



November 29, 2005

Jim Clemmer, President
The CLEMMER Group
476 Mill Park Drive
Kitchener, ON, CANADA N2P 1Y9

Dear Jim;

After our workshop on **Leading @ the Speed of Change**, we provided the attendees with rated feedback questions. The rated averages, as well as the feedback and comments were outstanding. Every question revealed an average rate of 4.2 to 4.8 out of 5. Some of highest rated aspects of your workshop included *'the speaker was well prepared and encouraged participation'*; *'the content of this session was relevant to my work and I will be able to use what I learned in this session in my role as a manager/supervisor/team leader'*; *'the content of this session stimulated my learning'*. The participants rated the session overall 3.7 out of 4 (with 4 being excellent).

We also encouraged attendees to include their own additional thoughts, feelings and feedback. Once again, there were many positive and energetic comments regarding your workshop and your charisma as a speaker. I pulled a few out as examples illustrating the success of your presentation.

- "Well-presented, interesting, easy to follow - hearing about how you overcame negative times, and steps you took to improve your life were helpful and inspiring.
- Good interactive session. Lots of sharing and brainstorming – strong team effort exhibited.
- Well done. Format should be used on a more regular basis to allow manager/supervisors to have input on other areas.
- Jim was energized and enthusiastic throughout the day. That kept us going on a Friday afternoon in a warm cramped room.
- Overall a highly rated presentation by Jim Clemmer."

We have compiled all the information and are developing an action plan to address key competencies and the "elephants on the table". Hopefully our paths will cross again soon.

Sincerely,

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