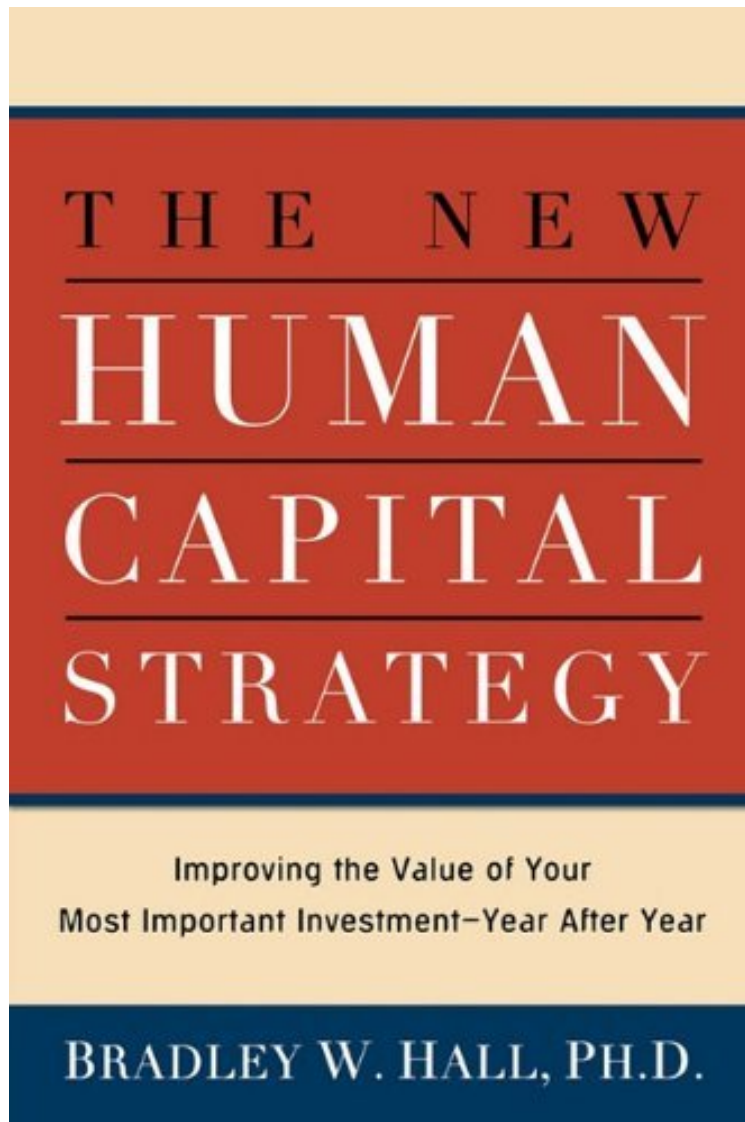


The New Human Capital Strategy

Bradley W. Hall

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Bradley W. Hall : The New Human Capital Strategy before purchasing it in order to gauge whether or not it would be worth my time, and all praised The New Human Capital Strategy:

0 of 1 people found the following review helpful. Won't be buying 's Online Books again By Barbara I don't have a kindle, I've been tempted several times but when I do quick searches I can't find the books that I'm interested in and since the heavier books are from school and I have a difficult time finding them I don't see the point on spending on it and it gets postponed. So, no, I don't have a kindle and I was forced to buy this for online reading because of the lack of availability elsewhere (I needed it for a class so it was urgent). I have to say I'm terribly disappointed. 1) The format

