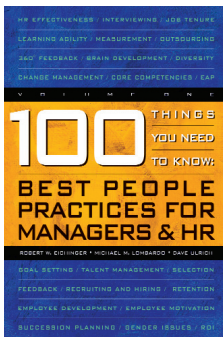


# Introducing 100 Things You Need to Know: Best people practices for managers and HR

1. Are grades an indicator of performance as a manager?
5. What is the fastest growing minority in the U.S.?
25. What advantage do good-looking people have as candidates?
51. Is IQ or EQ a better predictor of managerial success?
66. How accurate are formal performance appraisal ratings?
77. What's the best development path for high potentials?



Get the answers to these and dozens more people management questions in... *100 Things You Need to Know: Best people practices for managers and HR* by Bob Eichinger, Mike Lombardo and Dave Ulrich.

In *100 Things*, three internationally-recognized experts in human capital management provide the research behind the best people practices in an easy-to-read and easy-to-reference format. You'll find research, discussion and a "so what" section (that tells you what best practices to follow as a result of the research) on the full range of HR people issues you deal with all the time—change management, HR effectiveness, measurement, campus recruiting, career development, feedback, selection, pay practices and more.

## 100 Things You Need to Know: Best people practices for managers and HR

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## ABOUT THE AUTHORS...

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*Bob has coauthored numerous articles on executive and organizational development and was on the adjunct staff of the Center for Creative Leadership. He is coauthor of The Leadership Machine, a book on developing managers and leaders and is coauthor, with Mike Lombardo, of 100 Things You Need to Know, a resource book for HR professionals and line managers on how to implement effective people systems in organizations.*

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*Along with co-creator of The Leadership Architect Suite and cofounder of Lominger Limited, Inc. Bob Eichinger, Mike Lombardo has written over 20 products for the suite, including FYI For Your Improvement™, The Leadership Machine, CAREER ARCHITECT®, CHOICES ARCHITECT® and VOICES®. Mike spent 15 years at the Center for Creative*

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*Dave Ulrich, Ph.D., has been listed by BusinessWeek as the top "guru" in management education. He has coauthored 10 books and over 100 articles, serves on the Board of Directors of Herman Miller, and has consulted with over half of the Fortune 200. Dave is currently on professional leave as professor at the University of Michigan to serve as mission president for the Church of Jesus Christ of Latter Day Saints in Montreal.*

