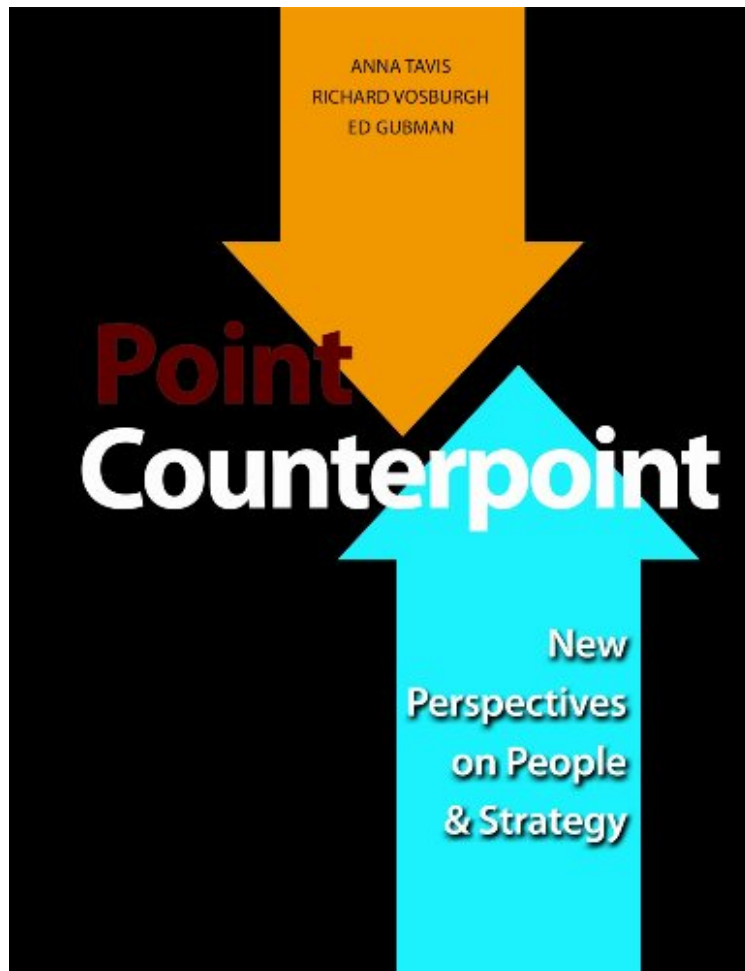


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Point Counterpoint: New Perspectives on People Strategy

Anna Tavis, Richard Vosburgh, Ed Gubman
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Anna Tavis, Richard Vosburgh, Ed Gubman : Point Counterpoint: New Perspectives on People Strategy before purchasing it in order to gauge whether or not it would be worth my time, and all praised Point Counterpoint: New Perspectives on People Strategy:

0 of 1 people found the following review helpful. An important contribution to the fieldBy Edward GubmanThe original pieces here are great. I had the pleasure of editing many of them and they provide a crucial update to the area of people strategy and how it is practiced today.4 of 4 people found the following review helpful. Point Counterpoint - More Than a Collection: A Learning GuideBy Kathleen M. MolloyThis Point Counterpoint collection from recent HRPS People Strategy Journals takes the "hottest" strategic HR topics and enlivens them with real-time, sometimes opposing, perspectives from HR leaders, academics and consultants. This book is chock full of leading edge information, methods and experiences for each of four strategic HR knowledge areas: Talent Management, Organization Effectiveness, Leadership Development, and HR Strategy and Planning. But this is much more than a collection of previously published works. It is also a learning tool for the classroom and for developing HR leaders and

practitioners on the job. A 6-part "Learning Guide" follows each article in the book, designed to guide the reader's attention, question the facts, and reinforce key points from each topic. This book a "must read" for anyone wanting to develop themselves or others as strategic HR professionals, and is perfect for graduate classes in HR and Organization Development. 1 of 1 people found the following review helpful. Thought leading, challenging and useful

By Susan Gebelein
HRPS is back to what it does best - bringing together great thinkers (old and new) to talk and think together about people and strategy. Point CounterPoint is a collection of thought pieces about topics in leadership development, organizational effectiveness, talent management, HR strategy and building the HR functions and responses to those pieces from other thought leaders and practitioners. It's interesting, it's challenging, and it makes you think. This unique book provides a view of the current and new thought leadership in the field of people and strategy. And the writers are not all from the US. There are perspectives from China, UK, Australia, Germany, Spain, India - among others. Congratulations to Anna Tavis, Richard Vosburgh and Ed Gubman for the selection of writers and the learning guides. For any one who wants to keep up to date, this book is excellent. And for people new to the field who want to know what leaders are thinking and talking about, this book is useful. For educators, the learning guides in the book provide a terrific supplement to your own curriculum and will engage your students.

With 13 sets of debates confronting both large and small companies today, this excellent resource provides critical insights and various perspectives on leading human capital issues that are paramount to managing successful organizations. Written by authors, consultants, academics, and practitioners from across 14 countries, this record addresses various topics, including talent management, organizational effectiveness, leadership development, human resources, strategy and planning, and building a strategic human resources function.

"If you've ever thought there must be another side to the HR advice you're hearing, this is the book for you. Point Counterpoint: New Perspectives in People Strategy is a terrific guide to the pluses and minuses of contemporary ideas." —Peter Cappelli, George W. Taylor Professor of Management, The Wharton School, University of Pennsylvania

About the Author
Anna Tavis is the global head of talent management at Brown Brothers Harriman and an adjunct professor at New York University in the Leadership and Human Resource Management department. She is also a member of the board of directors of HR People Strategy (HRPS) and editor of the People Strategy Journal. She lives in New York City.

Richard Vosburgh, Ph.D., is VP Chief HR Officer of KEMET Electronics Corporation. For five years he was the volunteer Executive Editor for the HRPS Journal and originated the Point Counterpoint series. Ed Gubman is the cofounder of Strategic Talent Solutions and the author of *The Engaging Leader: Winning with Today's Free Agent Workforce* and *The Talent Solution: Aligning Strategy and People to Achieve Extraordinary Results*. He lives in Chicago.