



Hefren-Tillotson, Inc.

METICULOUS WEALTH MANAGEMENT

To Whom it may Concern:

I am writing this letter to recommend the services of Emerging Leaders Institute (Eli) and Timothy Edris as a consultant in the field of Organizational Management/Behavior. We employed Eli's services over a period of two years to help us realign our culture, which enhanced our team dynamics. Timothy Edris was the primary consultant who worked with our group over that two year period.

During that time, Eli helped our organization better understand the cultural dynamics, which occurred within our group; and facilitated our navigation to a place of greater effectiveness. More specifically, Emerging Leaders institute undertook an in-depth analysis of the culture of our group, improved our communication patterns at staff meetings, and facilitated individual coaching sessions. In addition, Eli helped us to strategize orientation plans, advised staff how to manage conflict, and helped our group to learn how to have those difficult conversations that develop people and drive the business forward.

Overall, we have found Eli and Timothy Edris highly professional and a pleasure with which to work. They gave us exceptional value added for the contract. Emerging Leaders Institute also excelled in giving us excellent customer service with timely call backs and availability. Should you want to contact me further about a reference for Emerging Leaders Institute, please call me at 412-434-0990.

Regards,

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