

[Free pdf] Unleashing Capacity: The Hidden Human Resources

Unleashing Capacity: The Hidden Human Resources

Rita Trehan

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UNLEASHING CAPACITY

THE HIDDEN HUMAN RESOURCES



RITA TREHAN

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Rita Trehan : Unleashing Capacity: The Hidden Human Resources before purchasing it in order to gage whether or not it would be worth my time, and all praised Unleashing Capacity: The Hidden Human Resources:

0 of 0 people found the following review helpful. Excellent book! A must read for HR professionals and students who aspire to a career in HR. By Lawrence P. LeBlanc Finally! A book that describes the unique business perspective that Human Resource professionals hold within the corporate boardroom and prescribes how HR practitioners in this day and age ought to be advising today's CEOs. Ms. Trehan has offered Chief HR Officers a four phase model to unleash the full power, or "Capacity", of their businesses and earn their seat at the table; as the

CEO's right-hand adviser. While some more enlightened HR leaders may be operating in a similar vein to what Ms. Trehan describes, her book gives this model a name, a step-by-step approach, and a common language to help expedite the transformation of the HR Profession. This book should be taught to prospective HR professionals in colleges everywhere!

The tools and capabilities available to today's HR professionals provide a unique position that, when used correctly, can lead to that all-important and highly coveted role at the leadership table. But how to get there? Author Rita Trehan has distilled her experience as a global leader at Honeywell and AES Corporation into a series of easily digestible chapters designed to help today's HR professional attain and keep a seat at the corporate decision-making table. Trehan offers specific strategies for reframing the HR professional's understanding of their role within the company, including viewing the corporation not from the HR fishbowl, but rather from the vantage point of the CEO's office. HR directors not only supply the human resources; they can actually drive the changes needed to propel the organization into new markets, new technology, new products, and entirely new means of operation. With the tools and framework introduced in this book, readers will be poised to gain ground within top management by constantly expanding the conversation to include winning solutions that solve their problems. They will be empowered to become the change agents needed to drive for results.

"Clearly, HR expectations and opportunities are increasing. Rita does a wonderful job of translating the ideas of how HR can add impact to practical solutions. By following her four phase capacity model, HR professionals can have more positive impact." - Dave Ulrich, Rensis Likert Professor of Business, University of Michigan and Partner, RBL Group
"Rita excellently communicates the need for CEOs to sit up and listen to the role that HR can have in driving change across organisations." - John Challenger, CEO, Challenger, Gray Christmas