

Leadership Brand

Reinventing Jobs
Organizational Capability

The Leadership Code

How to Turn Training and Development into Business Results

Leadership Sustainability: Seven Disciplines to Achieve the Changes Great Leaders Know They Must Make

"Authors Eric Geiger and Kevin Peck argue that churches that consistently produce leaders have a strong conviction to develop leaders, a healthy culture for leadership development, and helpful constructs to systematically and intentionally build leaders. All three are essential leaders to be formed through the ministry of a local church."--Back cover.

The only practical guidebook and desk reference for executives and front-line management seeking to apply a strategic and systematic approach to achieving organizational objectives and improving shareholder value and share-price performance in public and privately held organizations, government, and not-for-profits. This book offers a formal framework for the application of engagement principles across the enterprise and details the numerous tactics and applications of engagement in all segments of business and the economy. Enterprise Engagement differs from the traditional approach to employee and customer engagement in that it aligns engagement strategies and tactics across the organization to ensure efficiency and measurable success. Enterprise Engagement: The Roadmap is designed for the senior leaders in charge of strategic and tactical engagement plan development and for the front-line managers involved with implementation. It provides a desk reference to all the engagement strategies and tactics and how to better align them to achieve strategic or tactical goals. It provides a guide to developing ISO Annex SL and ISO 1001-compliant strategies and for auditing engagement processes, as well as information on engagement careers and applications for engagement in government and not-for-profits. "By the time I finished reading Enterprise Engagement: The Roadmap my copy was filled with Post-it notes highlighting information I knew I would need to reference later. This book provides a complete guide to almost everything an organization needs to implement a strategic approach to engaging everyone in organizational goals in a systematic way." - Grace Swanson, Vice President, Human Capital, Accumold "As a professor of marketing and entrepreneurship for most of my career, and founder of two leading companies in sales and marketing management, I know that delivering promises is one of the most critical strategies for success. Yet too many organizations fail to address the importance of engaging all stakeholders in organizational goals. Enterprise Engagement: The Roadmap is the only book I know that focuses on how to apply a strategic and tactical approach to engagement across the enterprise in a systematic way." - Gary Rhoads, Stephen Mack Covey Professor of Marketing at the Marriot School of Business at Brigham Young University and Chairman of Xvoyant "I have spent much of my career helping organizations develop great cultures, and in the end a successful strategy requires a CEO-led approach to connecting employees, managers, customers, vendors, suppliers, the community - everyone inside and outside the organization who has a stake in its success. I have repeatedly referenced almost every chapter in Enterprise Engagement: The Roadmap since the first edition came out, as it's the only book I know of that puts together in one place all the tactics needed to address engagement to achieve organizational results." - Barbara Porter, Executive Director, Ernst & Young "The world of organizational management has talked about the issue of engagement for going on two decades, and it's clear that despite all the discussion and expenditures on motivational speakers, leadership coaching, rewards and recognition, permission marketing, innovation, diversity, etc., little has changed. Enterprise Engagement: The Roadmap provides a game plan for a strategic and systematic approach that connects the dots between all stakeholders and the tools needed to engage them in the organizational mission." - Dr. Ron McKinley, Vice President, Chief Standards Officer, Director, University of Texas Medical Branch Healthcare Management Institute, and Chair of ISO Technical Committees 260, Human Resource Management and 304, Healthcare Organization Management

The field of Strategic Human Resource Management (SHRM) has burgeoned over the past thirty years. Over this time there has been a shift towards a strategic conception which posited workers as 'assets' rather than 'costs'. These 'human resources' were reconceptualised as a key source of competitive advantage. As such, these assets were to be treated seriously: selected with care, trained and developed, and above all, induced to offer commitment. The concept of 'human capital' came to the fore, and in the decades following these developments, research output has been voluminous. Strategic Human Resource Management: A Research Overview, authored by global research leaders, provides an expert summary of this crucial element of organizational performance. This new shortform book develops the argument that one of the crucial elements of organizational performance is the way work is organized in skill and talent packages both within an organization's boundary and across global competency clusters. Secondly, it focuses on current and emergent challenges. The 'package' of HR approaches has changed over time and patterns can be observed. This new volume pays special regard to the HR implications arising from radically altering contexts - economic, social, and technological. This concise volume covers crucial themes of lasting interest, and as such is essential reading for business scholars and professionals. These articles show human resource professionals how to play a vital, new role in an organization's success. The book's editor, Dave Ulrich, is a guru of HR management whose work should take the profession to a new level of respectability and effectiveness.

The Future of Human Resource Management

The Rise of HR

How to Implement GE's Revolutionary Method for Busting Bureaucracy & Attacking Organizational Probleme

Leadership in Asia: Challenges, Opportunities, and Strategies From Top Global Leaders

Why the Bottom Line Isn't!

Enterprise Engagement: The Roadmap, 5th Edition

Leader to Leader (LTL), Volume 63, Winter 2012

leadership evaluate progress along the way, as a leadership brand is created and implemented."--BOOK JACKET.

