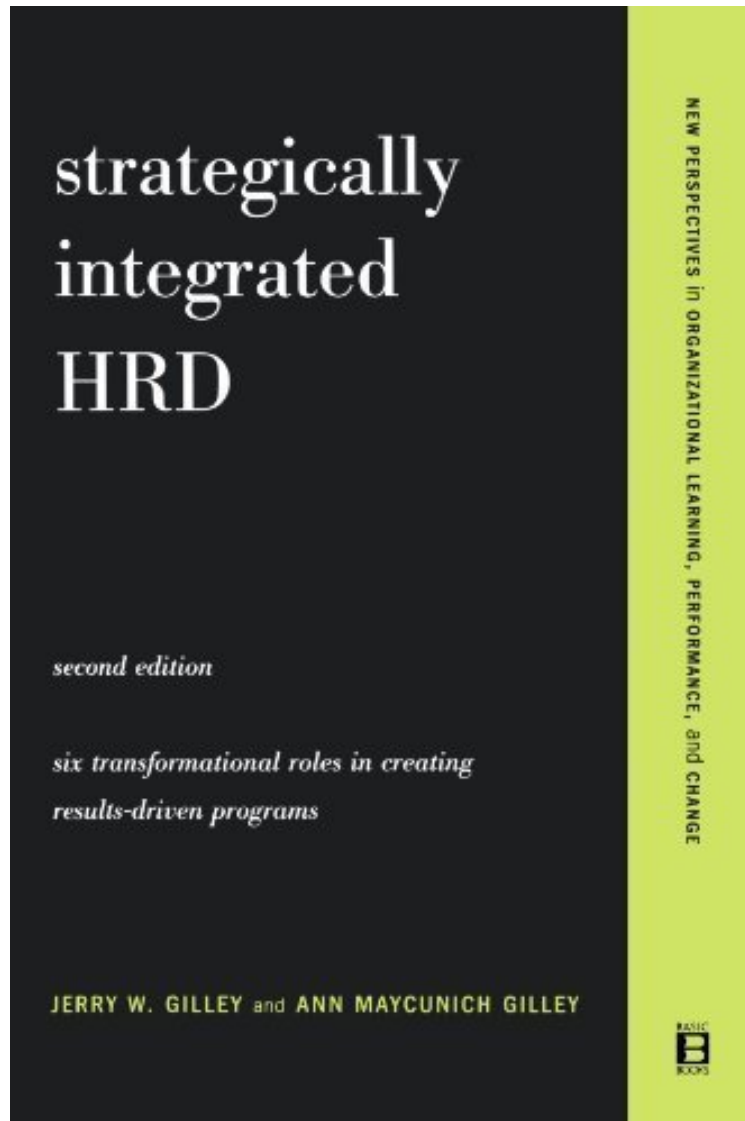


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# Strategically Integrated HRD: A Six- Step Approach To Creating Results-Driven Programs Performance (New Perspectives in Organizational Learning, Performance, an)

*Jerry W. Gilley, Ann Maycunich Gilley*  
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This updated edition of *Strategically Integrated HRD* features the latest theoretical and practical insights on the strategic role of human resource development in organizations. The authors present a complete overview of HRD in the context of corporate strategy and performance, identifying all the key roles that HRD professionals can--and should--play, including: promoting a culture of continuous learning; aligning performance of individuals, teams, and units; improving organizational effectiveness; and adapting to change. A hands-on resource, *Strategically Integrated HRD* showcases the conceptual building blocks and practical tools to tap into the real power of the human resource function and outlines a detailed program for enhancing the role of HRD and integrating it seamlessly throughout the organization.

**About the Author** Jerry W. Gilley is an associate professor in organizational and human resource development at Iowa State University and was formerly the director of organizational and executive development for William M. Mercer, Inc. He lives in Ames, Iowa. Ann Maycunich Gilley is Vice President of Trilogy Consulting Group, a performance consulting firm, and a faculty member at Colorado State University, where she teaches courses in strategy, strategic management, consulting, and communications. She is co-author of numerous books, including *The Performance Challenge*, *Beyond the Learning Organization* and *Organizational Learning, Performance, and Change*. She lives in Fort Collins, Colorado.