



ABOUT THE AUTHOR

Tad Waddington (文達德) received his MA from the University of Chicago's Divinity School, where he focused on the history of Chinese religions. He earned his PhD from the University of Chicago, in measurement, evaluation, and statistical analysis. He is currently director of performance measurement for Accenture. His lasting contribution is a work in progress, but to date has involved rigorously demonstrating the tremendous value that companies can realize from training their employees, work for which he has won numerous awards. See *Return on Learning* (Agate, 2007), which he coauthored. He can be reached at tad@lastingcontribution.com, or visit www.lastingcontribution.com.

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