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HR Strategy

The Boss Stops Here

Nice article in New York magazine on bossless, flat and open organizations and democratization of the workplace. The main example described in the article is Menlo, a small sized company where all workers have their vote on who to hire and who to give a raise.

<http://sco.lt/96FA2L>

What Really Makes Companies Succeed In The Long Run?

Great piece of on what successful companies do and envision, by the authors of the new book "The Three Rules". Also recommended to read is their HBR article prior to the release of their book (HBR April 2013).

<http://sco.lt/8nUj2n>



HR Leadership

The Wise Leader

Interesting article on strategy+business on leadership. The authors argue that smart and wise leadership comes from combining 'business smart' and 'functional smart'. "Today's business leaders need to balance both aspects of smartness."

<http://sco.lt/5scWxd>

Corporate Culture: the Biggest Asset Not on the Balance Sheet

Good article on culture as competitive advantage. "I do know that customers can feel a difference when they do business with companies that have healthy cultures."

<http://sco.lt/9N3G8P>



HR Analytics

How Managers Should Use Data

Short Video with Thomas Davenport explaining the essence of his new book 'Keeping Up with the Quants'. According to Davenport there are three major steps of analytical thinking.

<http://sco.lt/5mwpPN>

Develop a Recruiter Scorecard. Because Champions Demand That You Keep Score

Part 1 of John Sullivan's excellent post on keeping a scorecard for recruiters to increase accountability (and in the end their performance). Sullivan gives three scorecard examples.

<http://sco.lt/66b5Sj>



HR Organisation

The Board and HR

Award winning and good article in HRPS on the role of HR in the Board Room. This article outlines the implications for board capabilities, how the board should work with HR, and what is required of HR to operate effectively at board level.

<http://sco.lt/767duD>

A quarter of HR departments are 'ineffective', says sr. HR Worrisome findings from a recent study, showing HR is failing defining their purpose and values (37%) and operating their HR function effectively (25%).

<http://sco.lt/5qcvXI>