

**Chronological Record of Intellectual Contributions and Publications**  
**Lisbeth Claus, Ph.D., SPHR, GPHR, HRM-SCP**  
**Professor Emerita of Management and Global HR, Willamette University (USA)**  
**Visiting Professor, HS Pforzheim University (Germany)**  
(Updated July 2022)

**2022**

Claus, L. & Chung, J. (2022). HR Ikigai 인사부의 존재이유 인적자원 전략의 새로운 차선택이 필요한 시대 월간 인사관리 202207.

Claus, L. (2022). HR's raison d'être: Making sense of the next best things in people operations. *The HR-Congress Magazine*, March 22. <https://hr-congress.com/2022/03/25/hrs-raison-detre-making-sense-of-the-next-best-things-in-people-operations/>

Claus, L. & Rosen, L. (2022). Background upon offering jobs to Ukrianian refugees. *The HR-Congress Magazine*, March 23. <https://hr-congress.com/2022/03/23/background-checks-upon-offering-jobs-to-ukrainian-refugees/>

Claus, L. (2022). Do you now where your employees are? *The HR-Congress Magazine*, March 18. <https://hr-congress.com/2022/03/18/do-you-know-where-your-work-from-home-employees-are-2/>

Claus, L. (2022). Does your company have flexible work arrangement policies? *The HR-Congress Magazine*, February 6. [https://hr-congress.com/2022/02/06/does-your-company-have-flexible-work-arrangement-policies/?fbclid=IwAR1m-oJBoHbIoTBAGxLmR\\_HmyHUlwFx4ngMe1M8x7dKiKAJ794rWDR8Jn5Y](https://hr-congress.com/2022/02/06/does-your-company-have-flexible-work-arrangement-policies/?fbclid=IwAR1m-oJBoHbIoTBAGxLmR_HmyHUlwFx4ngMe1M8x7dKiKAJ794rWDR8Jn5Y)

Monthly HR column (vanuit de VS) in *#ZigZagHR Tijdschrift* (Dutch):

- 24) Claus, L.(2022). Een radicale verandering van HR: Realiteit of utopie?#ZigZagHR *Tijdschrift*, June 4(28): 50-51 )
- 23) Claus, L.(2022). Laten we het probleem met engagement op het werk nu eens echt benoemen. #ZigZagHR *Tijdschrift*, May 4(27): 52-53.
- 22) Claus, L. (2022). Vind je talent bij de Oekraiense vluchtelingen #ZigZagHR *Tijdschrift*, April 4(26): 63-64.
- 21) Claus, L. (2022). Remote teamwork lukt niet zomaar #ZigZagHR *Tijdschrift*, Maart 4(25): 63.
- 20) Claus, L. (2022). Leiderschap gaat om vriendelijkheid. #ZigZagHR *Tijdschrift*, Februari, 4(24): 49-50.
- 19) Claus, L (2022). De introduction van de CMO en DRW, #ZigZagHR *Tijdschrift*, Januari, 4(23): 65-66.

**2021**

Claus, L., Baker, S. and Vermeulen, P. (2020). *Be(Come) an Awesome Manager: The Essential Toolkit for Impact Leadership* (Second Edition), Global Immersion Press.

Claus, L., Arens, L., Chung, J. (2021). *#ZigZagHR* (Korea translation). Seoul: EntersKorea.

Claus, L. (2021). Een actieplan voor leiderschap met impact: 5 manieren om een geweldige manager te zijn (of te worden), *#ZigZagHR Tijdschrift*, December, 3 (21): 32-36

Monthly HR column (vanuit de VS) in *#ZigZagHR Tijdschrift* (Dutch):

