



Richard W. (Dick) Beatty

Latest Thinking

"Differentiation on the outside is our competitive advantage; differentiation on the inside is how we execute strategy."

Background

Professor Beatty teaches in the areas of strategic human resource management, performance management, compensation, strategic human resource planning, and the use of incentives in organizations. Professor Beatty is also an active consultant and a Core Faculty member at the University of Michigan's Ross School of Business Executive Education Center. He also directs Rutgers University's Executive Master's in Human Resource Leadership in North America and Europe. He received his B.A. from Hanover College, his M.B.A. from Emory University, and his Ph.D. in Human Resources and Organizational Behavior from Washington University.

Areas of Expertise

Professor Beatty is a Consulting Partner with The RBL Group and a Professor of Human Resource Management at Rutgers University. His specialty is working with organizations on strategic HR management and implementing strategic change initiatives, emphasizing the building of workforce capability (and intellectual capital) through the Human Resource "tool kit."

Professor Beatty's experience includes work with well over half of the *Fortune 100* firms.

Publications & Honors

Publications

- *The Workforce Scorecard: Managing Human Capital to Execute Strategy* (with M. Huselid and B.Becker)
- "'A' Positions or 'A' Players? The Strategic Logic of Workforce Management," *HBR*, December 2005
- "The New HR Metrics: Scoring on the Business Scorecard" (with Mark Huselid and Craig Schneier), *Organizational Dynamics*, 2003
- He has also published more than one hundred articles on topics in human resource management, business, and organizational psychology journals

Honors

- Associate Editor, *Human Resource Management*
- Two-time recipient of the Human Resource Planning Society's research award for the best article on human resource management
- Recipient of Best Book award by the Society for Human Resource Management
- Past President, Society for Human Resource Management Foundation

Contact

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