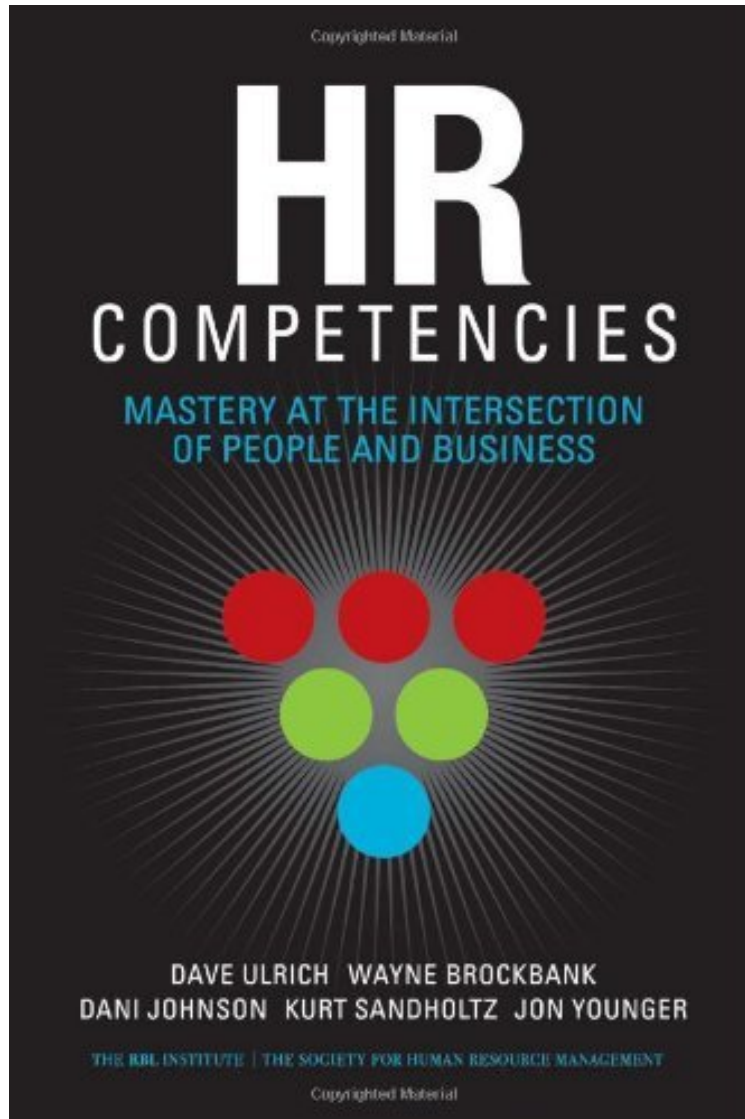


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HR Competencies: Mastery at the Intersection of People and Business

Dave Ulrich, Wayne Brockbank, Dani Johnson, Kurt Sandholtz, Jon Younger

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Practical and concise, this guide provides an overview of the knowledge, skills, and values that successful human resource (HR) professionals demonstrate in all types of positions, companies, and geographies. The techniques help those professionals architect, coach, design, and facilitate programs for effective operations; resulting in more efficient and content organizations. Answering such questions as What makes a successful HR professional? Which HR competencies have the most impact on performance? How do they affect business performance?, and How do HR departments affect individuals? this comprehensive and empirical book offers advice for every HR professional—making them more successful, effective, and valuable to their companies.

About the Author Dave Ulrich is a professor of business at the University of Michigan and a cofounder of The RBL Group. He is the author of 13 books and more than 100 articles, including *The Future of Human Resource Management*, *How Leaders Build Value*, and *Leadership Brand*. He lives in Alpine, Utah. Wayne Brockbank is a professor at the Ross School of Business at the University of Michigan and a principal of The RBL Group. Dani Johnson is a director of research for The RBL Group. She lives in Provo, Utah. Kurt Sandholtz is a consulting associate with The RBL Group who specializes in leadership development and executive education. He lives in Stanford, California. Jon Younger is a principal of The RBL Group and leads the firm's Strategic HR practice. He advises HR leaders on HR strategy and organization, and HR leadership and professional development. He lives in Short Hills, New Jersey.