is horrible, the book seems never ending with this format. Instead of having regular pages I have more than 2,400 on a 150-200 pages book.2) I can't read any one of the tables, on any resolution, on several computers. It is impossible to know what does it say and terrible while answering a test on that table.3) Besides I can't copy one sentence of the book. I understand you want to protect the book and the information and copyrights but one of the advantages of having an online book should be to copy-paste a few lines for citation purposes. I've bought several online books from McGraw Hill and they have rules and limitations for copy-paste, but you can do it. When you do it, they paste the information of the book and the author so you can actually reference it and it is limited in how many words you can actually copy-paste but you can do it.4) I thought: "Great, I can highlight on the book and then see my notes in one page"... but you can't print it, you can't edit it, you can't add your comments, you can't do anything with it, it only takes you to the page of the document from an "index".5) The index is another issue, it is on several pages instead on one page(that take a little while to load, not much, but when looking for some information throughout the book it gets annoying and slows you down), so going from one chapter to another, and the index trying to find a quote that you missed or going from one point to another comparing notes its the most annoying thing in the world.I do not love the McGraw Hill's online tool or software either, it has some things that are not that comfortable like the notes or highlighting sections but in general. it is WAY better than this. The format is more accessible and easy to read, you can have several highlighters, you can copy-paste, it's just better.Every time I can I will avoid using this again and I'll definitively rethink buying a kindle.0 of 0 people found the following review helpful. Jaime SanchezBy Marcelo Jaime Saacute;nchezIt's a good book, I think help me in my Job, in especial concepts I applie in my Human Capital Satrategy9 of 9 people found the following review helpful. This is a Great BookBy Gerald RandallAs an HR practitioner, this book has become my symbol of hope for the profession. I've always known there was "something wrong" with how HR is being practiced in organizations today, but never clearly identified the root of the problem, much less offered a method for addressing it. Brad Hall's book provides that insight.Through current research and his industry experience, Hall provides ample evidence that despite decades of seeking and gaining "a seat at the table," HR overall has not progressed beyond the traditional administrative "personnel" function. Accordingly, Hall argues it's time to "blow up today's model and replace it with a fundamentally new Human Capital Strategy."Hall begins with thought-provoking questions such as "has your human capital improved year over year?" which demonstrate that HR has not delivered on its responsibility to ensure human capital is managed as a business asset. He builds towards his human capital approach which centers around four key elements; building effective executive teams, building leaders who deliver sustained business results, ensuring employees in key positions outperform their peers in competitor organizations, and a fourth, designing a disciplined approach for improving workforce performance, which serves as the structure and environment within which the first three can flourish.The model challenges fundamental elements of current HR practice, such as the focus on supporting "internal customers" (management and employees), arguing instead for a focus on meeting the expectations of external clients and stakeholders. At a more granular level, it challenges the merit of current practices (e.g., forced ranking of employees, aggressive "performance management", and annual performance reviews) and offers a method to meet the objectives of these practices through a roadmap for building high performance organizations.This is a fresh read and I highly recommend it to all professionals who have a stake in improving their organization's performance.

It is often said that the only true source of sustained competitive advantage is people. But what does that mean and how can this be measured and managed? How many organizations know whether their human capital outperforms their competitors'squo;, or even whether it improves year-over-year? And what is the strategy for continually improving that performance?The New Human Capital Strategy is a roadmap for delivering measurable business results by systematically improving the performance of those in roles most important to customers and shareholders. Proposing a radical shift in the way organizations measure and manage their people, the book asserts that competitive advantage is a function of four areas of strength:bull; effective executive teamsbull; leaders who deliver resultsbull; outperforming competitors in key positionsbull; workforce performanceUsing examples, research, and metrics, this essential guide provides readers with a system for ensuring that their people are more valuable this year than the last.

"The statement 'People are our greatest source of competitive advantage' is hackneyed at best, but still it is true. Author Bradley Hall thinks the main problem is that the leadership in companies doesn't know if their employees are 'better' than their competitor peers and whether they continue to improve annually. He proposes a radical new way of identifying and measuring precisely which activities are most and least responsible for sustained growth, and determining, much the way financial analysis does, which human capital investments will pay dividends over and over. The book maps out a way for HR departments to deliver true business results, and tie human capital initiatives directly and consistently to bottom-line results...The book enables both general managers and HR professionals to create a blueprint of human capital success and a strategy and system for achieving it. In so doing, it calls for 'blowing up' today's HR paradigm and questions many of its assumptions." IHRIM JOURNAL MAGAZINE lldquo;hellip; provides a well-researched, pragmatic approach to developing human talent with a business

setting...Recommended.rdquo; -- Choice magazine About the Author Bradley W. Hall, Ph.D. (Brookfield, CT) has been a senior HR executive for several top companies, including ABN AMRO Bank in Amsterdam, IBM, and ATT Global Services. He is now head of the consulting firm Hall Company, Inc. and teaches in Duke University's corporate education program.