

HBR's 10 Must Reads on Reinventing HR (with bonus article "People Before Strategy" by Ram Charan, Dominic Barton, and Dennis Carey) (HBR's 10 Must Reads)

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How HR can lead.

If you read nothing else on reinventing human resources, read these 10 articles. We've combed through hundreds of **Harvard Business Review** articles and selected the most important ones on how HR leaders can partner with the C-suite, drive change throughout the organization, and develop the workforce of the future.

This book will inspire you to:

- Overhaul performance management practices to jump-start motivation and engagement
- Use agile processes to transform how you hire, develop, and manage people
- Establish diversity programs that increase innovation and competitiveness as well as inclusion
- Use people analytics to bring unprecedented insight to hiring and talent management
- Prepare your company for the double waves of artificial intelligence and an older workforce
- Close the gap between HR and strategy

This collection of articles includes:

- "People Before Strategy: A New Role for the CHRO," by Ram Charan, Dominic Barton, and Dennis Carey;
- "How Netflix Reinvented HR," by Patty McCord;
- "HR Goes Agile," by Peter Cappelli and Anna Tavis;
- "Reinventing Performance Management," by Marcus Buckingham and Ashley Goodall;
- "Better People Analytics," by Paul Leonardi and Noshir Contractor;
- "21st-Century Talent Spotting," by Claudio Fernandez-Araoz;
- "Tours of Duty: The New Employer-Employee Contract," by Reid Hoffman, Ben Casnocha, and Chris Yeh;
- "Creating the Best Workplace on Earth," by Rob Goffee and Gareth Jones;
- "Why Diversity Programs Fail," by Frank Dobbins and Alexandra Kalev;
- "When No One Retires," by Paul Irving; and
- "Collaborative Intelligence: Humans and AI Are Joining Forces," by H. James Wilson and Paul R. Daugherty.

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