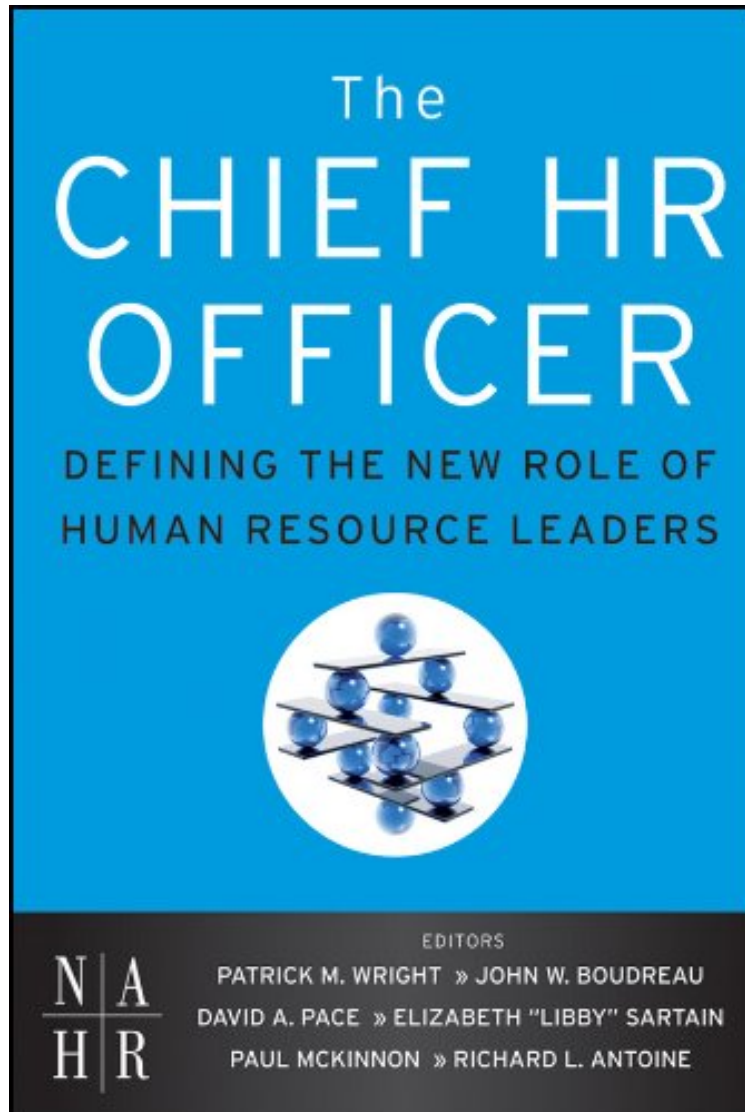


[Free] The Chief HR Officer: Defining the New Role of Human Resource Leaders

The Chief HR Officer: Defining the New Role of Human Resource Leaders

Patrick M. Wright, John W. Boudreau, David Pace, Libby Sartain, Paul McKinnon, Richard Antoine
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From the Inside FlapThe Chief HR Officer offers the most current thinking on the evolving role of the chief human resource officer (CHRO). An essential resource for experienced and aspiring CHROs, the book shows leaders how to best prepare for and perform this critical role. This comprehensive book shows how, in today's extremely competitive work environment, the job of the CHRO has expanded to encompass many important roles. Among other things, HR leaders must adapt to and address the demands of an increasingly diverse and demanding workforce, globalization, stricter regulatory requirements, increased accountability to the CEO and board of directors, and the complexity of leading the HR function with often limited resources. This vital guide is filled with rare insights and practical guidance from some of the country's most successful CHROs who have been in the trenches as well as top academics researching the field including Randy MacDonald (IBM), Eva Sage-Gavin (Gap Inc.), L. Kevin Cox (American Express), Mirian M. Graddick-Weir (Merck), and Dave Ulrich (Ross School of Business, University of Michigan, and The RBL Group). Sponsored by the National Academy of Human Resources (NAHR), the book covers a wealth of topics including how to develop a perspective and set of skills to effectively lead and perform in the role and how to approach strategy, management, leadership, ethics, and talent. In addition, the authors include information on forming and implementing activities that will further the firm's strategy, advice for coaching and counseling the CEO, and much more.About the AuthorPatrick M. Wright, Ph.d., is the William J. Conaty GE Professor of Strategic Human Resources in the School of ILR at Cornell University. He teaches and conducts research in the area of strategic human resource management, with a particular focus on how HR practices, the HR function, and HR leaders can affect firm performance. The National Academy of Human Resources (NAHR) is an honorific organization where individuals and institutions of distinction in human resources are recognized for professional achievement by election as "Fellows of the NAHR." In addition, NAHR furthers the HR profession through the Chief Human Resource Officer (CHRO) Academy and other philanthropic and educational activities. For more information visit <http://www.nationalacademyhr.org>. Copublished with the Society for Human Resource Management (SHRM), the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters. Visit www.shrm.org.