

Partners

*Paul Hyne
Jeff Reeves
Bryan Palmer
Laurie Brooks
David Smith*

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To whom it may concern

It is with great pleasure that I provide the following reference re a most incredible experience as a delegate at very recent Executive Leadership workshop in which Tania de Jong facilitated a unique program.

Please allow me to explain: Tim Dalmau (of Dalmau Networks) and I were asked to provide a Leadership workshop for a team of Senior Executives of a very large public listed blue chip corporation.

The delegates attended whilst being under significant pressure in their respective work practices and departments. They were exhibiting stress, poor communication and dysfunctional behaviors towards each other – this being the nett result of a highly competitive internal culture. As part of our recommendations to redress the social dynamic issues Tim Dalmau the Lead Consultant for this assignment invited Tania de Jong who is Founding Chair of Creativity Australia and a Director of Music Theatre Australia to contribute to our recommended solutions by presenting an evening creative leadership program at the end of the first day.

Both Tim and I also became involved in Tania's input as a member of the delegate group. The nett result of Tania's incredible presentation and delivery included significant outcomes. The following comments probably don't justify the enormity of her impact on the group and its dynamics.

- Within minutes Tania had completely captivated an intellectual audience with a most compelling discussion and delivery.
- Shortly after, Senior repressed executives were volunteering to talk about their own creativity and past experiences.
- As the session progressed the team dynamic changed because the delegates exhibited a completely different set of behaviors toward each other.
- I would prefer not to disclose some of the experiences we felt as it would most certainly spoil the wonderful surprise.

- At the end of the session the whole group admitted a new level of teaming and felt determined to retain this as a benchmark toward each other.
- Tim and I noticed how in a short period of time (2-3 hours) Tania had taken a group of people and changed their consciousness, to reach a new level of individual and group happiness.

As a direct result of Tania's workshop session both Tim and I achieved more significant outcomes and milestones with our program.

This particular client will further engage Tania, and I will most assuredly seek to engage Tania as an integral part of any future Leadership Programs I deliver on behalf of PHA.

Clearly for me the message was Tania can be most effective with Management and Executive teams who wish to work more cohesively together, or have social dynamic problems within their respective Corporations. Teams under pressure, stressed or suffering from communication challenges or Executives who wish to be more creative in their leadership approaches would benefit from such an experience. Most apparent, was Tania's ability to complement and partner other Consultants with their assignments.

Tania is an accomplished professional and delivered an immaculate performance with substantial impact in a short space of time, which in itself confirmed to the delegates how sustainable new behaviors can become when committed.

I would be delighted to provide a verbal reference in support of this letter

Yours sincerely



Paul Hynes
Principal

