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To Whom It May Concern:

I am writing this letter to offer my praise for the Mevyn Group and their innovative and creative leadership training program.

I first interacted with Tammy Rogers and Melynda DeCarlo when they coordinated a comprehensive team building program for staff in the ISU Foundation. Their curriculum consisted of three separate, off-site programs that focused on situational leadership and stressed communications and team building.

I was immediately impressed by Melynda and Tammy's ability to identify the unique personalities of the participants in our group, and in the context of facilitating our discussion, to balance those personalities in a way that brought out the very best characteristics of each individual. Tammy and Melynda were comfortable working with a diverse group of staff members, ranging from senior administration to first-year employees, both as a group and one-on-one, to explore areas for personal and organizational growth.

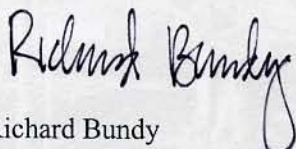
Occasionally, these conversations were challenging for the participants, but Melynda and Tammy's deep understanding of how people work within organizations, coupled with complementary presentation skills and senses of humor, helped to create an environment in which each individual could have a safe discussion about their professional objectives and the development opportunities they should consider to meet those objectives.

I was – and continue to be now – impressed by the depth of Tammy and Melynda's knowledge and their ability to facilitate complex conversations and exercises so that each participant benefited from the engagement. Their program is not passive in any sense of the word – each individually is expected to be (and quickly wants to be) highly engaged. In other group training programs in which I've participated, individuals with very dynamic personalities tend to dominate the program. Not so with Melynda and Tammy's program. The classroom environment they created gave each individual their own platform, and positioned each person to be active contributors.

I continue to utilize lessons learned from the situational leadership program in my daily interactions. I found their program to be one of the most valuable professional development activities in which I've had the opportunity to participate, and I recommend them without reservation to other organizations that are interested in improving the leadership capacity of their employees.

I would be more than happy to respond to specific questions you might have about my experience with Tammy and Melynda – my contact information is included in the header to this letter.

Sincerely,



Richard Bundy
Assistant Vice President for Development