

EXHIBIT 1

The HRPS Learning Agenda and Knowledge Management Strategy

MISSION: To help organizations enhance their performance through strategic management of human resources.

VISION: To be the preferred provider of leading-edge HR knowledge in key strategic areas.

STRATEGY: To bring together a diverse group of thought leaders and practitioners and to align our resources to extend knowledge in selected areas.

	HR STRATEGY & PLANNING	LEADERSHIP DEVELOPMENT	TALENT MANAGEMENT	ORGANIZATIONAL EFFECTIVENESS	BUILDING A STRATEGIC HR FUNCTION
DEFINED	Aligning business & HR planning; linking business strategy and HR strategy; involvement in corporate governance and decision making	The acquisition, retention, motivation, and development of a diverse pool of leaders; succession planning; providing functional and organizational leadership	The acquisition, retention, motivation, and development of diverse talent to meet the current and future needs of the organization at all levels	Managing culture & org. change; building an inclusive learning culture; org. design; intellectual capital; org. learning, agility & transformation; knowledge mgt.	Putting up the mirror to our own function to improve our functional excellence, impact, effectiveness, perception, and reputation; knowing the business
WORKSHOPS & FORUMS	Developing HR Strategies to Achieve Business Success Restoring Corporate Credibility	Succession Planning and Leadership Development Maximizing Executive Effectiveness Authentic Leadership	Attracting and Retaining Talent Establishing and Maintaining the Trust of Your Employees	Organization Design for Competitive Advantage Mergers and Acquisitions Understanding and Leading Culture Change	Power & Influence: Getting Things Done at the Top The Role of HR in the Boardroom HR's Role in Ethics
TELE-CONFERENCES	New Insights on Corporate Governance	Building Leaders and Driving Change	Developing Talent Globally	Performance Management	Creating a Strategic HR Organization
2003 & 2004 ANNUAL CONFERENCE	Six Ways HR Leaders Can Increase the Impact on Company Profits Anticipating the Global Workforce of the Future	Leading with the Speed of Change Leading at the Edge	Global Talent Management Coaching: Sharpening the Leader's Edge	Global Perspectives on Diversity Management Assembling the Right Team	Reinventing Human Resources: Optimizing the Return on Human Capital HR Leaders: At Least 100 Things You Have to Know
HUMAN RESOURCE PLANNING (JOURNAL)	The Role of HR in Competitive Strategy Integrating HR with the Business An Expert HR System for Aligning Organization and Strategy	Leadership and the Networked Economy Leveraging Leadership Competencies to Produce a Leadership Brand Why Leadership Bench Never Gets Deeper	The 21st Century HR Function: It's the Talent, Stupid! Psychological Contracts in the 21st Century Are You Future Agile?	The Strands that Connect: How Organizational Design Links Employees to the Organization The Human Side of Mergers and Acquisitions From eBusiness to eHR	HR as a Strategic Partner: What Does It Take to Make It Happen? Measuring the Performance Impact of HR Initiatives Four Steps to Building an HR Agenda for Growth
PUBLICATIONS	Restoring Trust: HR's Role in Corporate Governance 2004 State of the Art & Practice	Best Practices in Dvlpt. & Succession Planning Gold Collection: Leadership Development	Human Resource Forecasting and Modeling	Managing Strategic and Cultural Change in Organizations	Gold Collection: Building a Strategic HR Function The New HR: Strategic Positioning of HR
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