



Professional HR: Evidence- Based People Management and Development

Paul Kearns

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A new breed of HR Professional is needed who can offer the sort of effective people management that can change the way organizations work. They will first have to resolve the legacy left by an absence of professionalism in people management amongst both operational managers and the HR departments that serve them. Much of the problems that currently undermine capitalism and governance today can be traced back directly to insufficient attention being paid to the professional management of human capital.

This text offers an objective scale to gauge levels of professionalism that can be applied to management in any sector. Paul Kearns has also developed a clear 10-step guide for anyone looking to develop their HR professionalism in a practical way. With an insightful Foreword by Professor Jeffrey Pfeffer and with these tools, readers will be encouraged to move away from the old world ineffectiveness of people management by looking towards a New Norm and the huge potential it offers for value and wealth.

Suitable for managers and students studying HR, *Professional HR* provides the answer for what could be the next iteration of the capitalist system, with professional, evidence-based people management at its heart.

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