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Creating aligned solutions through powerful partnerships, HR is in a unique position to both influence and drive the organizational change agenda.

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HR from the Outside In: Learnings from
Dave Ulrich, Father...
an inside/out to an outside/in approach to
HR work. In a recent seminar, a
participant said the “outside/in” approach
is new, but not really a dramatic shift in
HR thinking. I believe she missed the
point. HR from the outside/in is a seismic

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shift in how HR thinks and acts. We no longer create value just by serving employees;

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ARE WE THERE YET? What's Next for
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As the research, teaching and practice of

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HRM continues to respond to and be shaped by contemporary business advances, Ulrich, Younger, Brockbank and Ulrich propose that a competency approach provides a 'leading logic for diagnosing, framing and improving' the resulting HR challenges (p. 30).

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Competencies for the Future of Human

Resources Hardcover – 1 Aug. 2012 by

David Ulrich (Author), Jon Younger

(Author), Wayne Brockbank (Author), 4.3

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