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The "Resource Pathways" framework is built around three strategic questions: (1) BUILD: Are your existing internal resources relevant for developing the new resources that you have targeted for growth?, (2) BORROW: Could you obtain the targeted resources via an effective relationship with a resource partner?, and (3) BUY: Do you need broad and deep relationships with your resource provider?

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Capron, Laurence and Will Mitchell. Harvard Business

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The reality is the build/buy/borrow framework provides hiring choices that impact one another at any given time. After all, to "build" talent, it is necessary to have hired potential high performers in the first place. And, talent that was previously borrowed may make sense to eventually buy.

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The book is well written and well organized, with a chapter each on when to build, borrow (two actually; one for borrowing via contract and another for borrowing via alliance), or buy, sandwiched between an introductory chapter and a couple of chapters on recap and development of capabilities.

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