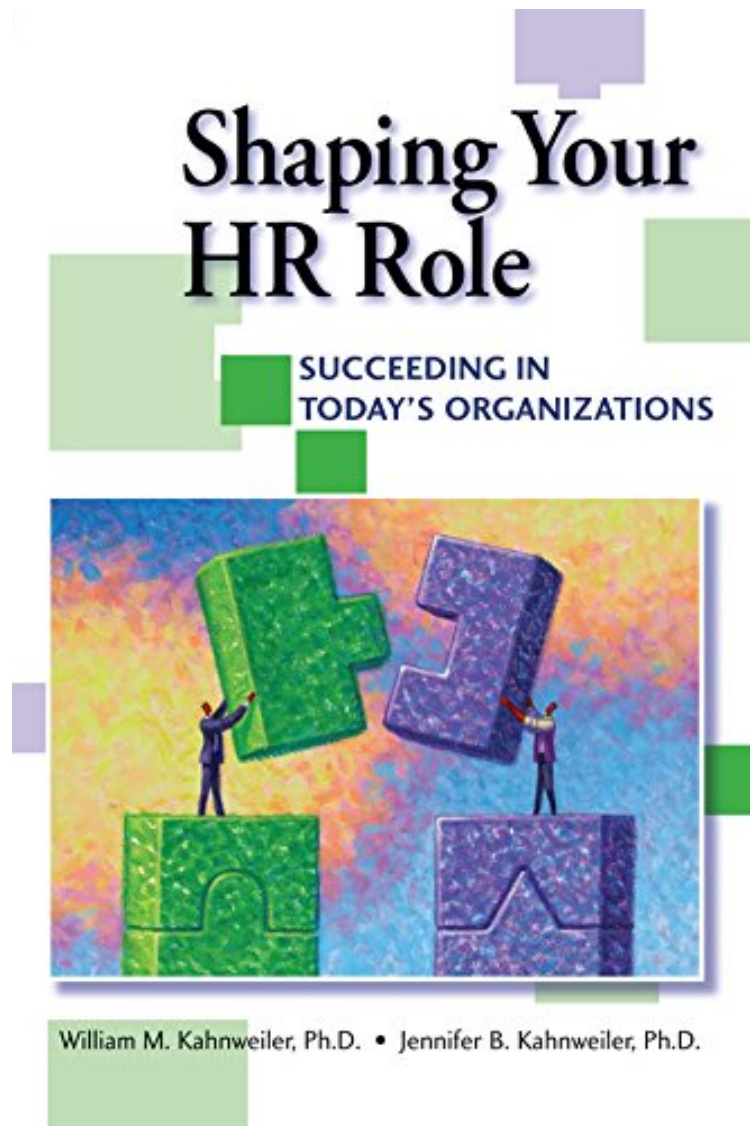


## Shaping Your HR Role

*William Kahnweiler, Jennifer Kahnweiler*  
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**William Kahnweiler, Jennifer Kahnweiler : Shaping Your HR Role** before purchasing it in order to gage whether or not it would be worth my time, and all praised Shaping Your HR Role:

0 of 0 people found the following review helpful. Human Resources - Just Ask the ExpertsBy Richard J. RiordanThis book is a superbly rounded picture of Human Resources as it exists today in most institutions, corporate or otherwise. It offers a versatile model for viewing HR in an organized way and applies it differentially so that it makes sense across settings. Sprinkled throughout are interesting case studies showing ways the model works in practice. The authors' rich variety of HR experience as well as their years in the business sum to a formidable background in the field. They are eminently suited for this book... and it shows. In addition, vignettes and pointers from seasoned HR

