



University of Pittsburgh

Office of Institutional Advancement

128 North Craig Street
Pittsburgh, PA 15260
412-624-6800
Fax: 412-648-8573

Albert J. Novak Jr.
Vice Chancellor

August, 2010

To Whom it may Concern:

I am writing this letter to recommend the services of Emerging Leaders Institute (Eli.) The Office of Institutional Advancement at the University of Pittsburgh has employed the services of Emerging Leaders Institute for the past two years to develop strong and effective leaders among our staff of fundraising professionals.

In order to advance the mission of our division, we chose to invest in our staff by providing them with specialized training to enhance their ability to lead those around them. To date, 30 members of our staff have participated in Eli's leadership program. I believe that those who have been engaged with the program have learned better ways to handle tough managerial issues, improve their communication skills, and discover how paying close attention to workplace dynamics aids their leadership efforts.

We have enjoyed working with Emerging Leaders Institute. We have received professional consultation that was tailored to our specific needs, and I believe we are effecting cultural change for the better through the Eli leadership development program.

If you would like to contact me regarding our experience with the Eli leadership development program, please feel free to do so.

Sincerely,

Albert J. Novak, Jr.