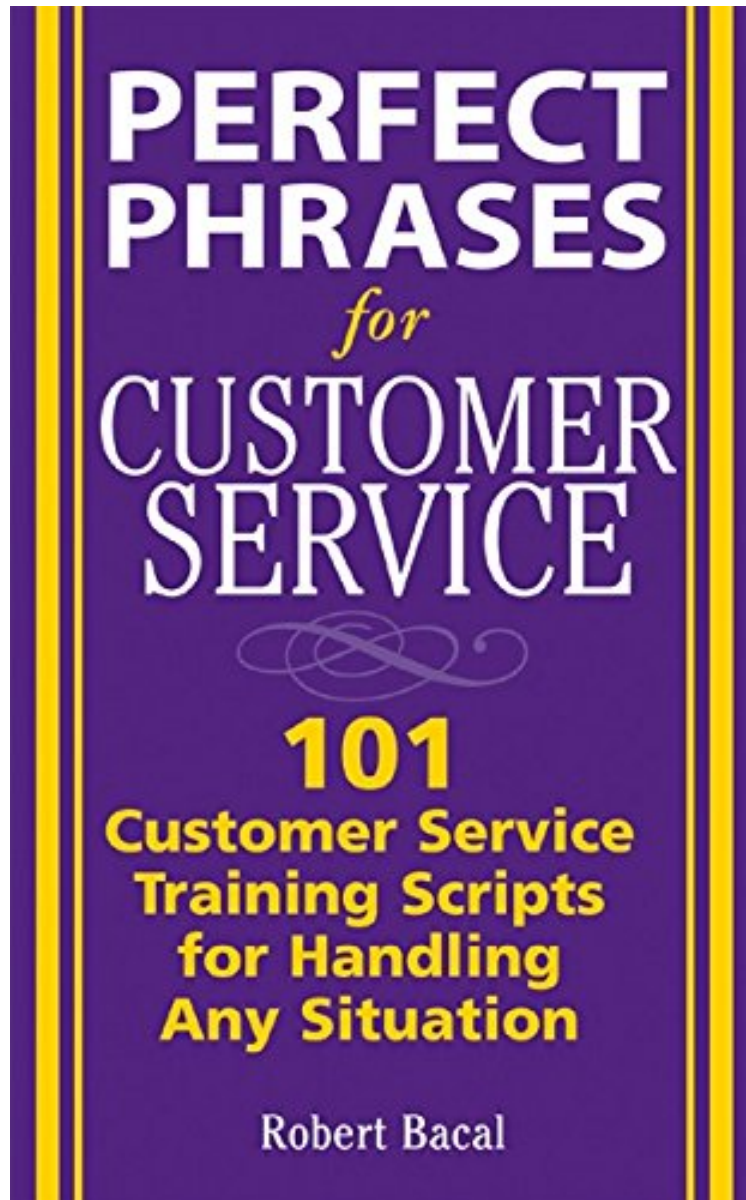


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About the Author
Robert Bacal is the author of Managing Performance and The Complete Idiot's Guide to Consulting. His performance management website, work911.com, is visited by thousands of people every month.