



# **Individual Differences and Development in Organisations (Wiley Handbooks in Work & Organizational Psychology)**

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Organisations, of all kinds, are facing the challenge of rapidly advancing technologies, and ever-increasing levels of competition, both nationally and globally. They are also seeking to operate in an environment where the traditional relationships between employer and employee are rapidly changing.

Learning to harness the talents of everyone comprising an organisation is critical to sustainable organisational effectiveness. Successfully developing the talents of all members of an organization is, arguably, the only lasting source of competitive advantage.

This handbook provides a unique and authoritative review of relevant research, theoretical developments, and current best practice in the management of individual development.

Drawing on the expertise of both renowned academic specialists and leading practitioners, the book is designed to be a practical resource for the guidance and support of those whose role is to bring about the development of people at work.

- \* Authoritative reviews of relevant evaluation research, and best-practice descriptions of key assessment and development tools
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