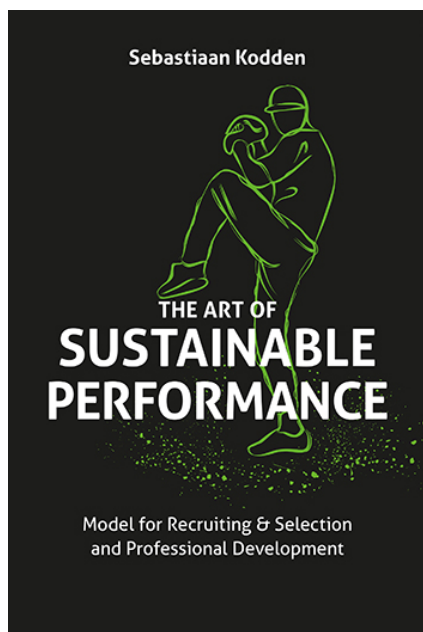


SANTASADŌ

Sebastiaan Kodden - The Art of Sustainable Performance

Model for Recruiting & Selection and Professional Development

HUMAN RESOURCE | ORGANIZATIONS | TEAMS



Why does one organization remain successful while others are falling apart or just disappear? Why is one person successful over and over again, while no one expected him or her to be? Please forget everything you think you know about recruiting and selecting the right employees.

Because it really is quite different than you think it is! The secret of winning persons and teams lies in the combination of talent and four important performance indicators, on which -- strangely enough -- many organizations just do not select their employees...

Sebastiaan Kodden studied performance indicators among executives and senior staff of over 1,100 professionals and 50 CEO's of the Dutch best-known companies. His surprising findings put the present

recruitment and selection procedures of many Dutch companies in a new perspective. And the book is not only about the theory: it also offers a useful model for recruitment and selection and professional development.

Including various questionnaires and checklists for HR-professionals and executives who want to build sustainable winning teams and organizations.

Published in November 2019 | Paperback | 208 pages | ca. 38,000 words

- Full English and German translations available
- Vietnamese rights sold to Nha Nam
- Summary published by Springer
- English and Dutch editions published by Management Impact



ABOUT THE AUTHOR

Sebastiaan Kodden is a writer, speaker and researcher in the field of leadership, entrepreneurship and professional development. He works with Nyenrode Business University at the Center for Leadership Management Development. He is the author of *Be a Hero*, an internationally published bestseller.

RECOMMENDATIONS

'His research shows that talent is useful, but that personality and character are more important for the performance of employees. Sebastiaan Kodden has written a very useful book for managers, human resources specialists and students.'

Dr. José W. Otte (MBA), social innovation researcher with a background in behavioral studies

'The key is not to manage but to develop talent. If this were a thesis, my verdict would be a cum laude graduation. For managers, HR-people, advisors, headhunters and recruiters, teachers and students, this book is a must-read and an eye opener.'

'Knowledge, science, energy and force combined, another great book by Sebastiaan Kodden.'

TABLE OF CONTENTS

Foreword

Prologue: Billy Beane

Introduction

1. The Importance of Sustainable Development

2. Talent

3. Intelligence, Willpower and Intrinsic Motivation

4. Adaptability

5. Self-efficacy

6. Work Engagement

7. Vigor

8. Organizational Fit

9. Performance Culture – All Blacks

10. The Art of Sustainable Performance: The Zeigarnik Effect

Conclusion and Summary

Professional Development

Organizational Development

Tools

Appendices

Notes

Sources of Inspiration

Acknowledgements

About the Author