leaders interviewed by the authors are liberally and poignantly cited, adding more credibility and real-life flavor. Despite their unassailable resume for writing the book the Kahnweilers maintain humble but optimistic attitudes regarding what can happen in HR. They honor individual differences in the application of their ideas, noting the variety and sometimes unpredictability of human experience that calls for special skills for HR professionals. They posit self knowledge as one important trait for facing HR challenges and outline critical personal areas as well as constructive ways to achieve optimally in those areas. We live in times of downsizing, mergers and other strains of economic fluctuation. The Kahnweilers have expertly pointed to some overall strategies and critical tactics for surviving and thriving during what can become discouraging trials for Human Resource professionals. 1 of 1 people found the following review helpful. Kahnweiler's "Must Read" By Jeffrey J. Coghill This book is a "must read" for Human Resources professionals, whether they occupy the executive suite, are in entry-level HR jobs, or are housed somewhere in between. The authors do a masterful job of providing realistic portrayals of the challenges and opportunities HR people face every day. But they go way beyond this by giving readers practical tools to enhance their impact in organizations. Every organization I've ever known needs HR people and services that contribute meaningfully to its success, and this book offers many insightful strategies to make that happen. The Kahnweilers delivered on their promise to be "thoughtfully pragmatic" by avoiding simplistic "how to" bullet lists and overly theoretical commentary. What they did do is share lessons learned from their own histories as well as from extensive interviews with successful senior HR practitioners. This makes the authors' ideas and suggestions highly credible. I plan on giving this useful book to several key HR people in my organization. I believe that they and ultimately everyone in my organization will benefit from learning about and then applying the numerous leading-edge tools in this book. 0 of 0 people found the following review helpful. The Kahnweilers Sold Me By Buck Tucker I've been a salesman my entire career. I never thought that HR people, much less those with Ph.D.'s, could be effective in sales. The Kahnweiler's sold me on the importance of HR to a company's success and convinced me how HR people can be effective partners in the business of a business. This book avoids lofty, feel good ideas and gets right to the heart of what HR people can, should, and need to do. The authors did a fine job citing stories that reminded me of so many situations I've lived through in corporate America. They obviously know what they are writing about because they've been on the firing lines. The self-assessment exercises are thought provoking, not only for HR people, but also for anyone who wants to carve out a successful career. Buck Tucker Vice President, Special Projects Floor Expo, Inc.

This book has been written for the HR Practitioner and will provide readers with tools, guidelines, ideas, and strategies for developing their role within the Human Resources function. This text focuses on current issues and future trends in both the HR profession and the workplace. Organizations will continue to be forced to function in a lean and mean manner, HR professionals are now required to manage outsourcing functions and to move through multiple internal roles quickly. This book will act as a roadmap to help them plan and implement these roles quickly and efficiently, aligned to their organizations strategy.

"Combining HR science and soul, this soup-to-nuts book brilliantly tells how HR works, how HR pros make it work, and how you can make HR your career that works."-- Chip R. Bell, author, *Managers as Mentors* "With over sixty years of combined HR experience, the Kahnweilers' continued passion for HR comes through in this book. Their passion, however, does not preclude them from giving an honest portrayal of HR the good and not-so-good. Their insights are right on, presenting the reader with a real foundation for success in HR. This book characterizes HR in real-world practical terms rather than in abstract superlatives, and illustrates the challenges HR professionals confront on a daily basis. This book is worthwhile for anyone in HR but particularly so for those somewhat new to HR and those considering an HR career. I wish I had read this book twenty years ago."-- Steve Hewitt, Senior Professional in Human Resources, The Hewitt Group From the Back Cover [back cover copy] [shelving code] Human Resource Management *Shaping Your HR Role* Succeeding in Today's Organizations William Kahnweiler and Jennifer Kahnweiler "Combining HR science and soul, this soup-to-nuts book brilliantly tells how HR works, how HR pros make it work, and how you can make HR a career that works.- Chip R. Bell, Author, *Managers as Mentors* "With over sixty years of combined HR experience, the Kahnweilers' continued passion for HR comes through in *Shaping Your HR Role*. Their passion, however, does not preclude them from giving an honest portrayal of HR-the good and not-so-good. Their insights are right on, presenting the reader with a real foundation for success in HR. This book characterizes HR in real-world practical terms rather than in abstract superlatives, and illustrates the challenges HR professionals confront on a daily basis. This book is worthwhile for anyone in HR but particularly so for those somewhat new to HR and those considering an HR career. I wish I had read this book twenty years ago." - Steve Hewitt, Senior Professional in Human Resources, The Hewitt Group *Shaping Your HR Role* is written for human resources practitioners and provides readers with tools, guidelines, ideas, and strategies for developing their role within the human resources function. The text focuses on current issues and future trends in both the HR profession and the workplace. As organizations continue to be forced to function in a lean and mean manner, HR professionals are now required to manage outsourcing functions and to move through multiple internal roles. This book acts as a

