



Human Resource Champions: The Next Agenda for Adding Value and Delivering Results

Dave Ulrich

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The author argues that the roles of human resource professionals must be redefined to meet the competitive challenges organizations face today and into the future. He provides a framework that identifies four distinct roles of human resource professionals: strategic player, administrative expert, employee champion, and change agent. He includes many examples to demonstrate that human resource professionals must operate in all four areas simultaneously in order to contribute fully. He urges a shift of these professionals' mentality from "what I do" to "what I deliver" and makes specific recommendations for how individuals in human resources can partner with line managers to make organizations more competitive.

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Charlane Brady says

Little to much on "theory" rather than real world experience.

Thomas Hayes says

A good reference for HR professionals. This is influential thinking that is still applicable. The case studies feel dated, but then again Ulrich has more recent material and research. Most of the core material is available in various formats for free or as shorter articles now that this book is almost 20 years old, but it is still worthwhile having this all in one place. Don't expect to find a lot of fancy tools and implementation plans; you have to do the heavy lifting yourself.

Thor Olafsson says

Ulrich is the Peter Drucker of HR, in the sense that he foresee where HR could and should be.....years before others.

I describes the should be state quite well, but probably could be more descriptive on how HR people can reach that.

This is a classic of his and should be a mandatory read for HR professionals AND top business managers of all corporations.

Hazem Hassan says

great
