



# Aligning Human Resources and Business Strategy

By Linda Holbeche

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**Aligning Human Resources and Business Strategy** By Linda Holbeche

What difference can the aspiring HR strategist really make to business value?

In the new edition of her ground-breaking book, **Linda Holbeche** answers this question and provides the tools and insights to help HR managers and directors add value to the organization by implementing effective HR initiatives that are aligned to core business strategies.

Featuring updated profiles and case studies from top HR strategists who have used their skills to deliver a variety of key business objectives, **Aligning Human Resources and Business Strategy, 2nd edition** provides inspiration and guidance on how to apply the theory to challenges in your organization.

Learn how you can strengthen and prove the relationship between people strategy and business success through your approach to performance and development and impress at the highest levels with this new edition of an HR classic.

**Linda Holbeche** is Director of Research and Policy at the Chartered Institute of Personnel and Development (CIPD). Linda chairs and speaks at meetings and conferences worldwide and appeared at number six in Human Resources magazine's HR most influential 2008 roll call of top industry thinkers.

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### Editorial Review

#### Review

“Linda Holbeche describes the alignment of HR strategy with business strategy as “the holy grail of HR teams” and, equipped with this wonderful book, it’s an objective which I believe many more of those teams will be able to achieve. By combining a balanced and incisive review of the latest academic thinking with well-chosen and insightful examples of current best practice, she has created a valuable resource which is inspirational and pragmatic in equal measure.”

- David Fairhurst, Senior Vice President and Chief People Officer, McDonald’s UK and Northern Europe

“As leaders face enormous business challenges, they increasingly turn to HR for insight and support. Linda’s book guides HR professionals in giving thoughtful and useful advice. It offers clear guidelines and approaches for HR to help leaders better identify and solve their problems. The ideas in the book are comprehensive, thoughtful, and accessible. This wonderful book will help line managers know what to expect from HR and HR professionals know how to meet those expectations.”

- Dave Ulrich, Professor of Business, University of Michigan and Partner, The RBL Group

#### From the Back Cover

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#### About the Author

Linda Holbeche is Research and Policy Director at the Chartered Institute of Personnel and Development (CIPD). Linda is responsible for leading the CIPD's extensive management research programme and the translation of that knowledge into practice for the benefit of all those involved in the management and development of people. She heads a 40 strong team, including 12 expert research advisers, and is a key spokesperson and advocate for the people management and development profession, in the media and in relations with government and other opinion formers. Linda was previously with the Work Foundation where she was Director of Leadership and Consultancy and prior to this she was Director of Research and Strategy

at Roffey Park Institute for 12 years.

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#### **Kyle Coffman:**

Here thing why this Aligning Human Resources and Business Strategy are different and reputable to be yours. First of all reading a book is good but it depends in the content from it which is the content is as yummy as food or not. Aligning Human Resources and Business Strategy giving you information deeper since different ways, you can find any reserve out there but there is no guide that similar with Aligning Human Resources and Business Strategy. It gives you thrill reading through journey, its open up your eyes about the thing that will happened in the world which is maybe can be happened around you. You can actually bring everywhere like in park, café, or even in your approach home by train. If you are having difficulties in bringing the paper book maybe the form of Aligning Human Resources and Business Strategy in e-book can be your alternate.

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#### **Elizabeth Pipkin:**

Aligning Human Resources and Business Strategy can be one of your beginning books that are good idea. Most of us recommend that straight away because this guide has good vocabulary that can increase your knowledge in language, easy to understand, bit entertaining but delivering the information. The writer giving his/her effort to put every word into delight arrangement in writing Aligning Human Resources and Business Strategy but doesn't forget the main stage, giving the reader the hottest along with based confirm resource facts that maybe you can be considered one of it. This great information may drawn you into new stage of crucial thinking.

#### **Allen Barnett:**

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