

## HUMAN RESOURCES INFORMATION



John Boudreau, author of several human resources books and a professor at the University of Southern California, was speaking on the subject of human resource supply chains at a conference in Las Vegas. To firmly get his point across, Boudreau mentioned many different things.

Boudreau first asked the attendants at the conference a set of HR-related questions. The answer from the attendant to all of these questions that he asked was zero. After asking these questions, Boudreau made it a point to express that companies often maintain a specific amount of inventory to account for what is in demand from the customers. He talked mainly about human resource supply chains.

Boudreau was attempting to get his main point across. The best way for firms to grow and expand is for them to continuously build and hire performers who are on top of their game. Once the firm begins to build and grow, it will become much more successful especially when it is up against some of the major competitors. The firm will also have more success at finding employees who fit the requirements needed to fill the position.

Some of the major requirements that any employee of a reputable firm should have include being able to truly deliver their projects and do so with a sense of confidence in themselves and their work. Employees should be confident in everything that they work on. Without a sense of confidence, the performer will not get very far and will not bring much to the table when it comes to helping the firm grow. The potential employer should also be a positive addition to the firm and help it to grow and expand over time. Someone who works for the firm should be knowledgeable and should be able to deal with all types of clients.

Some of the most successful firms operate in such a way that they will continue to expand successfully. They expect the most of their employees and continue to help them better themselves and their practice while working to eliminate the "bad seeds" that can sometimes bring a firm down instead of helping it to succeed.

The best performers of a firm are usually offered special attention which will help them to continue working efficiently. The type of attention that is received includes some of the best mentoring and training techniques. Even the best of the best performers can benefit from extra mentoring and training. The best performers deserve this special training. Each firm sets up particular goals for itself. These goals are to be followed by all performers at the firm. Individuals who cannot keep up are often left behind while those who excel will continue to receive the mentoring that they need to continue to keep the firm successful.