



The Delfi Group,
21 McKay St.,
Petawawa, Ont.
K8H 3G7

30th March 1999.

Attention: Dan de Verteuil,
Associate.

Dear Sir,

I would sincerely like to commend you and The Delphi Group for your presentation of your programme:

“Results-Centred Leadership”

I have taken many such courses in the past, usually by attending a one day “Rah-Rah Seminar”, buying a series of audio or video tapes. Then endeavoring to find the time in a cluttered workday, to understand and apply the principals without realizing and understanding the true consequences of the desired results. I found this type of approach to training contains an inherent problem, being a lack of commitment leading to diminished resolve through infrequent support.

Taking this course has truly enlightened my belief in this type of training. It is absolutely amazing how one can quickly comprehend and apply the principals. Regular “Classes” and “One on One” sessions, clearly reinforces the necessity to be in tune with the programme to be successful.

Even though this training is now complete, through your frequent participation over the last six months or so, I fully expect to eventually, introduce most, if not all of the principals included in the course.

I recommend all Supervisors, Managers, Project Engineers or literally anyone needing to take full control of their work responsibilities and environment, attend this course.

Yours very truly,

A handwritten signature in black ink, appearing to read 'John L. Sutton', is written over a horizontal line.

John L. Sutton.
Manager of Engineering Services.

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