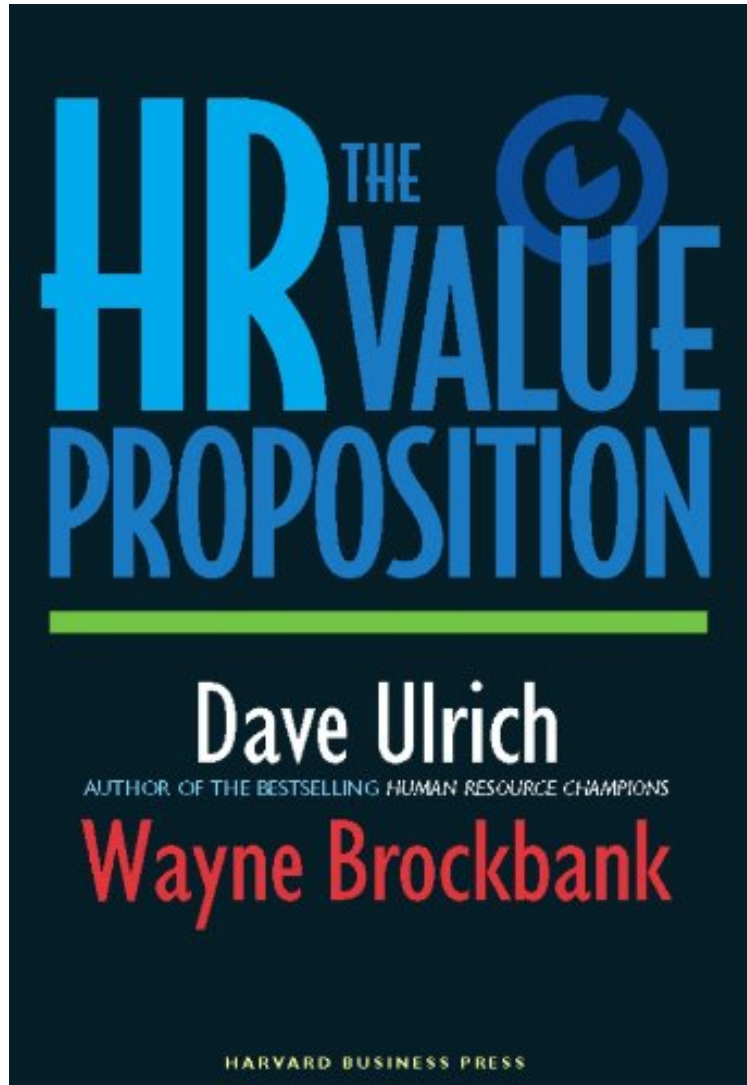


The HR Value Proposition

David Ulrich, Wayne Brockbank

*DOC | *audiobook | ebooks | Download PDF | ePub*



#566663 in eBooks 2005-05-11 2005-05-11 File Name: B005DI8Y5C | File size: 77.Mb

David Ulrich, Wayne Brockbank : The HR Value Proposition before purchasing it in order to gage whether or not it would be worth my time, and all praised The HR Value Proposition:

4 of 4 people found the following review helpful. A Must for Startegic HR ProfessionalsBy A. DeveroAnyone in HR who doesn't feel their job is in peril is probably delusional. In order to preserve one's position, and more importantly, contribute at the highest possible level to an organization, HR pros MUST transform themselves into strategic partners. For many, that is a daunting task. Ulrich is the father of strategic HR thinking, and this book, written with Brockbank, is a superb roadmap. Along with explaining the concerns that inform strategic thought, the authors provide a step by step means to assess and address the strategic concerns of one's organization. HR professionals who are

motivated to leverage their own value and deepen their organization's real strategic strength could not do better than starting their study here. Amie Devero, Author of *Powered by Principle: Using Core Values to Build World-Class Organizations* 1 of 1 people found the following review helpful. Four Stars By sullivan5555 Good stuff 0 of 0 people found the following review helpful. Four Stars By Customer Nice read!

The international best seller *Human Resource Champions* helped set the HR agenda for the 1990s and enabled HR professionals to become strategic partners in their organizations. But earning a seat at the executive table was only the beginning. Today's HR leaders must also bring substantial value to that table. Drawing on their 16-year study of over 29,000 HR professionals and line managers, leading HR experts Dave Ulrich and Wayne Brockbank propose *The HR Value Proposition*. The authors argue that HR value creation requires a deep understanding of external business realities and how key stakeholders both inside and outside the company define value. Ulrich and Brockbank provide practical tools and worksheets for leveraging this knowledge to create HR practices, build organizational capabilities, design HR strategy, and marshal resources that create value for customers, investors, executives, and employees. Written by the field's premier trailblazers, this book charts the path HR professionals must take to help lead their organizations into the future. Ulrich is a professor at the University of Michigan School of Business and the author of 12 books and more than 100 articles on the subject of human resources. Brockbank is a clinical professor of business at the University of Michigan School of Business, the author of award-winning papers on HR strategy, and an adviser to top global organizations.