- 18) Claus, L. (2021). Chief creator, *#ZigZagHR Tijdschrift*, October, 3(20):61-62.
- 17) Claus, L. (2021). Afleren is het nieuwe leren, *#ZigZagHR Tijdschrift*, September, 3(19): 63-64.
- 16) Claus, L. (2021). Post-Covid recruiting , *#ZigZagHR Tijdschrift*, June, 3(18):55-56.
- 15) Claus, L. (2021). Duurzaamheid, *#ZigZagHR Tijdschrift*, May, 3(17): 62-63.
- 14) Claus, L. (2021). Talent portfolio, *#ZigZagHR Tijdschrift*, March, 3(15): 59.
- 13) Claus, L. (2021). Hebben we een nieuwe leadership theorie nodig, *#ZigZagHR Tijdschrift*, February, 3(14): 65-66

## **2020**

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- 12) Claus, L. (2020). Duty of care, *#ZigZagHR Tijdschrift*, January, #12-13
- 11) Claus, L. (2020). Employee engagement, *#ZigZagHR Tijdschrift*, November, #11.
- 10) Claus, L. (2020). Change. *#ZigZagHR Tijdschrift*, October, 2(10) 47.
- 9) Claus, L. (2020). Zo ziet het nieuwe leren eruit. *#ZigZagHR Tijdschrift*, September, 2(09) 54-55.
- 8) Claus, L. (2020). De plotse comeback van de arbeidsparadox. *#ZigZagHR Tijdschrift*, June, 2(08): 47
- 7) Claus, L. (2020). De nieuwe competentie: kindness. *#ZigZagHR Tijdschrift*, May, 2(07): 49.
- 6) Claus, L. (2020). Digitizing an AI in HR: wat met ethische vragen? *#ZigZagHR Tijdschrift*, Maart, 2(06): 49.
- 5) Claus, L. (2020). Ben jij een transformationele leider? *#ZigZagHR Tijdschrift*, Februari, 2(05): 41.
- 4) Claus, L. (2020). De nieuwe crisis van de psychische gezondheid op het werk. *#ZigZagHR Tijdschrift*, 2(04): 46.

Claus, L., Baker, S. and Vermeulen, P. (2020). *Be(Come) an Awesome Manager: The Essential Toolkit for Impact Leadership*. Global Immersion Press.

## **2019**

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- 3) Claus, L. (2019). Innovatie *#ZigZagHR Tijdschrift*, December, 1(03): 41.
- 2) Claus, L. (2019). Beyond the traditional workforce: Heeft Jouw Organisatie de 'Juiste workforce? Wie is eigenaar van jouw loopbaan? *#ZigZagHR Tijdschrift*, November, 1(02): 43
- 1) Claus, L. (2019). Talent fluidity: wie zit achter het stuur van je loopbaan?? *#ZigZagHR Tijdschrift*, October, 1(01): 44.

Claus, L. and Monaghan, D. (2019). *White Paper: Dynamic Open Talent. A Template for Developing, Implementing, Supporting, and Measuring a Dynamic Open Talent (DOT) Strategy for a Global Company*. Redmond, WA: Global HR Consortium/IT Roundtable.

Claus, L. (ed.), (2019). International Background Checks (Les Rosen). *Global HR Learning Bites*, 1(2); 12 pp (LinkedIn).

Claus, L. (2019). HR disruption—Time already to reinvent talent management. *Business Quarterly Review*, 22(3):207-215.

Claus, L. (ed.), (2019). Japanese cross-cultural management concepts (Emma Truyaert). *Global HR Learning Bites*, 1(1); 10 pp.

Claus, L. and Arens, L. (2019). *#ZigZagHR: Why the Best HR is no Longer HR*. Global Immersion Press (paperback and e-book). Translated from Dutch.

## **2018**

Lesley Arens en Lisbeth Claus, *#ZigZag HR: Waarom de beste HR geen HR meer is*, (Dutch) Pelkmans Pro Publishing, 2018.

Claus, L. (ed.), (2018). *Global HR Practitioner Handbook*, Volume 4. Silverton, OR: Global Immersion Press. (e-book)

Claus, L. and Baker, S. (2018). The global HR stack: External and internal tools and methodologies impacting HR. Pp. 35-63 in Claus, L. (ed.), *Global HR Practitioner Handbook*, volume 4. Silverton, OR: Global Immersion Press.

