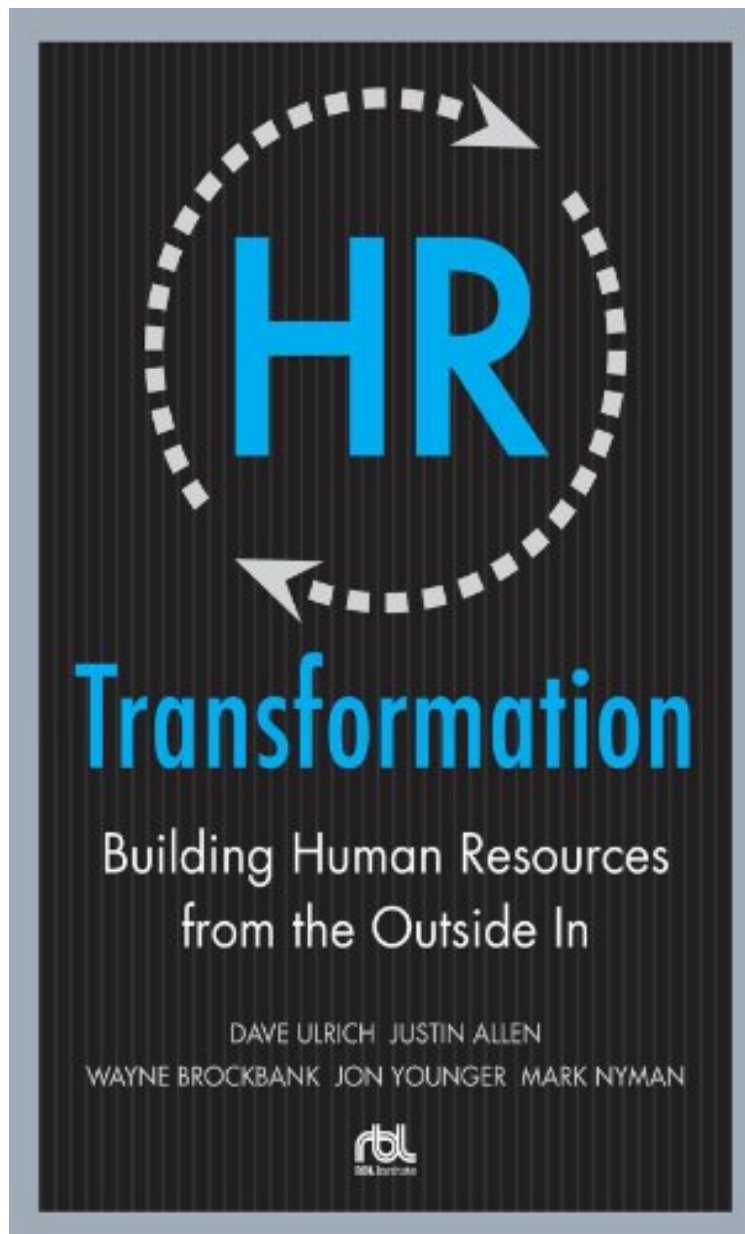


(Mobile ebook) HR Transformation: Building Human Resources From the Outside In (Business Skills and Development)

HR Transformation: Building Human Resources From the Outside In (Business Skills and Development)

Dave Ulrich, Justin Allen, Wayne Brockbank, Jon Younger, Mark Nyman
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Once again, Dave Ulrich and team hit a home run with their assessment of the continual transformation of HR from being a 'necessary evil' to a strategic partner to finally being a collaborative voice at the table. HR has traditionally been a reactionary piece of the business puzzle with previous developments being made mostly by 'feel' to fill the gaps. By using a data-driven approach to translating their findings, Ulrich's team not only serves to make HR a quantifiable partner, but one whose 'outside-in' approach lends credibility, reliability and intimacy to every business relationship. In a world-class business setting, there has to be a 'dot connector' to align strategy with purpose in each business function. Through this extensive, quantifiable and valuable research, Dave's team again proves to be the gold standard for cutting-edge HR knowledge and application.
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Everything your gut has been telling you is wrong in HR likely is and this book is the most inspiring and detailed way to move forward to change

Named as BusinessWeek's #1 Management Educator, expert Dave Ulrich and his team of authors bring human resources a whole new way of thinking and practicing—moving the focus from internal issues to actively helping to set business strategies. Businesses of the future need "all hands on deck" when implementing new ways to stimulate growth and cost efficiency, and this includes human resources. In HR Transformation, the team presents a four-phase model of transformation that shows you step-by-step how to make meaningful progress in contributing to the performance of your company by redesigning HR to work as a strategic partnership. From the " #1 Management Educator" to " #1 BusinessWeek "—The authors have presented us with an accessible, readable, and practical illustration of a clear path for successful strategy execution in a complex environment.
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"HR can only transform organizations if it transforms HR. This book shows us how. HR Transformation would have been important in the past—it is critical now! We are entering a new world. HR Transformation can help our organizations thrive in the midst of uncertainty."
-Marshall Goldsmith, author of the Wall Street Journal bestsellers What Got You Here Won't Get You There and Succession: Are You Ready?
Ulrich and his colleagues talk tough and provide a detailed blueprint for how those of us in the field can use our own tools to do a "720-degree" evaluation of ourselves. We cannot contribute to the success of our organizations until we upgrade ourselves.
-Linda A. Hill, Wallace Brett Donham Professor of Business Administration, Harvard Business School
"Based on groundbreaking research with hundreds of companies and thousands of executives, HR Transformation provides compelling theory and practical tools to create alignment between strategy, systems, and people. This important book should be read carefully by leadership teams everywhere."
-Mark Huselid, Professor of HR Strategy, Rutgers University, Co-author of The HR Scorecard, The Workforce Scorecard, and The Differentiated Workforce
Turn to the front matter for more than thirty rousing endorsements of HR Transformation. INCLUDES CASE STUDIES FROM Intel, Pfizer, Takeda, Flextronics

About the Author
Dave Ulrich is an author, speaker, management coach, and consultant. Wayne Brockbank is a Clinical Professor of Business of the Strategic Human Resource Planning Program at the University of Michigan's Ross School of Business. Jon Younger's career has been a mix of consulting, executive management and HR leadership. Justin Allen is the Managing Director of The RBL Institute and a consultant with the firm. Mark Nyman is a Principal with The RBL Group.