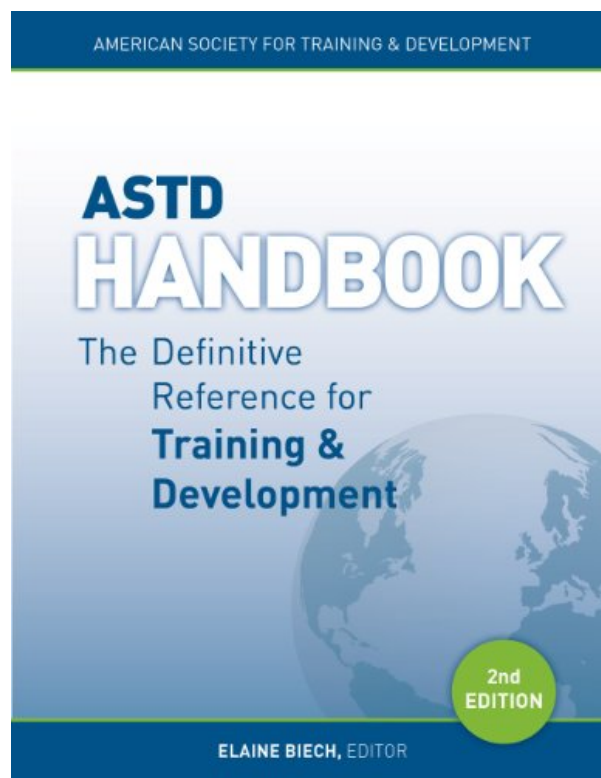


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2nd
EDITION

ELAINE BIECH, EDITOR

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Elaine Biech, president of ebb associates inc, a strategic implementation, leadership development, and experiential learning consulting firm, has been in the field for thirty years helping organizations work through large-scale change. She has presented at dozens of national and international conferences and has been featured in publications such as The Wall Street Journal, Harvard Management Update, Investors Business Daily, and Fortune Magazine. She is the author and editor of over 50 books including the **ASTD Hand Book for Workplace Learning Professionals**, **ASTD Leadership Handbook**, **10 Steps to Successful Training**, **The Ultimate Trainer**, **Thriving Through Change**, **The Business of Consulting**, 2nd ed., and **Training for Dummies**. A long time volunteer for ASTD, she has served on ASTD's National Board of Directors, was the recipient of the 1992 ASTD Torch Award, the 2004 ASTD Volunteer Staff Partnership Award, and the 2006 Gordon Bliss Memorial Award. Elaine was instrumental in compiling the CPLP study guides and has designed five ASTD Certificate Programs. In addition to her work with ASTD, she has served on the Independent Consultants Association's (ICA) Advisory Committee and on the Instructional Systems Association (ISA) board of directors.

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