



# Optimizing Talent in the Federal Workforce

*William J. Rothwell, Aileen G. Zaballero, Jong Gyu Park*

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**Optimizing Talent in the Federal Workforce** William J. Rothwell, Aileen G. Zaballero, Jong Gyu Park  
Taxpayers deserve the very best from public services, and first-rate public services can only be provided by outstanding government workers. Federal human resource managers face the challenge of attracting and retaining high-caliber individuals within the constraints of ever-tightening budgets and often-conflicting political directives. From a talent management perspective, *Optimizing Talent in the Federal Workforce* explores:

Best practices for recruiting and selecting employees  
Proven methods for developing and training employees  
Optimal deployment and placement processes.

This text is a must-read for anyone in or working toward a government management position.

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Introduction • Recruiting and Selecting the Best People • Developing and Training the Best People •  
Deploying and Placing the Best People • Engaging the Best People • Retaining the Best People • Knowledge  
Transfer

## About the Editors

William J. Rothwell, Ph.D., SPHR, CPLP Fellow is a professor in the Workforce Education and Development program, Department of Learning and Performance Systems, at The Pennsylvania State University. He has authored, co-authored, edited, or co-edited more than 80 books as well as numerous book chapters and articles. He is currently president of Rothwell & Associates, Inc.

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