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### Developing Analytic Talent: Becoming a Data Scientist

combinatorial feature selection, hidden decision trees, analytic APIs, and when MapReduce is useful. A number of case studies (fraud detection, digital analytics, stock market strategies, and more) are detailed enough to allow the reader to replicate the analyses when facing similar data in the real world when doing their jobs.

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Analytics has already proven its value in talent management by adding consistency to the process, limiting human bias, and identifying organizational talent gaps. But we've only just begun to tap into the potential of this tool. Here are three big ways predictive analytics can further support your talent-development objectives: 1.

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Vincent has published 40 papers in statistical journals (including Journal of Royal Statistical Society - Series B, IEEE Pattern Analysis and Machine Intelligence, Journal of Number Theory), a Wiley book on data science, and is an invited speaker at international conferences.