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Tamara J. Erickson

Tamara J. Erickson is an expert on the changing workforce and innovative ways to shift the relationship between individuals and organizations, and, in so doing, powerfully enhance workforce productivity. She is President of The Concours Institute, the research and education arm of The Concours Group, a professional service firm supporting senior executives through the blend of leading-edge intellectual capital and pragmatic business results, and an Executive Officer and member of the Board of Directors of the firm.

Tamara and her co-authors are the recipients of the 2004 McKinsey Prize for the award-winning Harvard Business Review article, "It's Time to Retire Retirement," March 2004.

She is co-author of the book *Workforce Crisis: How to Beat the Coming Shortage of Skills and Talent* to be published by Harvard Business School Press in 2006 and was a lead contributor to two multi-year research initiatives: Demography is De\$tiny, exploring the implications of current demographic changes on human resource practices, and The New Employee/Employer Equation, developing new and powerful approaches to increasing employee engagement through segmentation.

Tamara is also a respected authority on technology and its implications for business and coauthor of the book *Third Generation R&D: Managing the Link to Corporate Strategy*, a widely accepted guide to making technology investments and managing innovative organizations, published in 1991. Tamara has extensive experience in corporate strategy and organizational effectiveness and oversees both the human capital practice and intellectual capital development at The Concours Group. She is a member of the Board of Directors of PerkinElmer, Inc., a Fortune 500 company competing in advanced technology markets, a member of the Audit and Governance Committees, and a former member of the Board of Allergan, Inc.

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