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:) You are talking in three- and four-word sentences now.

Even the books you don't have memorized, you like to "read" to me by looking at the pictures and making up a story.

Now I'm here on the eve of your third birthday and I'm in disbelief that I will have a three-year-old little boy when I wake up in the morning.

Even knowing you were in a great place, that first drop-off.

We clap and cheer when you catch and when you miss, we say, "Almost!" Now you repeat us and say, "Almost" if you miss the ball.

Your fine motor skills are awesome! You seem to especially like to write with pens, and you often "help" me with my grocery lists by scribbling all over the paper.

And you did even better than I had hoped.

Currently, every car ride is exciting because you cheer me on when I drive through a green light.

It has been amazing to watch your language explode over the past year.

This one is all about the month leading up to your birthday.

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46 HR in the Boardroom This chapter will share some observations about the other challenges and issues the senior HR professional may face after earning a seat at the

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