

# Dave Ulrich

“The ultimate test of HR and leadership is value created, or build on your strengths that strengthen others.”

Dave Ulrich is a Professor at the Ross School of Business, University of Michigan and a partner at the RBL Group a consulting firm focused on helping organizations and leaders deliver value. He studies how organizations build capabilities of leadership, speed, learning, accountability, and talent through leveraging human resources. He has helped generate award winning data bases that assess alignment between strategies, organization capabilities, HR practices, HR competencies, and customer and investor results.

#### Publications:

He has published 20 books and over 100 articles and book chapters:

- *HR From the Outside In*, 2012
- *The Why of Work*, 2010
- *HR Transformation*, 2009
- *The Leadership Code*, 2008
- *Companion for Strategic Human Resources*, 2008
- *HR Competencies*, 2008
- *Leadership Brand*, 2007
- *Human Resource Value Proposition*, 2005
- *The Future of Human Resource Management*, 2005
- *Human Resources Business Process Outsourcing*, 2004
- *100 Things you need to know*, 2003
- *Why the Bottom Line Isn't*, 2003
- *Competencies for the New HR*, 2002
- *Results Based Leadership*, 1999
- *Learning Capability*, 1999
- *Tomorrows HR management*, 1997
- *Human Resource Champions*, 1997
- *The Boundaryless Organization*, 1995

He edited Human Resource Management 1990-1999 and served on editorial board of

four Journals. He sits on the Board of Directors for Herman Miller, and Board of Trustees at Southern Virginia University, and is a Fellow in the National Academy of Human Resources.

#### Honors Include:

- 2013 Lifetime Leadership Award from the Leadership Forum at Silver Bay
- 2012 Lifetime Achievement Award from HR Magazine for being the “father of modern human resources”
- 2011 #1 Most Influential International Thought Leader in HR by HR Magazine
- 2011 #23 in Thinkers 50 as a management thought leader
- 2011 Top 100 Thought Leaders in Trustworthy Leadership Behavior
- 2010 #1 Wall Street Journal Business Best-selling author (*The Why of Work*)
- 2010 Kirk Englehardt Exemplary Business Ethics Award from Utah Valley University
- 2009 #1 most influential person in HR by HR Magazine
- 2009 Listed in thinkers 50 as management thought leader
- 2008 #1 most influential person in HR by HR Magazine
- 2007 Lifetime Achievement Award from American Society of Training and Development (ASTD)
- 2007 Honorary Doctorate from University of Abertey, Dundee Scotland
- 2006 #1 most influential person in HR by HR Magazine
- 2006 Dyer Distinguished Alumni Award from BYU Marriott School of Management
- 2002-5 President, Canada Montreal Mission, The Church of Jesus Christ of Latter-day Saints

- 2005 #2 management guru by Executive Excellence
- 2005 One of the 10 most innovative and creative thinkers of 2005 by Fast Company
- 2001 #1 management educator and guru by Business Week
- 2000 George Petitpas Memorial Award from World Federation of Personnel Management for lifetime contributions to the human resource profession
- 2000 One of the “world’s top five” business coaches in Forbes
- 1998 Award for Professional Excellence for lifetime contributions for intellectual leadership of the profession from Society for Human Resource Management
- 1998 International Association of Corporate and Professional Recruitment, and Employment Management Association, Lifetime Achievement (PRO) Award

*He has consulted and done research with over half of the Fortune 200.*

#### Contact:

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