## **2017**

Claus, L. and Caufield, A. (2017) Employees Abroad: The US Legal Context of Employer Duty of Care to Internationally Traveling Employees *Willamette Journal of International Law and Dispute Resolution*, Volume 25: 1-24.

## **2016**

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## **2015**

Quigley, R., Claus, L. and Nixon, A. (2015). Behavioral Health Morbidity for those Studying or Working Internationally: An Exploratory Duty of Care Study. *Journal of Global Mobility*, Volume 3, Number 4, 418-435.

Claus, L. and McNulty, Y. (2015). Employer Duty of Care: the role of HRM in Managing Talent in Dangerous Locations, *European Journal of International Management*, Volume 9, Number 6, 667-672.

Quigley, R., Claus, L. and Dothan, M. (2015). Incidence of Medical Requests for Assistance from Globally Mobile Populations: Contrasting International Assignees from Different Sectors. *European Journal of International Management*, Volume 6, Number 9, 712-736.

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<http://my.urmia.org/enews/blogs/urmia-national-office/2015/06/18/scholastic-sectors-duty-of-care-managing-the-pursuit-of-education-while-abroad>

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Claus, L., Baker, S. and Ely, J. (2015). Global HR analytics. Pp. 5-33 in Claus. L. (ed.), *Global HR Practitioner Handbook*, volume 3. Silverton, OR: Global Immersion Press.

Claus, L. (2015). *Duty of Care NGO Special Reports: A Comparison of Duty of Care Metrics and Analytics with the Global Benchmarking Study*. London : International SOS Foundation

Claus, L. (2015). *Duty of Care and Travel Risk Management Global Benchmarking Study. Scholastic Sector*. London : AEA International Pte. Ltd.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Engaging and Recruiting the Best Candidates via Social Media and HR Analytics at Cleveland Clinic Abu Dhabi in the United Arab Emirates, 2015, [www.globalimmersionpress.com](http://www.globalimmersionpress.com)

## **2014**

Claus, L. (ed.), (2014). *Global HR Practitioner Handbook*, Volume 2. Silverton, OR: Global Immersion Press. (e-book).

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Rosen, L. and Claus, L. (2014). International employment background checks. PP 119-140 In: Claus. L. (ed.), *Global HR Practitioner Handbook*, volume 2. Silverton, OR: Global Immersion Press.

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Nixon, A. and Claus, L. (2014). Global worklife balance and stress management. PP. 175-196  
In: Claus. L. (ed.), *Global HR Practitioner Handbook*, volume 2. Silverton, OR: Global  
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Natural Resources Industry*. London: AEA International Pte. Ltd.

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fight Ebola in West Africa, 2014

### **2013**

Claus, L. (ed.), (2013). *Global HR Practitioner Handbook*, Volume 1. Silverton, OR: Global  
Immersion Press. (e-book).

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*Global HR Practitioner Handbook*, volume 1. Silverton, OR: Global Immersion Press.

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safety, security and well-being of employees crossing borders. Pp. 279-299 in Claus. L. (ed.),  
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### **2012**

Claus, L. (2012). *Duty of Care and Travel Risk Management Global Benchmarking Study. Switzerland*.  
London : AEA International Pte. Ltd.

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Saharan Africa*. London : AEA International Pte. Ltd.

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and Oceania*. London : AEA International Pte. Ltd.

Claus, L. (2012). *Duty of Care and Travel Risk Management Global Benchmarking Study. Europe*. London: AEA International Pte. Ltd. (Also available in German translation: *Fürsorgepflicht und Management von Reiserisiken Benchmarking-Studie, Europe*.)

