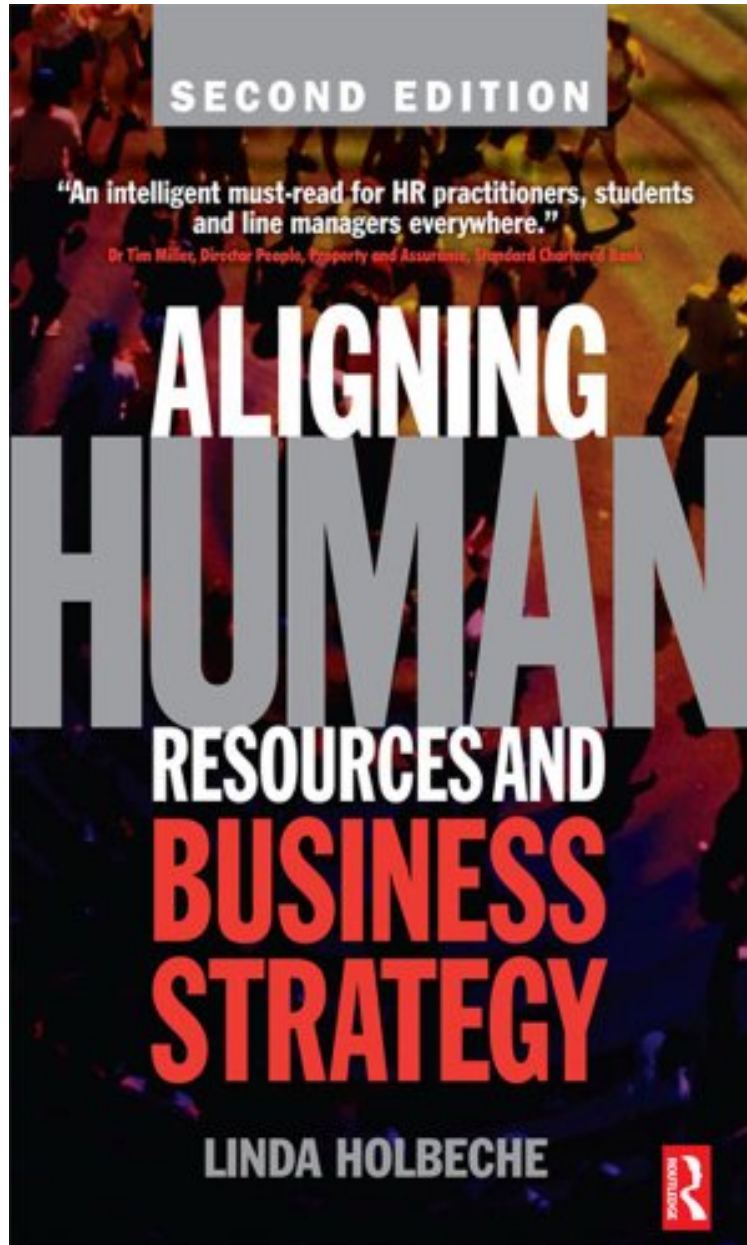


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Aligning Human Resources and Business Strategy

Linda Holbeche

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Linda Holbeche : Aligning Human Resources and Business Strategy before purchasing it in order to gage whether or not it would be worth my time, and all praised Aligning Human Resources and Business Strategy:

3 of 3 people found the following review helpful. Great Book on a Difficult SubjectBy CustomerThis is a great book. It's not a quick and easy read and should not be. Achieving HR alignment in corporate culture is not an easy task,

when dealing with other very strong leaders with their own opinions. To quote from the book, HR strategy "is evolutionary in nature - it involves grappling with competing agendas, perspectives and values." Anyone that's been in an executive committee meeting can relate. This book is definitely for the most senior HR strategist. Highly recommend. Make sure you get the Second Edition that was published in 2009, which I could only find in paperback. It would be nice to have a hardcover Second Edition. This book will give you the knowledge and vocabulary you need to increase your influence on company culture and its leadership. 1 of 1 people found the following review helpful. This is an amazing book that will provide information that anyone can use ...By Customer This is an amazing book that will provide information that anyone can use in HR. It doesn't matter if it's undergraduate or graduate study, the information is practical and can easily be transferable in real life. 0 of 0 people found the following review helpful. Five Stars By Angela Davis Loved it! It is very helpful.

What difference can the aspiring HR strategist really make to business value? In the new edition of her ground-breaking book, Linda Holbeche answers this question and provides the tools and insights to help HR managers and directors add value to the organization by implementing effective HR initiatives that are aligned to core business strategies. Featuring updated profiles and case studies from top HR strategists who have used their skills to deliver a variety of key business objectives, *Aligning Human Resources and Business Strategy*, 2nd edition provides inspiration and guidance on how to apply the theory to challenges in your organization. Learn how you can strengthen and prove the relationship between people strategy and business success through your approach to performance and development and impress at the highest levels with this new edition of an HR classic. Linda Holbeche is Director of Research and Policy at the Chartered Institute of Personnel and Development (CIPD). Linda chairs and speaks at meetings and conferences worldwide and appeared at number six in *Human Resources* magazine's HR most influential 2008 roll call of top industry thinkers.

"Linda Holbeche describes the alignment of HR strategy with business strategy as "the holy grail of HR teams" and, equipped with this wonderful book, it's an objective which I believe many more of those teams will be able to achieve. By combining a balanced and incisive review of the latest academic thinking with well-chosen and insightful examples of current best practice, she has created a valuable resource which is inspirational and pragmatic in equal measure." - David Fairhurst, Senior Vice President and Chief People Officer, McDonald's UK and Northern Europe "As leaders face enormous business challenges, they increasingly turn to HR for insight and support. Linda's book guides HR professionals in giving thoughtful and useful advice. It offers clear guidelines and approaches for HR to help leaders better identify and solve their problems. The ideas in the book are comprehensive, thoughtful, and accessible. This wonderful book will help line managers know what to expect from HR and HR professionals know how to meet those expectations." - Dave Ulrich, Professor of Business, University of Michigan and Partner, The RBL Group

From the Back Cover What difference can the aspiring HR strategist really make to business value? In the new edition of her ground-breaking book, Linda Holbeche answers this question and provides the tools and insights to help HR managers and directors add value to the organization by implementing effective HR initiatives that are aligned to core business strategies. Featuring updated profiles and case studies from top HR strategists who have used their skills to deliver a variety of key business objectives, *Aligning Human Resources and Business Strategy*, 2nd edition provides inspiration and guidance on how to apply the theory to challenges in your organization. Learn how you can strengthen and prove the relationship between people strategy and business success through your approach to performance and development and impress at the highest levels with this new edition of an HR classic. Linda Holbeche is Director of Research and Policy at the Chartered Institute of Personnel and Development (CIPD). Linda chairs and speaks at meetings and conferences worldwide and appeared at number six in *Human Resources* magazine's HR most influential 2008 roll call of top industry thinkers.

About the Author Linda Holbeche is Research and Policy Director at the Chartered Institute of Personnel and Development (CIPD). Linda is responsible for leading the CIPD's extensive management research programme and the translation of that knowledge into practice for the benefit of all those involved in the management and development of people. She heads a 40 strong team, including 12 expert research advisers, and is a key spokesperson and advocate for the people management and development profession, in the media and in relations with government and other opinion formers. Linda was previously with the Work Foundation where she was Director of Leadership and Consultancy and prior to this she was Director of Research and Strategy at Roffey Park Institute for 12 years.