

## Recursos Humanos Champions

Recursos humanos champions Cultura, supervivencia y perdurabilidad organizacional Boletín bibliográfico mexicano Cuadernos americanos El trabajo desde diversas miradas Análisis económico Competencia laboral Mesoempresa, universidad y desarrollo local sostenible Human Resource Champions Revista Universidad EAFIT. Actualidad económica Ciencia y cultura Economía y administración Noos Expansión Reforma y democracia Petrotecnia LEV Sociological Abstracts Agrindex Dave Ulrich Olga Lucía Anzola Morales Jesús Silva Herzog Yamile Delgado de Smith Alice J. Araujo Lobo David Ulrich Recursos humanos champions Cultura, supervivencia y perdurabilidad organizacional Boletín bibliográfico mexicano Cuadernos americanos El trabajo desde diversas miradas Análisis económico Competencia laboral Mesoempresa, universidad y desarrollo local sostenible Human Resource Champions Revista Universidad EAFIT. Actualidad económica Ciencia y cultura Economía y administración Noos Expansión Reforma y democracia Petrotecnia LEV Sociological Abstracts Agrindex *Dave Ulrich Olga Lucía Anzola Morales Jesús Silva Herzog Yamile Delgado de Smith Alice J. Araujo Lobo David Ulrich*

este libro cambiará el papel de los profesionales en recursos humanos en las organizaciones y dará nueva forma a este campo en los años por venir presenta la alternativa que habrá de enfrentar los especialistas definir el valor que crean para clientes empleados e inversores y establecer parámetros de desempeño o bien asumir la inevitable tercerización de su tarea muestra a los managers cómo pueden colaborar para crear una organización capaz de cambiar aprender moverse y actuar más rápidamente que la competencia para compañías que se esfuerzan para satisfacer los desafíos del hoy y del mañana incluyendo globalización tecnología rentabilidad a través del crecimiento y capacidad de adaptación el management de los recursos humanos representa la clave del éxito futuro ulrich propone un cambio de mentalidad del clásico que hago al novedoso qué comunico e identifica cuatro funciones diferentes que el personal de recursos humanos debe asumir con el fin de efectuar la transición las de socio estratégico experto administrativo adalid de empleados y agentes de cambio con abundantes ejemplos extraídos de decenas de empresas que han logrado la transformación recursos humanos champions provee herramientas listas para utilizar y muestra la forma de operar simultáneamente en las cuatro áreas mencionadas ofrece recomendaciones específicas para los managers en recursos humanos y empresariales acerca de cómo establecer una asociación que agregue valor a sus organizaciones y las haga más competitivas dave ulrich es profesor en la escuela de negocios de la universidad de michigan donde codirige los programas de educación para ejecutivos en recursos humanos es miembro de la academia nacional de recursos humanos y fue seleccionado por business week como uno de los

diez mejores educadores en el mundo en temas de management y el mejor educador en recursos humanos ha efectuado trabajos de consultoría e investigación para más de la mitad de las empresas de fortune 2000 y es co autor de the boundaryless organization y organizational capability

el propósito central de este trabajo asumido por el grupo de investigación culturas corporativas y perdurabilidad organizacional del centro de gestión humana y organizaciones de la facultad de administración de empresas de la universidad externado de colombia pretende dar inicio al estudio de la importancia que tiene la cultura organizacional en la competitividad de las empresas y en la supervivencia y perdurabilidad de las mismas

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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