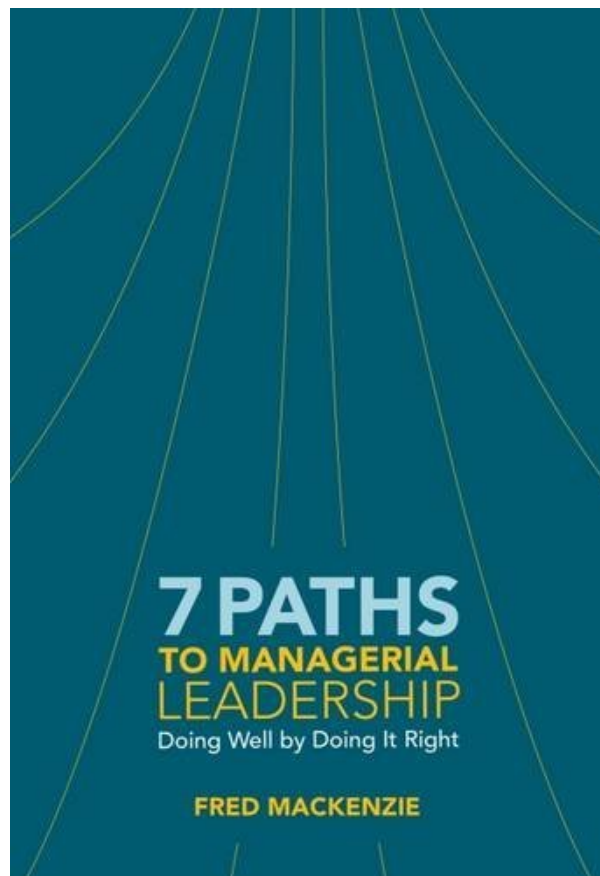
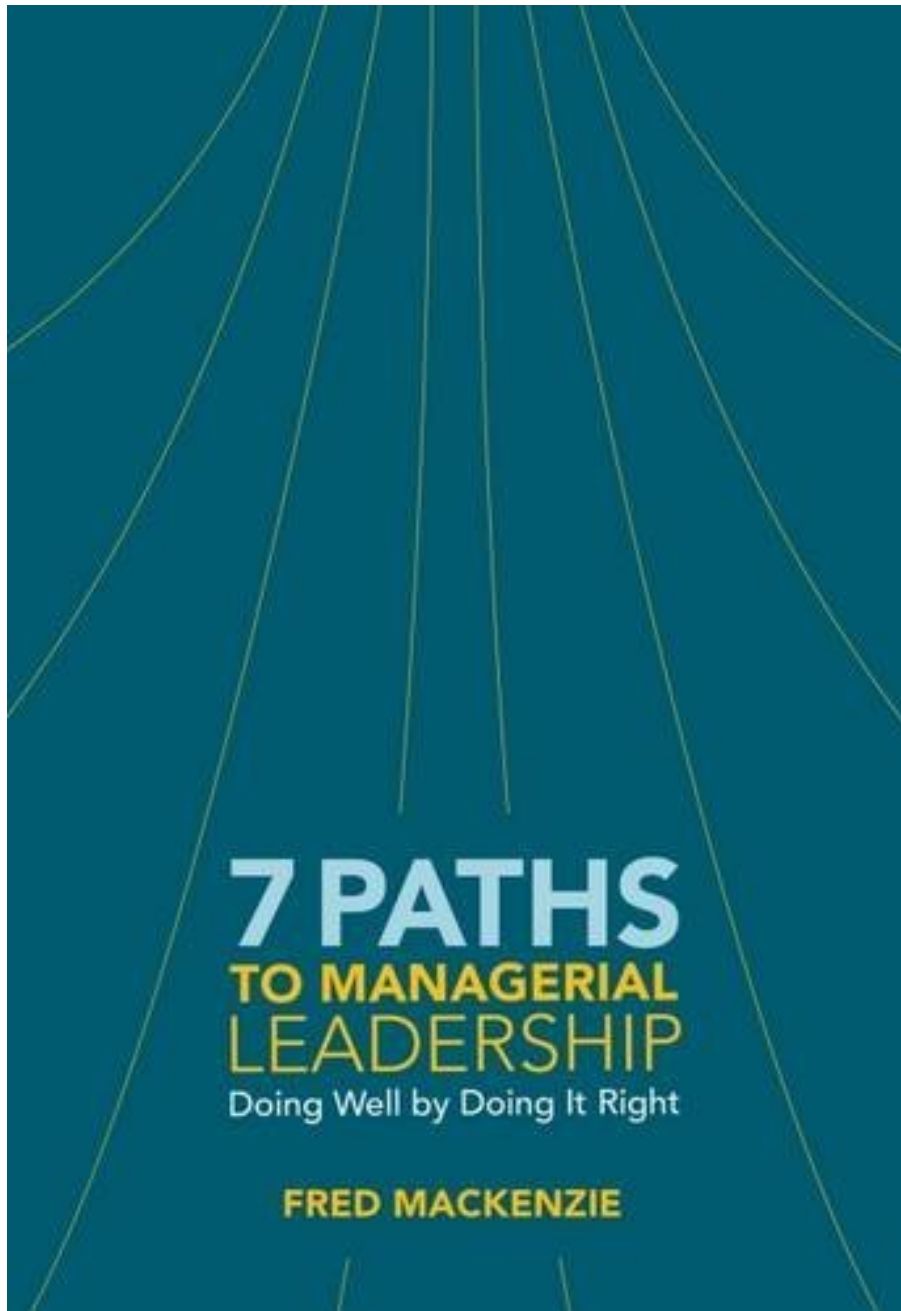


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Fred Mackenzie has decades of experience as an executive with Mobil Oil, Training House, a major publisher of instructional programs and assessments; and MLI, a contract manufacturer for GE, Kodak, and IBM. His consulting experience is in three major areas: managerial leadership, succession planning, and strategic planning. Fred has undergraduate degrees in psychology and geological engineering, master s degrees in personnel psychology and micropaleontology, and a Ph.D. in psychology. He has served on the faculties of Cornell University s Advanced Management Program, Oxford University s Institute for Advanced Managerial Studies, and Henley Management College, U.K.

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About the Author

Fred Mackenzie has decades of experience as an executive with Mobil Oil, Training House, a major publisher of instructional programs and assessments; and MLI, a contract manufacturer for GE, Kodak, and IBM. His consulting experience is in three major areas: managerial leadership, succession planning, and strategic planning. Fred has undergraduate degrees in psychology and geological engineering, master's degrees in personnel psychology and micropaleontology, and a Ph.D. in psychology. He has served on the faculties of Cornell University's Advanced Management Program, Oxford University's Institute for Advanced Managerial Studies, and Henley Management College, U.K.

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