

The Practitioner Files Launches as Independent Publication for HR and People Operations Practitioners

CHICAGO, IL, UNITED STATES, August 17, 2026 /EINPresswire.com/ -- MENOMONEE FALLS, Wis., [08/8/2026] -- The Practitioner Files, an independent publication covering people operations, organizational design, and the application of artificial intelligence in human resources, has launched with a founding cohort of contributing writers drawn from working HR practitioners.

The publication was founded by Drew Soule, a human resources executive with 15 years of experience across technology, aerospace, financial services, and healthcare organizations. Its editorial position centers on publishing analysis written by practitioners currently doing the work, rather than by vendors, analysts, or consultants writing from outside operating environments.

The launch comes as the human resources profession navigates significant structural change. Organizations are flattening reporting structures while distributing work across locations and time zones, artificial intelligence tools are being introduced into workflows that were designed for manual processing, and expectations of the HR function are shifting from administrative service delivery toward organizational design and strategic workforce planning. Practitioners managing that transition often operate without access to analysis grounded in comparable conditions.

Much of the available content in HR media originates from software vendors, industry analysts, or consultancies rather than from practitioners managing employee relations caseloads, running performance calibration cycles, negotiating under collective bargaining agreements, or building people functions inside operating organizations. The Practitioner Files was established to address that gap.

"There is a version of HR thought leadership that lives entirely in conference keynotes and



vendor slide decks," Soule said. "This publication exists for the other version. Practitioners writing honestly about what they have actually built, what failed, and what they learned from it."

Editorial Coverage:

Editorial coverage areas include employee relations strategy, organizational design and decision rights, manager effectiveness and retention, performance management and calibration practice, people analytics, strategic workforce planning, inclusive leadership, and the operational application of artificial intelligence within human resources functions.

THE PRACTITIONER FILES

A NEW HR PUBLICATION, WRITTEN BY THE PEOPLE DOING THE WORK.

Independent. Practitioner-led. Based in Southeast Wisconsin.

FOUNDED BY **DREW SOULE**
15 years across technology, aerospace, financial services, and healthcare

“Practitioners writing honestly about what they have actually built, what failed, and what they learned from it.”

BUILT TO CLOSE THE GAP BETWEEN HR THEORY AND OPERATING REALITY

EMPLOYEE RELATIONS	ORGANIZATIONAL DESIGN	MANAGER EFFECTIVENESS	PERFORMANCE MANAGEMENT	PEOPLE ANALYTICS	WORKFORCE PLANNING	ARTIFICIAL INTELLIGENCE IN HR
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WORKING PRACTITIONERS. THEIR OWN BYLINES. REAL OPERATING EXPERIENCE.

FOUNDING CONTRIBUTORS INCLUDE **DONOVAN PARISH**

READ. CONTRIBUTE. JOIN THE CONVERSATION.

thepractitionerfiles.com
NOW ACCEPTING CONTRIBUTOR INQUIRIES

Published analysis to date has examined the structural conditions behind early tenure attrition, the distinction between compliance-based and design-based approaches to workplace accessibility, the limitations of engagement measurement absent corresponding action systems, and the organizational consequences of undefined decision rights.

Contributor Model:

The publication operates on a contributor model in which practitioners publish under their own bylines while the publication provides editorial support, distribution, and search optimization. Contributors retain their voice and subject matter selection. The stated editorial requirement is that submitted work reflect the contributor's own thinking and direct professional experience.

Founding contributors include Donovan Parish, a human resources professional with more than a decade of experience spanning employee relations, organizational design, leadership development, and workforce analytics across the gaming, biotechnology, education, and financial and legal services sectors. Parish has described people strategy as a business discipline rather than a program function, a position consistent with the publication's editorial orientation.

"The people doing the most interesting work in this profession are not the ones with the largest platforms," Soule said. "Most of them have never been asked to write. That is the gap this publication is built to close."

Founder Background:

Soule's professional background includes labor relations work across a multi-site manufacturing organization operating under active collective bargaining agreements, senior human resources

business partner responsibilities during an initial public offering preparation cycle, and employee relations leadership within a global product and engineering organization. Soule has also built a people programs function from inception at a healthcare organization, where a subsequent onboarding redesign was associated with a 22 percent reduction in attrition.

In addition to editorial work, Soule develops human resources workflow automation systems using large language model application programming interfaces, with applications in employee relations documentation, policy synthesis, and qualitative data analysis. That technical practice informs the publication's coverage of artificial intelligence in human resources, which is written from an implementation perspective rather than a market analysis perspective.

Distribution and Availability:

The Practitioner Files publishes at thepractitionerfiles.com, with content also distributed through professional and syndication channels. Publication is currently on a regular editorial schedule, with additional contributors expected to join the founding cohort over the coming months.

The publication is accepting contributor inquiries from human resources and people operations practitioners. Inquiries may be directed to publishing@thepractitionerfiles.com.

"Independent publishing in this space is not a crowded field," Soule said. "There is room for a publication that treats practitioners as the primary source of insight rather than as the audience for someone else's."

About The Practitioner Files:

The Practitioner Files is an independent publication covering people operations, HR strategy, organizational design, strategic workforce planning, artificial intelligence in human resources, employee relations, inclusion and belonging, talent management, and the future of work. Founded in 2026 and based in Southeast Wisconsin, the publication features writing from multiple contributing human resources practitioners. More information is available at thepractitionerfiles.com.

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