Access to Experts

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Patrick Wright, PH.D. is the William J. Conaty GE Professor of Strategic Human Resources in the ILR School (Industrial and Labor Relations) at Cornell University.

Professor Wright teaches, conducts research, and consults in the area of Strategic Human Resource Management (SHRM), particularly focusing on how firms use people as a source of competitive advantage and the changing nature of the Chief HR Officer role. For the past 8 years he has been studying the CHRO role through a series of confidential interviews, public podcasts, small discussion groups, and conducting the Cornell/CAHRS Survey of Chief HR Officers. In addition, he is the faculty leader for the Cornell ILR Executive Education/NAHR program “The Chief HR Officer: Strategies for Success” aimed at developing potential successors to the CHRO role. He served as the lead editor on the recently released book “The Chief HR Officer: Defining the New Role of Human Resource Leaders” published by John Wiley and Sons.

He has published over 60 research articles in journals as well as over 20 chapters in books and edited volumes. He has co-authored two textbooks titled Human Resource Management: Gaining Competitive Advantage (now in its third edition) and Management of Organizations. He has co-edited a special issue of Research in Personnel and Human Resources Management titled "Strategic Human Resource Management in the 21st Century," and Guest Edited a special issue of Human Resource Management Review titled "Research in Strategic HRM for the 21st Century."

He has conducted programs and/or consulted for a number of large organizations including Comcast, Royal Dutch Shell, KennaMetal, AstraZeneca, BT, and BP. He currently serves as a member on the Board of Directors for the Cornell Center for Advanced Human Resource Studies (CAHRS) and the National Academy of Human Resources (NAHR). He is a former board member of HRPS, SHRM Foundation and World at Work (formerly American Compensation Association). In 2011 he was named by HRM Magazine as one of the 20 "Most Influential Thought Leaders in HR."

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