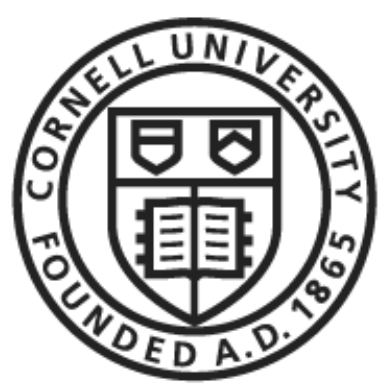




# Cornell's Center for Advanced Human Resource Studies

CAHRS is the world's leading partnership between industry and academia, devoted to global human resource management. The CAHRS partnership connects leading companies to Cornell University, the ILR School, and leading faculty, students and intellectual leaders throughout the world. Founded in 1987, CAHRS is comprised of approximately 55 companies (most are Fortune 200).



**ILR School**



# CAHRS – Primary Points of Leverage

## Playbook

Welcome to CAHRS!

This Playbook outlines the different ways that you can leverage key CAHRS benefits, including:

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Recruiting High-Potential Talent from the ILR School (BS or MILR)

3

Networking with Other CAHRS Partners

4

Leveraging Evidence Based Research from Cornell ILR Faculty and Students to Educate Your HR Team

5

Opportunities for HR Training and Development

6

Things to do Within 30 Days of Joining CAHRS



# Recruiting High Potential Talent from the ILR School (BS or MILR)

E WANT YOU

CAHRS partners leverage the additional opportunities through CAHRS to build their brands, showcase internal talent and get to know potential undergraduate and graduate hires beyond the regular ILR interviewing process.

- CAHRS Executive Roundtables

One unique and valuable aspect of the CAHRS partnership is the opportunity for CAHRS executives to interact with future HR professionals pursuing their graduate studies or finishing their undergraduate studies at Cornell, to shape their educational and career choices. Since 1997, CAHRS has offered our partners an opportunity to be involved in the annual orientation held for incoming and returning graduate students and undergraduate seniors in the School of Industrial and Labor Relations (ILR). The CAHRS Executive Roundtable is not a recruiting fair, but is meant to provide students and executives an opportunity to exchange questions and ideas about the field of HR, the most important issues facing individual companies, the skills needed by future HR professionals, and what companies look for in recruiting entry-level professionals. Due to limitations and the popularity of this event among our partner representatives, we will be limiting the number of executives involved in this event to 20.

- ILR Guest Lecture Opportunities

Every semester CAHRS arranges for Company Partners to be included in special projects, research and as executive guest speakers for various Cornell ILR HR courses.

- Sponsorship of MILR Bundle Case Project

The case project is a semester-long consulting project, culminating in first-year MILR students presenting virtually to faculty judges with recommendations on a real-time human resource or business problem.

# Networking with Other CAHRS Partners

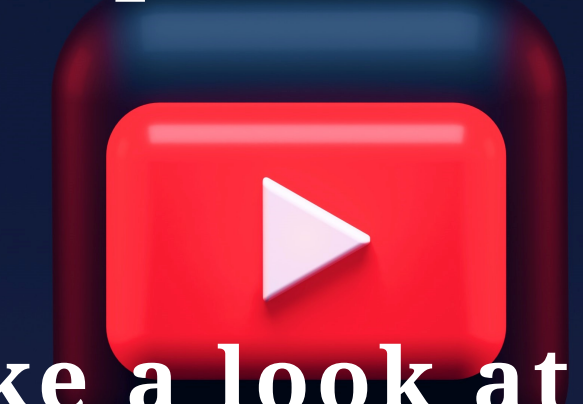
Interact with peers through small, confidential and collaborative forums, exchanging insights and actionable practices that can directly impact your organization.

- Working Groups

CAHRS working groups focus on a specific topic. Each working group is hosted by a partner company, and facilitated by one or more CAHRS research faculty members. Partner firms can participate in working groups at no cost, and they are generally limited to no more than 25 people.



