



January 2, 2007

To Whom It May Concern:

I strongly write this letter of recommendation for Tim Edris, Managing Partner of Emerging Leaders Institute. I have worked with Tim for the past 2 years and would highly recommend his company to address your company's training needs.

I met with Tim to discuss my departments training needs in regards to increasing their analytical skills. Tim came to the meeting very well prepared with knowledge about my organization. In his preparation to develop an analytical training program for my department he first needed to understand the multiple functions of the department. Tim spent time not only understanding my business but also understanding the Associates' level of knowledge in regards to problem solving and decision making.

Tim developed and delivered an analytical training program that not only met but exceeded my expectations. He structured the classroom training to encompass both hands on and instructor led modules. The Associates were able to analyze information that pertained to our department/company. This was important because the participants were able to relate better to the information and they were able to make the connection easily.

A training survey was conducted and he was graded on the following areas: Course Material, Course Impact, and the overall ability of the Instructor to engage the participants. Tim received very favorable marks in all areas.

Overall, I found Tim Edris to be a very professional and a pleasure to work with. Tim works hard to understand the needs of the Associates and this is demonstrated in the output he delivers.

Sincerely,

Jeanine F. Blackburn
GlaxoSmithKline Consumer Healthcare
Training Manager, Customer Supply Dept