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Moving beyond auditing for more effective overseas supplier management at Nike, Inc. (with Merrilee Avila), 2012

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Selection of entry-level engineers in IT companies in Bangalore, India (with Deepa Rao), 2012

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, The 1500-meter athlete: A metaphor for global teamwork (with Tony Frost), 2012

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Wal-Mart Stores Inc.'s alleged non-compliance with the U.S. Foreign Corrupt Practices Act when doing business on Mexico, 2012

### **2011**

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Claus, L. (2011). *Duty of Care and Travel Risk Management Global Benchmarking Study*. London : AEA International Pte. Ltd.

Claus, L. (2011). *Devoir de Protection et Gestion Risque Voyage : Etude Comparative Internationale*. Paris: International SOS.

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Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Activating the employee emergency system at a Yuki Bank after the Massive Japan Earthquake (with Shota Ogasawara), 2011

### **2010**

Claus, L. and Yost, R. (2010). A Global View of University Risk. *URMLA Journal*, August, Volume 14, Number 1, 23-38.

Claus, L. (2010). Duty of care of employers for protecting international assignees. *Effectif*, Vol. 13, No. 4, pp. 21-23.

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Claus, L. (2010) Employers' Duty of Care: Protecting Assignees, Dependents, and Business Travelers. *Innovation*, Vol. 36. No. 1, 7-8.

Claus, L. (2010) International Assignees at Risk: Employers have a duty of care for workers around the globe. Your Employer's Duty of Care Responsibilities. *HR Magazine*, Vol. 55, No. 2, 73-75.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, NGO "Savoir et Developpement" facilitates knowledge transfer in Morocco (with Ousàma Lakhdar-Ghazal), 2010

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, A new "People & Culture" organization at World Vision International (with Aida Patrasc), 2010

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Managing the risks of a global workforce at Bank of America (with Aida Patrasc), 2010

## **2009**

Claus, L. and Hand, M. (2009). Customization Decisions Regarding Performance Management Systems of Multinational Companies: An Empirical View of Eastern European Firms. *International Journal of Cross Cultural Management*, Volume 9, Number 2, 237-258.

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Claus, L. (2009) The Employer's Duty of Care Responsibilities for Employees Crossing Borders: A First Person Global HR Account. *SHRM Global Online*, September.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Social tensions and labor conflicts in France (with Nicolas Bayle), 2009

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Operating SFS-Qatar as a U.S. campus abroad: Sharia in action (with Aida Patrasc), 2009.

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## **2008**

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Claus, L. (2008). What Global HR Practitioners Need to Know About the New Labor Contract Law of China, *SHRM Legal Report*, November.

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Claus, L. (2008). Preparing Talent for the Global Environment: HRD for emerging multinationals. *National HRD Network Journal*.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Life, liberty and the pursuit of happiness at Google, 2008

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, People and planet management at New Belgium Company: Sustainable employment practices in action (with Ian Benson), 2008

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Global talent management at Standard Chartered Bank: Talent management in emerging markets in action (with Christine Thalsgård), 2008

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, ROWE at Best Buy: Total flexibility in action (with Erin Landers), 2008.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Building on field experience at the International Federation of red cross and Crescent Societies (with Martin Schjotz-Christensen), 2008.

## **2007**

Claus, L. (2007). Get a Virtual Grip. *People Management*, 23 August.

Claus, L. (2007). Employee Retention, Best Practices in Keeping and Motivating Employees. *B2B Willamette Valley Magazine*, March, p. 11.

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Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Open exchange at dmg world media: Global performance management in action, 2007.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Scouting talent at Google: Global recruiting in action, 2007.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Career development at IBM: Global integration in action, 2007.

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Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Balanced scorecard at PLIVA pharmaceuticals: HR strategy implementation in action, 2007.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Flexibility at PricewaterhouseCoopers: Work/life balance in action, 2007.

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Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Post-merger integration at Teva Pharmaceuticals: "Glue technology" in action, 2007.

Claus, L. *Global HR in Action: A Series of Instructional Vignettes*, Globalization at TietoEnator: Nordic and Scandinavian management cultures in action, 2007.

## **2006**

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#### **2004**

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### **2003**

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