



features

Unchain HR

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By Synco Jonkeren, EquaTerra

As organizations suffer the ramifications of the difficult economic times, the HR departments also suffer – maybe even more so. This is the time for sourcing strategies that will allow HR to make daily activities more efficient while still positioning the organization for strategic excellence. Part of the challenge, then, is to determine what service should be sourced and from whom.

Talent Management for the “New Normal”

Why the Wisdom of the Crowd is Now the Catalyst for Change 8

By Maksim Ovsyannikov, Saba

Visionary organizations are evaluating how they can move beyond outmoded talent-management approaches to embrace people-driven strategies that will enable their company to thrive in the face of the new normal. They are thinking about how they can capitalize on the intelligence inherent in a community of people – whether the workforce or the marketplace itself – to more innovatively identify, develop, and manage the talent their organization needs to move the needle in a 2.0 world.

From Change Management to Governance *A framework for increasing success with technology (and pretty much everything else)*

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By Rob Pannoni and Grant Ricketts, Razor Learning

Governance does not eliminate the need for change management. In fact, governance reinforces and expands change management efforts. Doing change management without a clear strategy and broad consensus on a course of action is typically an effort in futility. With governance, objectives will be clearer, decisions will be better attuned to reality, and a broad consensus for action will exist before implementation starts. That makes change management efforts pay off. And, it will reduce the risk of you becoming a technology failure statistic.

Ulrich for the Next Generation

Why a new take on a trusted model is necessary

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By Guido Braam and Sanne Meijboom, Kirkman Company

We advocate the introduction of a new role in addition to those listed in Ulrich’s model, namely that of HR Governance. This role must coordinate the needs of individual customers, monitor the quality of the HR services provided, manage suppliers and supervise the inclusion of new HR Services. Human resources organizations could gain a lot if the provision of HR Services started functioning increasingly like a chain from customer to supplier, and if proper coordination in this regard was effected by means of HR Governance.

Best Practices in Evaluating and Selecting a Talent Management System... or any HR System for that Matter

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By Rick Fletcher and Matt Lafata, HRchitect

The steps and accompanying descriptions outlined in this article should give you an appreciation for the potential magnitude and complexity of conducting a thorough talent management system software evaluation. Each step in the evaluation process has a level of importance and all should be given the proper amount of attention as each is critical to the successful selection of the right system for your company’s unique needs.

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