roadmap to help them plan and implement these roles quickly and efficiently, while still aligning with their organization's strategy. The authors combine both theory and practical case studies to support development, as well as incorporating interviews with HR directors from organizations across a wide range of industries and sectors. William M. Kahnweiler, Ph.D., is Associate Professor and Director of Human Resource Degree Programs at Georgia State University. Jennifer B. Kahnweiler, Ph.D., is founder and owner of About YOU, Inc., an Atlanta-based consulting firm specializing in career transition for professionals. About the Author Bill has been in the field of "people development" for over 30 years and has been a professor at GSU since 1990. Prior to his arrival at GSU, Bill was an organizational and human resources consultant for over ten years in three capacities-internally with General Electric Company, externally with a large, international consulting firm (Hay Management Consultants), and as an entrepreneur running his own consulting business. He also was a Human Resources Development (HRD) professional for the federal prison system, a public high school, and a university, as well as a professor of Counseling Psychology at Miami University of Ohio. His teaching assignments focus on non-training HRD interventions, including organizational career management, organizational development, and management consulting. In addition, Bill has guided numerous doctoral students to conduct their own research. His teaching style is student-centered; thus, he emphasizes the teaching of and learning from people more than subject matter, per se. His research interests include: employee involvement in decision making, innovative group career development strategies, consulting competencies for HRD professionals, and effective leadership of HRD functions. He has published over 80 articles in a variety of outlets, from the popular to the scholarly. Bill has been quoted frequently by local and national media on a range of "people issues" in the workplace. He served as editor of the Organizational Development (OD) Journal, a blind, peer-reviewed journal for OD professionals and academics. He also serves as a manuscript reviewer for several other scholarly journals. Bill was elected to and served on the Board of Directors of The Academy of HRD, the leading professional association devoted to HRD research. He has also served on the boards of several non-profit social service agencies and task forces, with the goal being to improve the lives of people and assist them in reaching their potential. BiShe has over 25 years' experience in consulting across a wide range of industries and has helped thousands of individuals resolve their career challenges. As an active faculty member of the American Management Association and an instructor at Emory University's Institute for Professional Learning, she delivers many courses in leadership, career development, and communication skills. Dr. Kahnweiler has been an internal consultant for GE Capital, AGL Resources, and the U.S. Dept. of Education. External consulting assignments have included projects with the Department of Homeland Security, Turner Broadcasting, ATT, and the Coca-Cola Company. As Vice President of Manchester, an international human resources consulting firm, she delivered and marketed programs to senior executives. Earlier in her career, Jennifer was Director of Career Development and Placement at the University of Cincinnati. Jennifer is an entrepreneur and collaborated with Catalyst to create one of the first firm in the country to offer nationwide career assistance to relocating dual-income families. As a media expert, Dr. Kahnweiler writes a regular column on work issues for AARP The Magazine, which has a circulation of over 28 million readers. She has been a guest host and frequent career expert on JobTalk, a nationally syndicated weekly radio show on workplace issues and has also been interviewed on CNN radio. Jennifer has been published in over 20 trade and professional publications and has been quoted in The New York Times, The Chicago Tribune, and The Atlanta Journal-Constitution. Dr. Kahnweiler earned her Ph.D. in Counseling and Human Systems from Florida State University. She received her Masters in Counseling and Bachelors in Sociology from Washington University, St. Louis. She holds Master Career Counselor (MCC), National Certified Counselor (NCC), and Licensed Professional Counselor (LPC) certifications, and has served on the board of the National Career Development