



August 20, 2019

Terri,

I want to thank you for your professional and inspiring coaching sessions that I personally experienced. I have been involved in numerous types of personal development programs throughout my career, and this was by far the most impactful training for me both professionally and personally. I have done the Myers-Briggs Test several times before, but never to the depth and understanding that I have experienced as a member of our Senior Leadership Team.

The resources and skills you possess definitely guided our Senior Leadership Team to fully understand the personality profiles of each member. This level of understanding has enhanced our ability to focus on individual's strengths. Furthermore allowing for appropriate organizational structure and strategic goals to be achieved within the organization.

I have a quote that I keep in my office by W. Edward Deming, "It is not necessary to change. Survival is not mandatory". You and your team have been instrumental in changing the culture of our organization for the better. With enhancements in our trust, leadership, and teamwork between our differing personalities we strive to be a high functioning team that invigorates our entire organization in a positive way.

Please feel free to use me as a reference for other potential clients considering your services.

Sincerely,
Northeast Asphalt, Inc.

Kevin Gannon
Vice President

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