

From the Editor's Desk



Yves Lermusi
Guest Editor

It is my pleasure to serve as guest editor for this last issue of the *IHRIM Journal*. As you may know, the *IHRIM Journal* and the *IHRIM.link* magazine have merged forming *Workforce Solutions Review* (WSR). Judging from the first issue of WSR, there has been no quality of editorial lost in the transition and I hope you will continue to read and learn from IHRIM's publications.

This final issue is devoted to Technology Innovation in Talent Management. Today, technology achievements are aiding HR in finding the right person for the right job at the right price and at the right time – a critical function that can mean the difference in failure or success of the enterprise.

We begin with a short, but expertly crafted article by Wes Wu of Knowledge Infusion titled "Training Innovation." You can train people to perform specific, even complex, tasks but can you train people to be innovative? While much of innovative thinking is hard-wired, the author describes how you can train people to be innovative by teaching them a structured way to look at problems and analyze possibilities.

I am pleased to contribute the next article, "What is Reference Check 2.0?" I based this article on my book which focuses on what we can learn from search and digital social networks in order to run our organizations better and only hire top performers. As the article unfolds, we will see that the digital social networks are the new enablers of collective intelligence gathering...and there is wisdom in collective intelligence.

Our next article is "The Application of Social Networking to Talent Acquisition" by Alice Snell of Taleo Research. Snell writes that the new social networks can provide one more effective channel when used judiciously to augment a successful talent management strategy. Recruiters who master the use of online tools and integrate them into their daily workflow will find that they will facilitate hiring better candidates in less time.

"Video Interviewing: Spearheading a Fundamental Shift in Talent Acquisition" by Chip Luman, HireVue and Dr. Van M. Latham, PathPoint Consulting is our next article. The authors discuss how video interviewing technology changes the competitive landscape for winning top talent on a global basis. They outline the evolution of video recording, discuss the role of the interview within the context of selection, and share how video technology supports the overall interview management process. Additionally, they present the business case for video recording and share a case study discussing some of the key drivers and results from implementing video interviewing technology.

Our next article "Not-So-Great Expectations: Where is Innovation in HR Technology?" by Dr. Katherine Jones, of Independent Consulting Services, poses the question, "...what will happen in the next five years if no substantive new improvements are added to the existing arsenal of well-established, albeit sometimes dated, practices and processes and the HR technology that supports them? Sadly, while HR professionals avidly use the new innovations in today's marketplace, few of these are either specifically designed for human capital management, are effectively integrated with existing solutions, or offer a new look at an old business process.

We close this issue with a technical and highly in-depth article, "The Need for and Purpose of a Generic Representation for HR and Payroll Data," by Knut Ripken and Tony Sheppard of Ashvata. The authors describe their approach of using a generic representation for HR and Payroll data utilizing XML and with an eye on popular HRMS systems and for various country requirements. Since there are many differences in functionality from country to country, the generic approach advocated allows separating the HRMS source system dependencies and the Payroll target system dependencies of the data feed, which fosters reliability and reduces maintenance costs.

While this issue closes the book on the *IHRIM Journal*, the breadth and depth of the editorial content presented by HR thought leaders will live on in the pages of IHRIM's *Workforce Solutions Review*. See the inaugural issue at www.ihrimpublishations.com.