

## HR transformation : building human resources from the outside in

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### Abstrak

This book is the latest of Dave Ulrich's treatises on gaining sustainable competitive advantage through the transformation of human resource management. Over the years, Ulrich's books on HR transformation would fill an average bookshelf -- 15 in all. As a result of the many books on the subject, the latest book, HR Transformation, could easily be regarded as one of the many -- a repetition of the story of how an organization can be improved through professional HR. Yet, this is not the case; this latest book is clearly built on two of the best previous books, Human Resource Champions (1997) and The HR Value Proposition (2005), and now deserves to be on the top of the stack. By most any standard it is a "must read." Most of Ulrich's books have been written with co-authors and published by Harvard Business School Press. This latest, published by McGraw Hill, is with Wayne Brockbank, also co-author of The HR Value Proposition, along with first-time book co-authors, Justin Allen, Jon Younger, and Mark Nyman. Dave Ulrich is a professor at the University of Michigan's Ross School of Business. All of the authors have a great deal of experience as teachers of managers and professionals, along with expertise as human resource consultants for organizations. The goal of the present book is to share these experiences with a broad professional audience. -- Description from <http://business.troy.edu/jhre/Articles/PDF/3-3/32.pdf> (Oct. 25, 2011).