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To Whom It May Concern:

I am writing this letter as a strong endorsement for the executive coaching services provided by Pat Caldie and Organizational Change Advisors (OCA). I was the fortunate recipient of coaching from Pat for a one year period during which I experienced remarkable personal and professional growth.

The process with OCA begin with Pat conducting one on one interviews with executives in our organization in order to identify my strengths and weaknesses. From these interviews, Pat and I developed a list of goals that we wanted to accomplish in order to make me a more effective leader and impactful executive.

During my year with Pat, we met on a monthly basis to gauge my progress against the goals we established. We could both see my monthly progress and Pat's coaching helped me alter course when necessary in order to reach our desired destination. Pat imparted communication and presentation skills to me that had a tremendous impact on my performance as a leader. These skills have become a permanent component of my style.

At the end of our year together, Pat conducted a second round of interviews with the same associates he interviewed to form my development plan. All noted a significant transformation in my effectiveness, agility and leadership. Simply put, our plan was a resounding success.

Since that time, as a result of Pat's coaching techniques, I have been given a terrific promotion that will have a much larger impact on our business. I am 100% certain that I would have not been considered for this promotion without Pat's guidance and the development plan we composed and executed together.

It is with great passion that I wholeheartedly recommend Pat and OCA for results-oriented executive coaching endeavors for any business client.

Sincerely,

