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## **Out Today: New Book Reinvents Supply Chain Management for Human Resources**

Minneapolis, MN (November 2, 2009) – The traditional logic of supply chain management that has given companies a competitive advantage for decades has been reinterpreted for a human resources context in [Human Capital Supply Chains](#) (Langdon Street Press, ISBN 978-1-934938-77-5, November 2009, \$16.95). The new book, by [Bond Talent](#) Chief Executive Officer Tim Giehll and [The Code Works](#) co-founder and Chief Executive Officer Sara Moss, takes the lessons learned from years of successful development and management of manufacturing supply chains and applies them to talent management. The book argues that by implementing a human capital supply chain, companies can make their talent management systems more cost and time efficient, agile and strategic.

[Human Capital Supply Chains](#) first lays out the value of implementing a human capital supply chain versus the risk and financial commitment that come with it. Similar to manufacturing supply chains, human capital supply chains can reduce costs, increase strategic growth and provide a competitive advantage for those companies that use them. However, implementation is a big commitment, often including structural organizational changes. The book then lays out a logistical plan, discussing the processes, technology, and organizational roles that are required to implement a human capital supply chain. Throughout, [Human Capital Supply Chains](#) is a comprehensive guidebook to a new frontier in talent management.

As the nation moves out of economic recession and large scale hiring begins again, the techniques used to manage corporate human resources will become increasingly essential. [Human Capital Supply Chains](#) offers an entirely new approach to approach recruiting, hiring and management of new employees.

“By streamlining the process of finding, staying in touch, building relationships and managing top talent, companies can reduce their cost per hire and better utilize just-in-time talent techniques,” says Giehll.

About the Authors: Tim Giehll brings more than 30 years of experience as a staffing industry veteran, technology visionary and manufacturing expert to his role as co-author of [Human Capital Supply Chains](#). During the last 10 years, Tim has worked as CEO of [Bond Talent US](#) and [eEmpACT](#), divisions of the 500 person Bond International Software plc.

Sara Moss is co-founder and CEO of [The Code Works Inc.](#), a technology consulting company focused on the staffing and recruiting industry. Sara and her team develop actionable technology strategies to enable their client’s business goals.

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