

# Preface

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There was an article recently in my hometown newspaper about the “richness” in books that isn’t found at websites, on CDs, or even on television. Perhaps it is because reading a book offers both visual and tactile stimulation (unless you’re on an exercise bike and it is mechanically propped up). You can’t even get that from a computer unless your tactile stimulation comes from touching the words on your screen (that would make it hard to read).

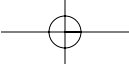
So this HRM *Annual* provides a richness that you may not get from any other medium. This is true because of the nature of other mediums, as well as the special content of books.

The content in this *Annual* is quite special. There are articles on a wide variety of individual topics. You can prioritize your reading based on more immediate to less immediate needs to know. As you do that, you will notice the unique nature of each writing. You probably won’t find anything quite like any of these articles.

Thus, your path to increased knowledge about current thinking and practices is one of your own choosing. In many ways this *Annual* is like a buffet dinner. Everything has been prepared for you and presented in an organized fashion. However, you get to choose how and where everything lands on the plate. You have everything from everyone.

One of the things that occurs during all buffets is a great deal of relaxed conversation. This *Annual* provides a wonderful opportunity to have such conversations. Get a group together. It could be your HR department, a networked group of consultants, or a gathering of academics. All in the group could read the same article and get together to discuss its implications for the workplace. A second option would be to assign people different articles and have them lead discussions on their individual articles.

Make the *Annual* work for you! It will work for you, thanks to the work of the authors. Thanks to all of them for doing such a wonderful job. The folks at Pfeiffer were great, also. A huge thanks to Martin Delahoussaye, Susan Rachmeler, Dawn Kilgore, and Rebecca Taff.



Most important of all is a big thank you to my family—Kitty, Lauren, and Carly. They are a great source of strength. Kitty keeps me excited about achieving greater professional success. Lauren reminds me that optimists are the most successful. Carly reinforces my belief that my role is to serve.

Robert C. Preziosi, Editor  
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