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Performance Improvement is committed to presenting multiple voices and multiple perspectives related to the practice of human performance technology. Opinions of the authors do not necessarily represent the beliefs of ISPI or the editor.

This special issue of *Performance Improvement (PI)* is guest edited by Gary J. Dickelman and focuses on the topic of performance support. It is *extra special* given that this is the fourth time Gary has guest edited for *PI*. As has always been the case with Gary's guest editing, he has done a masterful job of bringing together a diverse and talented group to author some insightful articles. I encourage you to read all of the articles, beginning with Gary's guest editorial. After reading the work they present, I want to encourage you to make a special effort when the opportunity arises to join me in thanking Gary for his contributions to the Society and the publication.

I hope that some of you will consider Gary Dickelman's professional contributions to *Performance Improvement* and become inspired to serve as a guest editor. Follow Gary's example: pick a topic for which you have passion; zero in on a set of ideas that would be of interest to the readers of *PI*; think about contributors from your network of colleagues, professional contacts, and clients; and contact the *PI* Editor to discuss your ideas and to formulate an action plan. Before you know it, you will see your name and work in print. Typically, we like to have one or two guest-edited issues of *PI* per year. So, the opportunity is yours to take.

If guest editing is not a consideration for you, do think about submitting an article. We are interested in all aspects of performance improvement. We publish opinion pieces, how to pieces, case studies, analyses of trends and issues, findings from applied research, models and schemata that you have developed or found useful, and so on. If you look over three or four recent issues of *PI*, you will see the breadth of topics and approaches our authors have used to share their expertise with our readership. Have an idea? Get it on paper and send it in for review. The author guidelines are printed in this issue on page 48. Look them over. If you have ideas or questions, contact me.

I also want to let you know that my tenure as Editor of *Performance Improvement* will soon be over. I am now in the final six months of my second two-year term. After four years, it is time for a change. New leadership will bring new ideas and a fresh look for *PI*. Given that we work four or five months ahead in our planning and laying out of the issues, I am now working with the staff at ISPI to plan the final issue that I will edit in July or August of 2003. My four years have been a wonderful professional experience. The people I work with at ISPI are top-notch. Getting to know the scores of authors that I have had the pleasure to associate with and to learn about their ideas and viewpoints has been the most worthwhile experience of my career. If you too want to have a rewarding professional experience, consider applying for the job of Editor. An announcement appears on page 33.

I hope you enjoy reading this special issue. And I hope you give serious consideration to making a contribution to *PI*. Join the dialogue. Please email me with your perspectives and ideas.

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