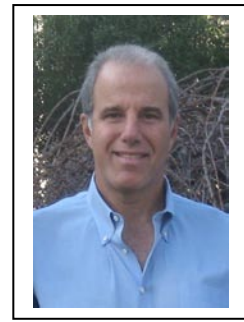




Jim Finkelstein
President and CEO
FutureSense, Inc.

Speed of thought, Speed of action, Speed of results.



Jim is a student and leader of people in business. With 30+ years of consulting and corporate experience, he understands the convergence of environment, culture, development and rewards in order to improve business performance through people. He has specialized in business and people strategy, motivation and reward, and organizational assessment, development, communications and transformation. He has applied his competencies in all areas that impact people at work - from why they show up to why they stay. He has worked for diverse industries - from health care to high tech. He has built programs and provided services to Boards of Directors, senior executives, management and employees.

He received his MBA in Organization Behavior and Development from the Wharton School of the University of Pennsylvania (1976) and a BA in Psychology and Economics from Trinity College in Hartford, Connecticut (1974).

He notes, "Throughout my career, I have been called everything from a visionary to a contrarian. I continue to believe that businesses and organizations need to think 'off the edge of the paper' in order to assure themselves of the most favorable solutions and outcomes. I also believe that determining the unique *right* practices for each situation is preferred to "flocking like sheep to the slaughter" by following perceived *best* practices. What works for one organization may not work for another!"

Jim's experience has included being a Partner in a Big Five firm, a CEO of a professional services firm, a corporate executive for Fortune 500 companies, and an entrepreneur with his current company, FutureSense®, Inc. He has experienced business from every possible angle and through every possible change. He is a co-author of *FUSE: Igniting the Full Power of the Creative Economy* (see www.futuresense.com/FUSE), published in December 2008.

Jim started his career as a summer Camp Counselor and Unit Leader at YMCA Camp Becket in Becket, Massachusetts where he truly learned how to *realize the value of people*. Involved with the YMCA since he was 11, he served on Boards of Directors for various Y's for over 30 years, including the YMCA of San Francisco, where he held the role of Chairman of the Board. His wife Lynn and sons Matt and Brett also share Jim's passion for community involvement through their collective work with Guide Dogs for the Blind, the Marin Humane Society, San Diego Roots, the Crossroads Program and through their commitment to local soccer clubs and programs.

Jim has been a soccer and basketball coach and team manager for over 15 years and is a very active soccer referee for adult, high school and youth matches. He has been inspired by the quote of Edward Everett Hale since his youth -- "*I am only one, but still I am one. I cannot do everything, but still I can do something; and because I cannot do everything I will not refuse to do the something I can do.*"

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