

To Whom It May Concern:

I am writing this letter to recommend the services of Emerging Leaders Institute (Eli). I am the president of a public accounting firm named RC Holsinger Associates, P.C. I have employed the consulting services Eli provides for the last two years. The primary goal of the work was to help my managers and me to better lead the staff, and develop our work culture.

One of the services that have been of particular help to me is the coaching I have received. I meet regularly with an Eli consultant to discuss the cultural leadership issues that surface as they do at any organization. Emerging Leaders Institute has helped me to refine strategies regarding hard conversations. Specifically, they have helped me sort out how to navigate emotionally laden conversations towards productive ends. Another area where I have gotten value from our coaching sessions has been in helping raise my awareness of the underlying complexities in our work culture. This greater awareness has helped me understand the perspectives of those who work for the firm, which in turn allows me to consider the broader implications of decision made at RC Holsinger Associates. In the long run, this helped the firm move towards building a more effective work culture.

The level of service we have received has been a major factor in retaining Emerging Leaders Institute for a second year of service. They are flexible in their approach and have been prompt and professional in their services. Should you ever need to use RC Holsinger Associates as a reference please feel free to do so.

Very truly yours,

RC HOLSINGER ASSOCIATES, P.C.

John Holt
President

