



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

By Dave Ulrich, Justin Allen, Wayne Brockbank, Jon Younger, Mark Nyman

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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 & Guru"-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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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*

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INCLUDES CASE STUDIES FROM Intel, Pfizer, Takeda, Flextronics



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### **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** 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.

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