

**ON  
FINDING AND KEEPING  
THE BEST PEOPLE**

A HARVARD BUSINESS REVIEW PAPERBACK

**Toward a Career-Resilient Workforce 1**

ROBERT H. WATERMAN, JR., JUDITH A. WATERMAN, AND  
BETSY A. COLLARD

**A Market-Driven Approach to Retaining Talent 27**

PETER CAPPELLI

**Hiring Without Firing 51**

CLAUDIO FERNANDEZ-ARA6Z

**Making Partner: *A Mentor's Guide to the Psychological Journey* 87**

HERMINIA IBARRA

**Who Wants to Manage a Millionaire? 111**

SUZY WETLAUFER

**Too Old to Learn? 131**

DIANE L. COUTU

**Managing Away Bad Habits 155**

JAMES WALDROOP AND TIMOTHY BUTLER

**; Job Sculpting: *The Art of Retaining Your Best People* 179**

TIMOTHY BUTLER AND JAMES WALDROOP

**About the Contributors 205**

**Index 209**