More of a visual person?



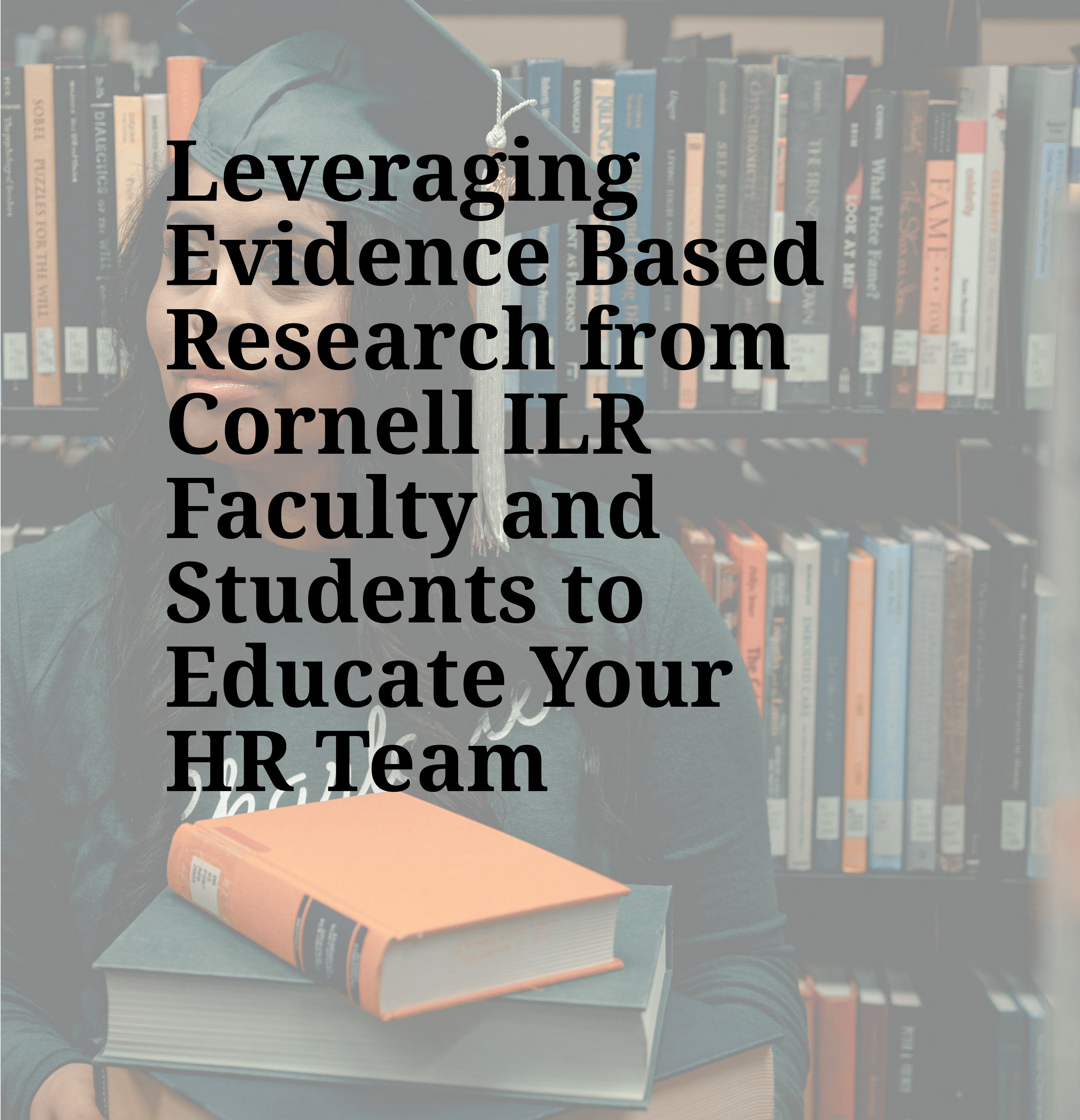
Take a look at this video highlighting partner benefits!

