



January 19, 2016

To Whom It May Concern:

I would like to take this opportunity to thank Shawn Palmer, from The Leadership Coalition for his outstanding professional services.

Shawn is a passionate man who cares deeply about our community. He sees and conveys his vision of having impact on many organizations by training wiser and more effective leaders. He has met with me a few times to learn a little bit more about our organization, and then coming to the decision that his services may be beneficial to our charity.

Shawn recently came to our board meeting and worked with us on gaining a deeper understanding of the 7 Leadership Styles, various ways we become leaders, and how to work together more effectively.

Our board took advantage of this opportunity and it blessed us as we were given the opportunity not only to learn a few of these things (classroom style), but were then given activities to implement and see/learn how each of us works together.

We are a very diverse board with various passions, talents and training. Some are parents of those we serve and others are professionals. It was quite remarkable to discover the various ways that board members handled each challenge and what we were able to glean from one another.

This experience will greatly impact our board as we continue to work together. Not only will it generate different conversations in our meetings, but it will also impact the way we interact with each other throughout the weeks. It was especially helpful for me to have Shawn include our staff in this exercise. It gave us great insight into some of the things that frustrate one another (since board members and staff alike) are all leaders inside and outside the office.

I personally appreciate Shawn's direct style of communication. Throughout each of our meetings he asked several questions and listened to what our organizational needs were. During the board meeting he gave clear instructions to the tasks and challenges at hand, and his enthusiasm made the exercises fun and entertaining as well.

It was an excellent experience that I would highly recommend to any organization or group of individuals seeking to improve their leadership skills, both individually, professionally and as a team.

With Regards,

Kinder Smoots, Executive Director

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