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By José María Saracho

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Los desafíos actuales que enfrentan las organizaciones para implementar programas de gestión del talento están generados por la falta de una definición clara y operativa acerca de qué es verdaderamente la gestión del talento. Por ello proponemos un modelo para definir el talento basado en una serie de distinciones acerca de las variables que debe incluir dicho concepto. Partimos de la premisa de que el talento no

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