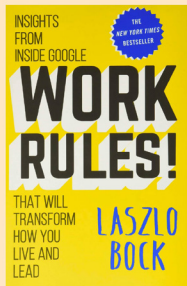




15 Books HR Leaders Know You'll Love in 2024

Generative AI, burnout, skills-based hiring—organizations are facing new and more complex challenges than ever before. And as an HR professional, you're at the center of them all.

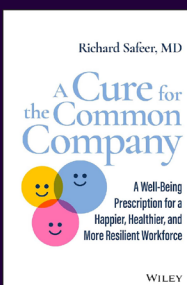
This reading list was curated by your peers, HR leaders who are adapting to the same changes and seeking new approaches to their people strategy. You'll discover both guidance and inspiration to level up your career and help your organization evolve with shifting trends.



Work Rules! Insights from Inside Google That Will Transform How You Live and Lead by Laszlo Bock

Chosen by: The SeekOut Team

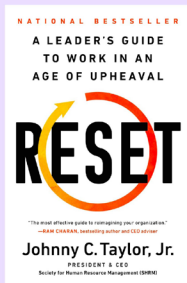
Why you'll love it: Laszlo is the former Senior Vice President of People Operations at Google, but this book isn't really about Google. It's a guide for people managers on how to build the smartest teams, leveraging the latest research in behavioral economics and human psychology.



A Cure for the Common Company: A Well-Being Prescription for a Happier, Healthier, and More Resilient Workforce by Richard Safeer, MD

Chosen by: Yvonne Mitchell, Vice President of Human Resources and Talent Acquisition at Johns Hopkins Medicine

Why you'll love it: This book is timely given that workplace stress and burnout are at all-time highs. You'll find evidence-based strategies and real-world examples that help manage employee well-being and build resilience amongst teams so they can bring their best selves to work. Dr. Safeer highlights how organizations can foster an environment that prioritizes employee health to achieve company success and profitability.

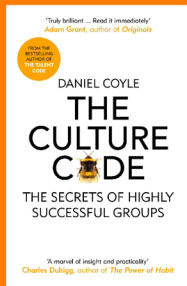


Reset: A Leader's Guide to Work in an Age of Upheaval

by Johnny C. Taylor, Jr.

Chosen by: Cathy Henesy, Vice President of Talent Acquisition at AdventHealth

Why you'll love it: Written by the President and Chief Executive Officer of the Society for Human Resources Management (SHRM), this book provides thought-provoking and practical insights into the future of HR and introduces a framework for leaders on how to reimagine a better workplace.

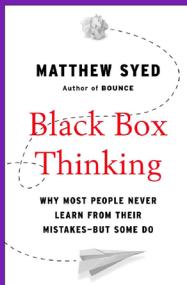


The Culture Code: The Secrets of Highly Successful Groups

by Daniel Coyle

Chosen by: Nicole Goldman, VP of Talent Acquisition at Huntington Ingalls Industries

Why you'll love it: In this New York Times Bestseller, you'll learn how to build and sustain a solid team using insights from successful organizations like the U.S. Navy's SEAL Team Six, Pixar, and Zappos. Coyle offers specific strategies that trigger learning, encourage collaboration, build trust, and foster positive change.

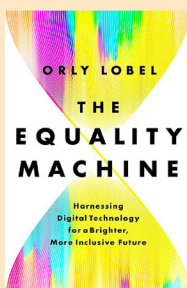


Black Box Thinking: Why Most People Never Learn from Their Mistakes—But Some Do

by Matthew Syed

Chosen by: Darren Lancaster, Chief Executive Officer (Americas & EMEA) at Hudson RPO

Why you'll love it: Syed presents readers with a different approach to failure, mainly focusing on the aviation industry where accidents and mistakes are documented, analyzed, and shared with the public. The lesson is to acknowledge failure and be willing to understand what went wrong to minimize the chances of it happening again—a methodology that can translate to any field.

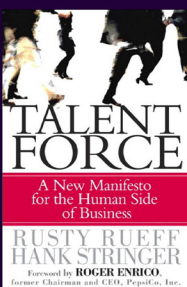


The Equality Machine: Harnessing Digital Technology for a Brighter, More Inclusive Future

by Orly Lobel

Chosen by: Sam Shaddox, General Counsel and Chief Privacy Officer

Why you'll love it: Lobel, a renowned tech policy scholar, makes the case that while digital technology development like AI won't slow down, we have an opportunity to steer these advancements in a direction that benefits humankind. The second chapter in particular focuses on how AI can benefit hiring but only when both human and machine work together to mitigate pitfalls, such as biases.

