

SUMMER 2016 HR Activity

HR Book Club

Join your HR colleagues for an evening of great discussion around a shared book reading. This informal gathering will provide an opportunity to network with and get to know some of your HR colleagues in an informal setting. Several of the books listed below have been pre-approved by SHRM / HRCI for recertification credits.

If interested in attending, please email Lisa Shorey at aprilsong401@msn.com with **HR Book Club** in the Subject Line.

Tentative Date: Wednesday, August 10, 2016 *
Early evening, Location TBD

* If you are not available on August 10, but interested in attending, please let me know.
(Perhaps we can find a date that works better for more people!)

Minimum of 6 / Maximum of 20 participants recommended for optimal discussion.

Please indicate your top 3 choice of books (in order of preference):

***** The Power of Appreciative Inquiry: A Practical Guide to Positive Change**

Diana Whitney & Amanda Trosten-Bloom

***** Reality-Based Leadership: Ditch the Drama, Restore Sanity to the Workplace, and Turn Excuses into Results**

Cy Wakeman

***** HR Transformation : Building Human Resources from the Outside In**

David Ulrich

Good to Great: Why Some Companies Make the Leap...and Others Don't

Jim Collins

The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change

Stephen R. Covey

Quiet: The Power of Introverts in a World That Can't Stop Talking

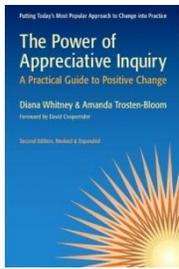
Susan Cain

Fire HR Now!: Working with HR to shape up or ship out

Lori Kleiman, SPHR

Other suggested title:

*** *preapproved* for Recertification credits by SHRM & HRCI



The Power of Appreciative Inquiry: A Practical Guide to Positive Change

Diana Whitney & Amanda Trosten-Bloom

Published 2010, 288 pages
Member :\$ 29.95, Non-Member :\$ 32.95

Description

*** This book has been Approved for Recertification Credit

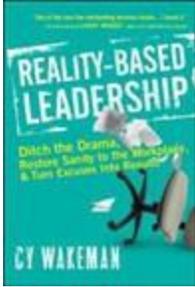
3.0 PROFESSIONAL DEVELOPMENT CREDITS for SHRM Certification and 2.5 GENERAL credit hours for HRCI.

New edition of the most authoritative, comprehensive, and practical guide to large-scale positive change

- Revised throughout, with new business and nonprofit examples and tools and a new chapter on community-based applications of Appreciative Inquiry (AI)
- Written by two pioneering AI thought leaders

The Power of Appreciative Inquiry describes the wildly popular approach to organizational change that dramatically improves performance by engaging people to study, discuss, and build upon what's working, rather than trying to fix what's not. Whitney and Trosten-Bloom provide a menu of eight results-oriented approaches to AI, along with case examples from a wide range of organizations to illustrate Appreciative Inquiry in action. A how-to book, this is the most authoritative and accessible guide to the newest ideas and practices in the field of Appreciative Inquiry since its inception in 1985.

To write the second edition, Whitney and Trosten-Bloom conducted an appreciative inquiry with first edition readers. At the urging of these readers, this edition includes a totally new chapter on community applications of Appreciative Inquiry, along with new examples, tools, and tips for using AI to create an enduring capacity for positive change.



Reality-Based Leadership: Ditch the Drama, Restore Sanity to the Workplace, and Turn Excuses into Results

Cy Wakeman

Member :\$ 25.95 Non-Member :\$ 27.95
Published 2010, 192 pages

Description

This book has been Approved for Recertification Credit.

3.0 PROFESSIONAL DEVELOPMENT CREDITS for SHRM Certification and 2.5 GENERAL credit hours for HRCI.

In *Reality-Based Leadership*, expert Fast Company blogger Cy Wakeman reveals how to be the kind of leader who changes the way people think about and perceive their circumstances-one who deals with the facts, clarifies roles, gives clear and direct feedback, and insists that everyone do the same-without drama or defensiveness. Filled with dynamic examples, innovative tools, and diagnostic tests, this book shows you how to become a Reality-Based Leader, revealing how to:

- Uncover destructive thought patterns with yourself and others
- Diffuse drama and lead the person in front of you
- Stop managing and start leading, empowering others to focus on facts and think for themselves

Equipped with a facts-based, confident approach, you will free yourself from the frustrations you face at work and transform yourself into a Reality-Based Leader, with the ability to liberate and inspire others.



HR Transformation

David Ulrich

Member :\$ 26.95, Non-Member :\$ 29.95
Published 2009, 256 pages

Description

This book has been Approved for Recertification Credit.

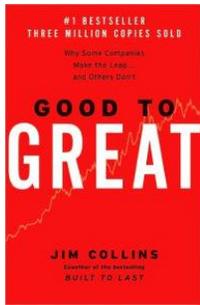
3.0 PROFESSIONAL DEVELOPMENT CREDITS for SHRM Certification and 2.5 **STRATEGIC** credit hours for HRCI.

