



# 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 of Business at the 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 speed, learning, collaboration, accountability, talent, and leadership through leveraging human resources. He has helped generate award winning data bases that assess alignment between strategies, human resource practices and HR competencies.

#### Publications:

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

- *The Why of Work*, 2010
- *Leadership in Asia*, 2009
- *HR Transformation*, 2009
- *The Leadership Code*, 2008
- *Companion for Strategic Human Resources*, 2008
- *HR Competencies*, 2008
- *Leadership Brand*, 2007
- *Human Resource Value Proposition*, 2005
- *Human Resources Business Process Outsourcing*, 2004
- *Why the Bottom Line Isn't*, 2003
- *GE Workout*, 2002
- *HR Scorecard*, 2001
- *Results Based Leadership*, 1999
- *Human Resource Champion*, 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:

- 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** - Ranked #1 most influential person in HR by *HR Magazine*
- 2008** - Ranked #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, at Dundee Scotland
- 2006** - Ranked #1 most influential person in HR by *HR Magazine*
- 2006** - Dyer Distinguished Alumni Award from Brigham Young University, Marriott School of Management
- 2002-2005** - President, Canada Montreal Mission, Church of Jesus Christ of Latter-day Saints
- 2005** - Ranked #2 management guru by *Executive Excellence*
- 2005** - Named by *Fast Company* as one of the 10 most innovative and creative thinkers of 2005
- 2001** - Ranked by *Business Week* as #1 management educator and guru
- 2000** - George Petitpas Memorial Award from World Federation of Personnel Management for lifetime contributions to the human resource profession
- 2000** - Listed in *Forbes* as one of the “world’s top five” business coaches
- 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.
- 1997** - Warner W. Stockberger Achievement Award awarded by *International Personnel Management Association* to “recognize an individual in private or public life who has made a contribution toward improvement of public personnel management at any level of government.”
- 1995** - The Pro Meritus Award from the Employment Management Association for “outstanding contribution to the human resources field.”
- 1994** - Elected Fellow, National Academy of Human Resources

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

#### Contact:

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