



**Dave Ulrich**

## Latest Thinking

"HR must give value or give notice."

## Background

Dave Ulrich is a Partner and co-founder of The RBL Group and a professor of business at the Ross School of Business, University of Michigan. Professionally, he studies how organizations build capabilities of speed, learning, collaboration, accountability, talent, and leadership through leveraging human capital. He has helped generate multiple award winning data bases that assess alignment between strategies, human resource practices and HR competencies.

Dave recently returned from a 3 year sabbatical, during which time he served as President of the Canada Montreal Mission for the Church of Jesus Christ of Latter Day Saints.

## Areas of Expertise

Dave has consulted and done research with over half of the Fortune 200. Dave was the editor of the Human Resource Management Journal 1990 to 1999, has served on the editorial board of 4 other journals, is on the Board of Directors for Herman Miller, is a Fellow in the National Academy of Human Resources; and is co-founder of the Michigan Human Resource Partnership.

## Publications & Honors

### Publications

- *Human Resource Value Proposition* (with Wayne Brockbank)
- *The Future of Human Resource Management* (with Michael Losey, Sue Meisinger)
- *Why the Bottom Line Isn't: How to Build Value Through People and Organization* (with Norm Smallwood)
- *GE Workout* (with Steve Kerr and Ron Ashkenas)
- *HR Scorecard: Linking People, Strategy, and Performance* (with Brian Becker and Mark Huselid)
- *Results Based Leadership: How Leaders Build the Business and Improve the Bottom Line* (with Norm Smallwood and Jack Zenger)
- *Human Resource Champions: The Next Agenda for Adding Value and Delivering Results*
- *The Boundaryless Organization: Breaking the Chains of Organization Structure* (with Ron Ashkenas, Steve Kerr, Todd Jick)
- And five other books and over 100 articles

### Honors

- Ranked as #2 among management thinkers by Executive Excellence in 2004
- Ranked as #1 management educator and guru by *Business Week*, 2001
- George Petipas Memorial Award from World Federation of Personnel Management for lifetime contributions to human resources, 2000
- Listed by Forbes as one of the "world's top five" business coaches, 2000
- SHRM Award for Professional Excellence for lifetime contributions to intellectual leadership of the profession, 1998

## Contact

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