journal article on ACQUIRING AND RETAINING TALENT. Paper instructions: In an interview with Dr. Edward Hallowell, Harrison (2011) discussed Hallowell’s Cycle of Excellence as a five-step process that managers can use to foster high performance in their organizations. According to Hallowell, to manage employees, managers must first employ them, which is the first step.(1) Select.(2) Connect is the next is to determine if a new employee fits into the organization. The next two steps, (3) Play and (4) Grapple and Grow, go together because they are actions taken by employees along with their managers. These growth opportunities go a long way to increase job satisfaction and productivity levels. The final step, (5) Shine, occurs when managers recognize employees for a job well done. Reference: Harrison, J. (2011, March). Interview with Edward M. Hallowell, MD, author of Shine: Using brain science to get the best from your people. Human Resource Management International Digest, 19(4), 43-45. Draw on the material in the background readings and conduct additional research to prepare a magazine article in which you: • Briefly analyze the five steps of the Cycle of Excellence and use it as a springboard to create your own cycle of excellence. • Develop your own cycle of excellence and explain its steps. Your cycle should show creativity and critical thinking and consideration for diversity/equity/inclusion. • Discuss how the cycle of excellence you have developed is the optimum approach for managing human capital. • The magazine article you are writing should be similar to an article you might find in TD: Talent Development (magazine of the Association for Talent Development) or in HR Magazine (magazine for the Society for Human Resource Management, SHRM). • Utilize at least three other reference sources to build your article. Cite sources within your paragraphs and include them in a references list at the end of your article. (Note: Even though practitioner magazine articles at times do not cite sources or have a reference section, they are needed for our academic purposes. • Include a cover page and a reference page. • Note that the deliverable for this assignment is not an essay paper, but rather a journal article formatted like other published journal articles. (Most articles are written in columnar form, with some color and graphics to provide visual appeal. The more interesting the article is the better.) Citation and reference style instructions are available at https://owl.english.purdue.edu/owl/resource/560/10/. You will find the following useful as you critique sources: Cornell University. (2015). Critically analyzing information sources: Critical appraisal and analysis. Retrieved from http://olinuris.library.cornell.edu/ref/research/skill26.htm Cornell University. (2014). Evaluating Web sites: Criteria and tools. Retrieved from http://olinuris.library.cornell.edu/ref/research/webeval.html