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." -Majed Al Romithi, Executive Director, Abu Dhabi Investment Authority "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

The Leader of the Future 2 follows in the footsteps of the international bestseller The Leader of the Future, which has been translated into twenty-eight languages, and is one of the most widely distributed edited collections on leadership to date. In twenty-seven inspiring and insightful essays, this book celebrates the wisdom of some of the most recognized thought leaders of our day who share their unique vision of leadership for the future. Returning Contributors: Ken Blanchard with Dennis Covey, Stephen Covey, Marshall Goldsmith, Charles Handy, Sally Helgesen, Rosabeth Moss Kanter, Jim Kouzes & Barry Posner, Richard Leider, Ed Schein, Peter Senge, and Dave Ulrich with Norm Smallwood. New Contributors: John Alexander, Darlyne Bailey, Howard Gardner with Lynn Barendsen, Usman Ghani, Ronald Heifetz, Joe Maciariello, Jan Masaoka, John Mroz, Brian O'Connell, Jeff Pfeffer, Ponchitta Pierce, Sri Kumar Rao, General Eric Shinseki, R. Roosevelt Thomas, Noel Tichy with Chris DeRose, and Tom Tierney. "Hesselbein and Marshall Goldsmith, one of the USA's top executive coaches, edited the collection The Leader of the Future 2. Its 27 eloquent essays provide a kind of hopeful, idealistic best-case scenario for future leaders of non-profits and businesses. This is not a cookie-cutter, how-to approach. The job of the essayists is to provide food for thought and goals. The high quality of writing here should inspire anyone who has aspirations for leadership." -Bruce Rosenstein, USA Today

Offers a broad view of leadership and shareholder value based on multiple business disciplines In Why the Bottom Line Isn't! authors Dave Ulrich and Norm Smallwood argue that sustainable shareholder value comes increasingly from assets not accounted for on an organization's balance sheet. These assets include a company's reputation, its ability to attract talent, and its ability to react quickly to new opportunities in the marketplace. Why the Bottom Line Isn't! harnesses research from a number of disciplines including human resources, finance, and leadership to establish a hierarchy of such intangibles. The authors extrapolate from these intangibles to establish leadership tools that will help create sustainable shareholder value. The book offers a broad, expansive perspective on leadership while eschewing convoluted theory for concrete practice. Dave Ulrich, Ph.D., (DOUGUMICHEDU) has been listed by BusinessWeek as the top "guru" in management education. He has co-authored 10 books and over 100 articles, serves on the Board of Directors of Herman Miller, and has consulted with over half of the Fortune 200 companies. He is currently on professional leave as Professor at the University of Michigan to serve as Mission President for the Church of Jesus Christ of Latter-day Saints in Montreal. Norm Smallwood (nsmallwood@rbl.net) is co-founder of Results-Based Leadership (www.rbl.net), which provides education and consulting services based on this book as well as the ideas in Results-Based Leadership: How Leaders Build the Business and Improve the Bottom Line, which he co-authored with Ulrich. He has led leadership development, business strategy, organization capability, change management, and HR projects for a wide variety of clients spanning multiple industries.

HR Transformation: Building Human Resources From the Outside In

Visions, Strategies, and Practices for the New Era

The Six Disciplines of Breakthrough Learning

The Routledge Companion to Strategic Human Resource Management

Proven Strategies for Improving Team Performance

As the industry's foremost voice for human resources certification, the HR Certification Institute has brought together the world's leading HR experts to share insights on our profession through this inaugural Institute-sponsored publication that is being distributed globally in an effort to advance the HR profession. Seventy-three human resources thought leaders from across the globe volunteered to contribute their expertise to this compilation of wisdom regarding the HR profession. Together, their contributions offer a comprehensive look into the critical issues transforming human resources-one of the fastest-growing professions in the workplace and one that is being influenced by many factors, including technological developments and globalization.

How to use intangibles to increase the value of your business Originally published under the title Why the Bottom Line Isn't, this revised and updated edition shows business leaders how to build long-term value through assets not accounted for on the company's financial statements. Through leadership, service, corporate culture, and the ability to attract top talent, businesses can create real, measurable value that goes beyond simple bottom-line numbers. Based on research drawn from human resources, finance, IT, and leadership, How Leaders Build Value offers ideas and actions that leaders at any level, in any function, can use to increase their organization's overall value. Every chapter presents an intangible asset as a concept, then provides examples and tools that help leaders develop the asset and communicate its value to shareholders, employees, and other parties. No matter what kind of organization you operate, remarkable things happen when you build value through intangibles. Employees will be more committed, customers and investors more engaged, confident, and numerous. For those who want to impact the long-term value of their organizations, How Leaders Build Value is a straightforward and practical guide. "A captivating mix of ideas, analysis, and real-world examples. [Ulrich and Smallwood] offer real insight into what works, what doesn't work, and why." -Rick Wagoner, CEO, General Motors "The concepts and tools in this book are a timely gift to leaders who are ready to see the whole picture." -Frances Hesselbein, Chairman, The Leader to Leader Institute "It's refreshing to see that business success does not in fact begin and end at the bottom line. . . . In very clear terms, Ulrich and Smallwood provide business advice that can easily be applied to effect change." -Don Hall Jr., CEO, Hallmark

Famous "Work-Out" change-management tool explained by the people who helped develop it. GE's legendary Work-Out program played a key role in the company's phenomenal success over the past decade and has been implemented in many other organizations. Now three executives and consultants who developed the original Work-Out approach at GE often working directly with CEO Jack Welch discuss the inner workings of Work-Out and their experiences at successfully implementing the program at GE. Filled with effective assessment and decisionmaking tools, The GE Work-Out provides concrete and realistic guidance for anyone who wants to implement Work-Out and break down bureaucracy and hierarchy within an organization.