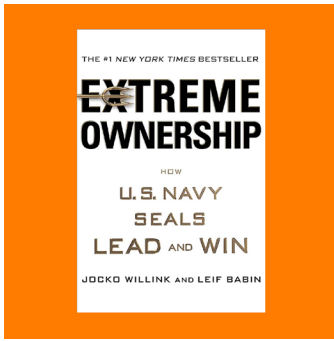


Talent Force: New Manifesto for the Human Side of Business

by Rusty Rueff and Hank Stringer

Chosen by: Chris Murdock, Founder of IQTalent

Why you'll love it: This book reimagines how organizations can create the right teams with the right people at the right time. More than ever, people have high expectations of their employers, and it influences where they choose to work. You'll learn how to meet those needs when building a business, including implementing talent plans and defining metrics for success.



Extreme Ownership: How U.S. Navy SEALs Lead and Win by Jocko Willink and Leif Babin

Chosen by: Sean Murphy, Head of Global TA Operations at GE

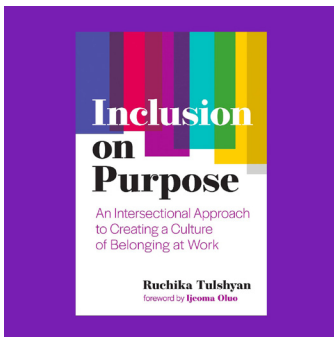
Why you'll love it: This book is frequently cited as one of the best for leaders to read. The authors draw from their own experiences as NAVY SEAL officers, centering around the importance of accountability, discipline, and decisiveness in effective leadership. These principles are illustrated through gripping combat stories and how they relate to challenges faced in different organizational settings.



When They Win, You Win: Being a Great Manager Is Simpler Than You Think by Russ Laraway

Chosen by: Stephanie Camp, Chief Marketing Officer at SeekOut

Why you'll love it: Being a good manager is not a skill that's traditionally taught in the workplace, but this book offers an easy-to-understand framework you can follow to cultivate a happier, more productive team. The author presents The Big 3—Direction, Coaching, and Career—as a measurable and predictable model that delivers better employee engagement and better business results.



Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work by Ruchika Tulshyan

Chosen by: Christina Tymony, Senior DEIB Strategy & Enablement Manager at SeekOut

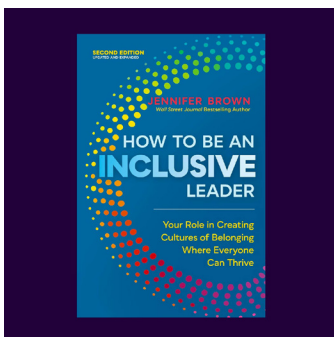
Why you'll love it: Combining research, statistics, and real stories, Ruchika underscores the significance of building a culture of belonging using frameworks that readers can integrate into their own daily practices. She also sheds light on women of color in the workplace to ensure teams create solutions that solve for all experiences.



Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity by Kim Scott

Chosen by: Brett Feig, VP of Global Talent Acquisition at Zip Co

Why you'll love it: Scott, a former CEO coach at Dropbox, Qualtrics, and Twitter, offers a practical guide to effective leadership and communication in the workplace, encouraging leaders to strike a balance between caring personally and challenging directly. She emphasizes the importance of building strong, honest relationships with team members to create a culture of open communication and continuous improvement.



How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive (Second Edition) by Jennifer Brown

Chosen by: Charlesiah McLean, Head of Diverse Talent Workforce Acceleration at Novartis

Why you'll love it: How do you create a feeling of belonging? Jennifer walks you through the four stages of becoming an inclusive leader via her Inclusive Leader Continuum model: unaware, aware, active, and advocate. You'll identify where you are in your journey and learn how to go from one stage to the next to become your best, most inclusive self.



Irresistible: The Seven Secrets of the World's Most Enduring, Employee-Focused Organizations by Josh Bersin

Chosen by: The SeekOut Team

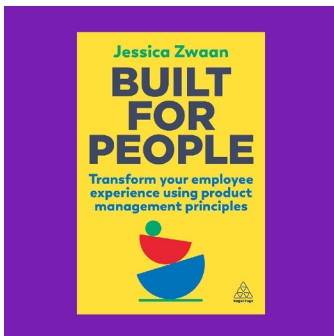
Why you'll love it: As a renowned industry analyst and researcher, Bersin introduces a new way to think about organizational design, employee engagement, and employee development. He takes decades of research and leadership theory and distills them into seven practical management principles that you'll come back to again and again.



Powerful: Building a Culture of Freedom and Responsibility by Patty McCord

Chosen by: Kristi Desart, Director of Human Resources at SeekOut

Why you'll love it: This is a great read for those in the early stages of their career in human resources or management. You'll learn how outside-the-box thinking can impact a company's success by establishing its culture as a pillar of the business.



Built for People: Transform Your Employee Experience Using Product Management Principles by Jessica Zwaan

Chosen by: The SeekOut Team

Why you'll love it: Zwaan is currently the Chief Operating Officer at Talentful, and she's previously held executive roles in People Operations, Business Operations, and Talent. In her book, she explains how to improve the employee experience and business performance by integrating an agile, iterative, and evidence-based approach to HR. She covers how the best elements of a product management approach can transform the people function and how to do it effectively.

