundamental nature of outstanding performance It also offers practical guidance to individuals on how to manage their careers strategically and to companies on how to identify develop and keep talent **Chasing Stars**, 2012 The Oxford Handbook of Professional Service Firms Laura

Empson, Daniel Muzio, Joseph Broschak, Bob Hinings, 2015-08-13 Over the past three decades the Professional Service Firm PSF sector has emerged as one of the most rapidly growing profitable and significant in the global economy In 2013 the accountancy management consulting legal and architectural sectors alone generated revenues of US 1.6 trillion and employed 14 million people PSFs play an important role in developing human capital creating innovative business services reshaping government institutions establishing and interpreting the rules of financial markets and setting legal accounting and other professional standards The study of PSFs can offer insights into the contemporary challenges facing organizations within the knowledge economy and deepen understanding of more conventional organizations Despite their significance however PSFs have until recently remained very much in the shadows of organizational and management research The Oxford Handbook of Professional Service Firms marks the coming of age of PSF scholarship with a comprehensive and integrative exploration of current research and thinking on PSFs featuring contributions from internationally renowned scholars in the fields of organizational and management studies It is divided into three distinct sections the professions the firms and the professionals that work within them and covers subjects from governance and leadership to regulation entrepreneurship and diversity Bringing together a broad range of empirical and theoretical perspectives the Handbook offers many potentially important insights into the contemporary challenges of organizations in the knowledge economy and suggests new lines of inquiry that may shed further light on the activities and performance of PSFs and the professionals who

work within them **Money at Work** Kevin J Delaney, 2023-11-21 Financial advisors poker players hedge fund traders fund raisers sports agents credit counselors and commissioned salespeople all deal with one central concern in their jobs money In *Money at Work* Kevin Delaney explores how we think about money and particularly how our jobs influence that thinking By spotlighting people for whom money is the focus of their work Delaney illuminates how the daily practices experienced in different jobs create distinct ways of thinking and talking about money and how occupations and their work cultures carry important symbolic material and practical messages about money Delaney takes us deep inside the cultures of these moneyed workers using both interviews and first hand observations of many of these occupations From hedge fund trading rooms in New York to poker players at work in Las Vegas casinos to a Christian money retreat in a monastery in rural Pennsylvania Delaney illustrates how the underlying economic conditions of various occupations and careers produce what he calls money cultures or ways of understanding the meaning of money which in turn shape one's economic outlook Key to this is how some professionals such as debt counselors think very differently than say poker players in their regard to money Delaney argues that it is the structure of these professions themselves that in turn influences monetary attitudes Fundamentally *Money at Work* shows that what people do for a living has a profound effect on how people conceive of money both at work and in their home lives making clear the connections between the economic and the social shedding light on some of our most basic values At a time when conversations about money are increasingly important Delaney shows that we do not merely learn our attitudes toward money in childhood but we also learn important money lessons from the work that we do *Rising Together* Sally Helgesen, 2023-02-28 In this follow up to her international bestseller *How Women Rise* Sally Helgesen draws on three decades of work with executives and aspiring leaders around the world to offer practical ways to build more inclusive relationships teams and workplaces Participants at leadership conferences often tell Sally Please don't spend your time telling us why developing and retaining a diverse workforce is important We get it The problem is we don't know how to do it *Rising Together* provides that missing how in full detail by identifying both what holds us back and specific tactics that can help us move forward First Sally identifies the eight common triggers most likely to undermine our ability to collaborate across divides not only of gender but also of age ethnicity race sexuality and life experience These triggers are widespread yet rarely acknowledged They include differences in how people from different backgrounds view ambition competence perceptions fairness communication networks attraction and humor Sally then offers specific practices designed to address these triggers simple behavioral tweaks that we can use on a daily basis a method for informally enlisting allies to hold us to account and a means for cultivating and disseminating the dynamic power of *we* *Rising Together* is for readers at every stage and level in their careers who recognize that building a broad range of relationships is essential to their advancement now and in the future This book also serves as an indispensable guide for HR diversity and leadership professionals tasked with addressing the misunderstandings resentments and derailments caused by the eight triggers Sally

