



Global HR Competencies: Mastering Competitive Value from the Outside-In

Dave Ulrich, Wayne Brockbank, Jon Younger, Mike Ulrich

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HR thought leader Dave Ulrich ? bestselling author of HR Champions, *The Why of Work*, *HR from the Outside In*, and more--is back with his international colleagues to unpack and distill the finest, most up-to-the-moment thinking from the HR world. Indeed, this book looks at best practices from companies on every continent, offering an expert survey of universal and regional HR dos and don'ts.

Because new and developing global circumstances often require adaptability and changes in best practices, *Global HR Competencies* documents the decision and policymaking of some of the world's foremost, leading-edge HR practitioners. Together with his team of researchers, Ulrich has broken down all there is to know about best HR practices around the world--and how they might take shape in the future. *Global HR Competencies* will teach you:

- The guiding principles that HR's next generations can't afford to be without
- How HR professionals integrate across all levels of business life in each major region of the world
- HR's impact on short-term individual and business performance, and how it can have sustainable impact on customers and society as a whole
- How to best employ, develop, and make the most of HR professionals, giving you and your organization the maximum advantage ? wherever you are in the world

Advance Praise for *Global HR Competencies*

"An invaluable resource for crafting sustainable organizations in a world of fast-moving technological change and innovation." -- Paul Norman, Chief Human Resources & Corporate Affairs, MTN Group (Africa)

"[Global HR Competencies] brings important research to life with the injection of regional context and local knowledge, turning the findings into lessons for the profession globally." -- Peter Wilson, National President, Australian Human Resources Institute (Australia)

"Provides both the gold standard in global HR competencies, as well as a compelling overview of how these competencies apply to China. Outstanding!" -- Bo Lianming, President, TCL Corporation (China)

"An invaluable guide to boosting the understanding of the nuanced role the HR function plays in different markets. . . . Highly informative." -- William S. Allen, Group Senior Vice President, Group HR, A.P. Møller – Mærsk (Europe)

"An excellent research-based account of how contemporary HR practices are helping corporations across the world excel and globalize. . . . A must-read for CEOs and HR professionals alike." -- Adi Godrej, Chairman, Godrej Group, and President, Confederation of Indian Industry (India)

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