Transforming HR into a business-driving powerhouse

Named as *BusinessWeek's* #1 Management Educator, expert Dave Ulrich and his team of authors bring human resources a whole new way of thinking and practicing - moving the focus from internal issues to actively helping to set business strategies. Businesses of the future need "all hands on deck" when implementing new ways to stimulate growth and cost efficiency, and this includes human resources.

This team presents a four-phase model of transformation that shows you step-by-step how to make meaningful progress in contributing to the performance of your company by redesigning HR to work as a strategic partnership.

David Ulrich is co-founder of the RBL Group and professor of business at the University of Michigan's Ross School of Business. He's ranked number one as a management educator guru by *Business Week*. He was selected by *Fast Company* as one of the ten most innovative and creative leaders. He has been named the most influential person in the HR field by the U.K. *HR* magazine four out of the last five years and was most recently listed number 31 on the Thinker's 50 global ranking of business gurus. He's written 20 books covering topics in HR and leadership, including *The Leadership Code* and *HR Transformation*.



Good to Great: Why Some Companies Make the Leap...and Others Don't

by [Jim Collins](#)

Overview

The Challenge

Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning.

But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness?

The Study

For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great?

The Standards

Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck.

The Comparisons

The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good?

Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't.

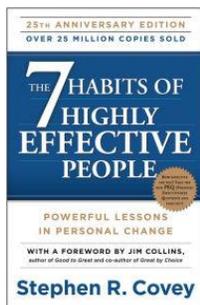
The Findings

The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include:

- **Level 5 Leaders:** The research team was shocked to discover the type of leadership required to achieve greatness.
- **The Hedgehog Concept** (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence.
- **A Culture of Discipline:** When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology.
- **The Flywheel and the Doom Loop:** Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap.

“Some of the key concepts discerned in the study,” comments Jim Collins, “fly in the face of our modern business culture and will, quite frankly, upset some people.”

Perhaps, but who can afford to ignore these findings?



The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change

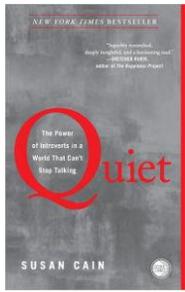
by [Stephen R. Covey](#)

Paperback Anniversary Edition \$10.11

432 pages

This twenty-fifth anniversary edition of Stephen Covey’s cherished classic commemorates the timeless wisdom of the 7 Habits.

One of the most inspiring and impactful books ever written, *The 7 Habits of Highly Effective People* has captivated readers for 25 years. It has transformed the lives of Presidents and CEOs, educators and parents— in short, millions of people of all ages and occupations.



Quiet: The Power of Introverts in a World That Can't Stop Talking

by [Susan Cain](#)

Published 2013, 368 pages

Paperback \$10.35

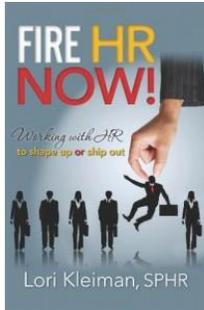
Overview

The book that started the Quiet Revolution

At least one-third of the people we know are introverts. They are the ones who prefer listening to speaking; who innovate and create but dislike self-promotion; who favor working on their own over working in teams. It is to introverts—Rosa Parks, Chopin, Dr. Seuss, Steve Wozniak—that we owe many of the great contributions to society.

In *Quiet*, Susan Cain argues that we dramatically undervalue introverts and shows how much we lose in doing so. She charts the rise of the Extrovert Ideal throughout the twentieth century and explores how deeply it has come to permeate our culture. She also introduces us to successful introverts—from a witty, high-octane public speaker who recharges in solitude after his talks, to a record-breaking salesman who quietly taps into the power of questions. Passionately argued, superbly researched, and filled with indelible stories of real people, *Quiet* has the power to permanently change how we see introverts and, equally important, how they see themselves.

Now with Extra Libris material, including a reader's guide and bonus content



Fire HR Now!: Working with HR to shape up or ship out

Lori Kleiman, SPHR

Published 2013, 126 pages
SHRM Member :\$ 10.99, Non-Member:\$ 11.99

Description

“HR departments cost money and spend the day telling managers what they can’t do.” We frequently hear this from CEOs of mid-sized firms. This was closely followed by, “HR is a necessary evil.” How do executives know the value that HR can bring? Should HR have a limited, administrative function—or be outsourced altogether? Should it be expected to have a transformative role? Should it add value to the top and bottom line every day?

Fire HR Now! is a thought provoking book for both CEO's and HR executives. The book addresses the issues that cause CEOs the most pain, and provides HR executives a path for addressing those issues: • Reflecting on what CEOs really want from HR • Assessing HRs alignment with business goals • Evaluating HR leaders capability of meeting corporate needs • Taking action once they've decided on the best direction Using a survey developed for the content of the book, CEO's and HR executives can have a constructive two way conversation leading to decisions of where HR is best aligned in your organization. We look at the needs of the organization and the skills of your HR team. At the same time, the book encourages HR leaders to evaluate if their career aspirations can be met in the current organization. After reading the book, both the CEO and HR leader will be able to take the next step to ensure HR is aligned with the organization.

Lori delivers facts, tips, tricks and best practices in a way that appeals to executives: a bias toward actions that improve their operations right away, practical resources and tools to support progress, and a professional style with a dash of humor.