human tasks involved with operating a plow and a machine, this transition was very painful. Early 19th century Britain had to deal with the Luddites, a group of people so concerned about the replacement of human labor by machines that they resorted to sabotage.

The Luddites did not succeed in stopping the last revolution, and none of us will be able to resist this one. We must make the choice to adapt or die.

First, each of us will need a more diverse set of business and technical skills than we presently employ. The skills needed at any given time will change rapidly depending on market opportunities. Second, we will need the ability to both attract and release talent dependent on the changes. Third, each of us must also realize that we must individually grow to meet the ever changing market demands. The capacity and willingness to learn will likely be the most important characteristics of successful people in the information age.

Finally, the behaviors suitable to these new organizations will be fundamentally different than in large industrial ''machines.'' Incenting and compensating people for efficient repetition of prespecified tasks is not necessarily a winning proposition. Results-oriented variable compensation and portable benefits are almost certain to be part of our future.

You may take some comfort in knowing that all of these revolutions have been scary to the people experiencing them. Nonetheless, they have all improved society in the end. Their common impact on people has been an increased role of choice, freedom, and responsibility. No longer will it be ''the machine'' which determined your future for you. You will have to make choices about where you think your talents will be the most valued. You will then have a greater role in educating yourself in order to aspire to these new opportunities. You alone will be responsible for the outcome. You will all have the freedom to choose your own destiny. Good choices will yield great rewards.

CONCLUSION

Soon, this dinosaur standing before you today will be gone. But many of you will remain behind. You will make many choices that will determine not only your own future, but that of the people and the organizations around you. I don't claim to have a crystal ball about what that future looks like, but I do believe that if you seize control of it, the opportunities for greatness are abundant.

No matter what the precise outcome, I expect to find that successful organizations and people of the future will be the ones who best adapted to this time of great change. The age ahead will be characterized by a declining focus on physical assets, and an increased emphasis on diverse human skills. The need for energy in the information age will not dissipate, but it will change form.

The road ahead is certainly fraught with peril, yet ripe with opportunity. If we remain rigid and resist, like the Luddites, the only place they will find us in the future is the history books. For those who choose to learn and grow, the future looks very bright from where I stand.

Thank you for having me here today, enjoy the revolution, and good luck with your future.

TRIBUTE TO MATHEW J. GABERTY

SPEECH OF

HON. DAVID E. BONIOR

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 12, 1997

Mr. BONIOR. Mr. Speaker, I rise today to pay tribute to my good friend Mathew Gaberty. He is being honored on Wednesday, March 12, 1997, at The Daughters of Isabella, Queen of the Skies Circle No. 683 annual testimonial dinner in Mt. Clemens. This event is held each year to recognize a community leader for outstanding service and to raise funds for charity.

Taking an active role in one's community is a responsibility we all share, but few fulfill. Mat has dedicated much of his life to this endeavor. He found the Mat Gaberty Heart Fund in 1981 with the aim of fighting heart disease. The Mat Gaberty Annual Gold Classic has become the largest single day fundraiser to combat heart disease. The renowned Mat Gaberty Heart Institute of Mount Clemens General Hospital was opened in 1989 and has become a major center for open heart surgery. His time, talents, and energy are appreciated by all of us. I thank Mat for all his efforts and commend him for his good work.

Mat Gaberty has more than fulfilled his civic responsibilities. He was elected for four terms to the Macomb County Board of Commissioners. He served 11 years on the Macomb County Parks and Recreation Committee, and 9 years on the Macomb County Retirement Board. He has also served as a Macomb County Commissioner, 8 years as chairman and 5 years as vice chairman. He was cofounder of the Urban County Road Association and served as chairman of the Inter-County Road Commission. I deeply admire his strong values and outstanding example of civic involvement.

I applaud the Daughters of Isabella for recognizing Mat Gaberty. He has provided leadership to our community and I know he is proud to be honored by this fine organization. On behalf of the Daughters of Isabella, Queen of the Skies Circle No. 683, I urge my colleagues to join me in saluting Mathew Gaberty.

ITALY'S HIGH SCHOOL'S BOYS BASKETBALL TEAM

HON. MARTIN FROST

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. FROST. Mr. Speaker, I rise today to pay tribute to the Italy Gladiators, an amazing high school basketball team located in my district. On Saturday, March 8, in Austin, TX, the Italy Gladiators defeated Vanderbilt Industrial 71 to 63 to capture the 2–A State championship.

The Italy Gladiators advanced to the State playoffs for the first time since 1968. Italy's record for the 1996–97 basketball season was an impressive 27–4, and senior guard Keith Davis led Italy in the championship game with 27 points and was named the game's most valuable player. Keith was also named to the all-tournament team, along with Kenneth Wallace and Jontae Anderson.

My congratulations to the 1996–97 Italy Gladiators: Don Clingenpeel—coach; Kyle Holley—coach's assistant; Josh Droll, Nick Clark, Dennis Copeland, Brian Weaver, Donnie Clingenpeel—managers; Jontae Anderson, Kenneth Wallace, Keith Davis, Dejuan Davis, Chris Boyd, Jordan Hugghins, Randy Johnson, Jason Uehlinger, Michael Shelby, Nick Cooper, David Weaver, Edwin Wallace, and Sam Owen.

RENEWAL ALLIANCE—A BETTER WAY

HON. RON PACKARD

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. PACKARD. Mr. Speaker, today I will join 27 of my colleagues at the Washington, DC, Darrel Green Learning Center for Underprivileged Children to kick-off a series of events designed to promote charitable, community, and faith-based solutions to some of our Nation's most intractable problems.

Washington bureaucrats took their crack at it with dismal results, wasting billions of dollars and destroying lives. We know there is a better way. My colleagues and I formed the Renewal Alliance to take that message across the Nation.

Currently, the newly formed alliance comprises 28 Congressmen and Senators who plan to highlight community efforts to solve poverty, repair broken families, end substance abuse, and a host of other problems.

The welfare reform critics think one way—Washington's way or no way. The fact is, folks across the country work everyday to touch lives and restore hope with phenomonal results. A volunteer's compassion, dedication, and genuine desire go much further than a nameless, faceless check from Washington.

I have served at the local level as a mayor, a school board member, a chamber of commerce board member, part of the Cub Scouts and been active in my church. I can attest to the power of the individual, and to what we can do when we work together. Our Government must support rather than replace faith, family, work, and community.

TRIBUTE TO A GREAT CIVIL RIGHTS LEADER

HON. STENY H. HOYER

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 13, 1997

Mr. HOYER. Mr. Speaker, it gives me great pleasure to rise today with my colleague from Texas, Ms. JACKSON-LEE, to honor a lifelong crusader for civil rights, Arnold Aronson, as he celebrates his 87th birthday. His distinguished career in civil rights began nearly 60 years ago and he has been at the center of nearly every major civil rights fight since the New Deal.

Most notably, Mr. Speaker, Mr. Aronson was one of the founders of the Leadership Conference on Civil Rights in 1950. The single-most important event forming this conference was a historic gathering of over 4,000 delegates from 33 States in Washington, DC, to protest racial injustices throughout the Nation. Arnold Aronson and Roy Wilkins organized this, the national emergency civil rights