s focus on behaviors how we act rather than bias how we think promises to redirect the inclusion conversation in a grounded real world way that brings us together It's Not the How or the What but the Who Claudio Fernández-Aráoz, 2014-05-13 Succeed by mastering the art of the who Why surround yourself with the best Because it matters in all aspects of life In fact in professional environments getting people right what global leadership authority Claudio Fernández Ar oz calls the art of great who decisions marks the difference between success and failure To thrive you need to identify those with the highest potential get them in your corner and on your team and help them grow Yet surprisingly very few of us are able to meet that challenge This series of short and engaging essays outlines the obstacles to great who decisions and offers solutions to address them in a systematic way Drawing from several decades of experience in global executive search and talent development as well as the latest management and psychology research Fernández Ar oz offers wisdom and practical advice to improve the choices we make about employees and mentors business partners and friends top corporate leaders and even elected officials The personal stories and cutting edge studies described in the book will help you understand both your own failings and the external forces commonly at play in staffing decisions The author shares concrete recommendations on how to select the best people bring out their strengths foster collective greatness in the groups you've assembled and create not only better organizations but also a better society Starting with the cases of Amazon pioneer Jeff Bezos and Brazilian tycoon Roger Agnelli and continuing with individual and corporate examples from around the world Fernández Ar oz paints a vivid picture of what great who decisions look like and presents a fresh and commanding argument about why they matter more than ever today *The Routledge Companion to International Human Resource Management* David Collings, Geoffrey Wood, Paula M. Caligiuri, 2014-11-13 International human resource management IHRM is a key area of research in the sphere of international business and management Described as a field in its infancy in the 1980s IHRM has quickly advanced through adolescence and into maturity Today it is a vibrant and diverse discipline which boasts a large and active body of researchers across the globe This volume examines cutting edge themes with the input of contributions from both established and emerging scholars The Routledge Companion to International Human Resource Management gives a state of the art overview of the key themes topics and debates in the discipline with valuable insights into directions for future research Drawing on a large and respected international contributor base and with its focus on mature and emerging markets this book is an essential resource for researchers students and IHRM professionals alike **The SAGE Handbook of the Sociology of Work and Employment** Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The

Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies Employee Inter- and Intra-Firm Mobility Daniel Tzabbar, Bruno Cirillo, 2020-07-15 This volume identifies new theoretical and empirical directions to the study of employee mobility covering broad sets of theoretical frameworks which are embedded in strategic organizational sociological or entrepreneurial theories and of empirical approaches which cover industry firm team and individual levels of analysis *Plutocrats* Chrystia Freeland, 2012-10-16 In the last few decades what it means to be rich has changed dramatically Forget the 1% it's the wealthiest 0.1% who are fast outpacing the rest of us Today's colossal fortunes are amassed by the diligent toiling of smart perceptive businessmen who see themselves as deserving victors in a cutthroat international competition Cracking open this tight knit world is Chrystia Freeland an acclaimed business journalist At ease in Davos or Dubai Freeland has reported on the lives and minds of these new super elites for nearly a decade Grounding her interviews in the economics and history of modern capitalism she provides examples of the new wealth and its consequences She showcases the 3 million birthday party of a New York financier months before the financial meltdown details the closed door 2005 SEC meeting where the US government allowed investment banks to write their own regulatory laws and tells how the Bank of Canada's Mark Carney became a key figure in the central battle between the plutocracy and the rest of us Brightly written and powerfully researched Freeland's *Plutocrats* will be a lightning rod event in the midst of the US election season

Chasing Stars The Myth Of Talent And The Portability Of Performance Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the energy of words has become more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such could be the essence of the book **Chasing Stars The Myth Of Talent And The Portability Of Performance**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book's key themes, examine its writing style, and analyze its overall impact on readers.

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