- Partner Meetings

CAHRS hosts one or two partner meetings annually, devoted to groundbreaking research and best practice applications. Meetings are one to two days in length; attendance is restricted to partner companies and the level of participants is targeted to those who can contribute to the topic.

- Partner Benchmarking

CAHRS companies have benchmarking opportunities with other partners on topics of your choice. These Benchmarking reports are now available on the CAHRS website under specific Centers of Excellence.



# Leveraging Evidence Based Research from Cornell ILR Faculty and Students to Educate Your HR Team

Learn from scholarly research that is condensed and formatted into easy to read applications for your organization.

- ResearchLinks

Launched in 2009, the ResearchLink series provides HR practitioners with concise, high-level overviews of research by Cornell ILR School's HR Studies (HRS) faculty. The 4- to 6-page summaries cover not only research studies published in academic journals, but also the most current, completed research yet to be submitted for publication.

- Custom Executive Research Summaries

CAHRS partners submit questions about current HR issues that they are facing and students provide comprehensive research on the topic in question using a large number of resources otherwise not available to the general public. The students then prepare an executive summary of no more than two pages.

- CAHRS Learning Library

CAHRS offers a myriad of ways to learn online. We created shorter video clips that can be watched during your commute, travel or even when you're in the office. The videos are compatible with smart phones, and are categorized by our Centers of Excellence.

- Library Searches from ILR's Martin P. Catherwood Library

ILR's Martin P. Catherwood library is the most comprehensive resource on labor and employment in North America. CAHRS members are entitled to up to two custom searches per year by ILR's librarians to assist in researching the latest issues in human resources.

- CAHRS eNews (Top 10, Quarterly, hrSpectrum)

Each month, subscribers receive the most relevant HR articles delivered to their email addresses; on a quarterly basis, subscribers receive articles compiled based on specific centers of excellence; the newsletter is sent to subscribers on a bi-yearly basis.

# Opportunities for HR Training and Development

Cornell offers a myriad of learning opportunities organizations can use to develop their individuals and teams. These are separate from CAHRS but discounted due to your CAHRS membership.

- ILR Senior Leader Programs

Our programs are designed to present challenges facing today's HR leaders and connect proven theories to actionable business insights. We bring together the insights from our world-class faculty dedicated to HR research and leading practitioners to design practical training programs to target real-world problems that help build organizational success. Special pricing on our ILR Senior Leader Programs is available for all CAHRS Partners

- eCornell Certificate and Online Learning Programs

Special pricing on eCornell certificate programs is available for all CAHRS Partners.



# Congratulations!

## You're a CAHRS Partner

### Now What?

1. Fill out the [contact sheet](#)
2. Explore the [CAHRS website](#)
3. Subscribe to [e-News](#) and encourage others do as well
4. Review the [Partner Benefits by Level](#) to help with your planning

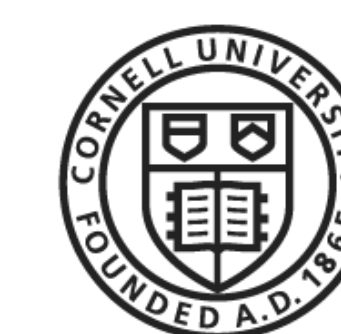
5. [Click here](#) to develop a communication/onboarding plan for your team  
  
Forward opportunities directly to other team members you want to participate when you receive the monthly Events Update - signals your support and a good use of time.
6. Integrate CAHRS events into your internal learning and development communications for HR (LMS, newsletter, etc.)
7. Assign [Key Roles](#) to certain employees to assist in leveraging all of your benefits to the max!



**Please  
contact us for  
more  
information!**



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