

A. Ian Gillespie
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Mr. Jim Clemmer
The Clemmer Group Inc.
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Dear Jim,

Thank you for your contribution to EDC's Leaders' Conference: *Leadership at the Speed of Change-Striking the right Balance*. In these times of uncertainty and change, you have helped us to reflect on our role as leaders and how we can positively influence the mindset. As you indicated "*Change happens. We can't control much of the world changing around us. But we can control how we respond.*"

The presentation was excellent. I particularly appreciated how you drew from EDC's organizational realities to illustrate the concepts and practices contained in your latest book *Growing the Distance*. The feedback on your presentation and facilitation of the discussion was highly favourable (4.3/5). Let me share some of the leaders' comments with you:

- *Thought Jim Clemmer's presentation was excellent and generally found the session to be good overall.*
- *Jim Clemmer has helped me reinforce things I have learned, successfully applied, and that I am still learning to apply.*
- *I was very impressed with the presentation by Jim Clemmer. He was easy to follow and very practical in the insights he shared...his humour helped to maintain interest*
- *Jim Clemmer's presentation was relevant and well articulated.*

We hope that you found your time with us well spent and, on behalf of all the participants, I would like to thank you for helping us get a step closer to being *Navigators* of change.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Ian'.