



LETTER OF RECOMMENDATION

To whomever it may concern.

I write this letter of recommendation for Coach Era to highlight their effort for instituting **change management** in our company.

Namely my company hired Coach Era to do a series of assessments and interviews with the leadership team in Synergy Plus.

After completing these they created a custom made **train the trainer** program which during the two months of it's of implementation brought about the following:

1. **A complete resonance** within the team of a depth and strength that was not present before;
2. **An increased level of self appreciation and confidence** for the individual team members and the whole team;
3. A new **practical skill set** that they can utilize in the future;
4. **The knowledge** and confidence needed for them to pass on the practical skill set acquired;
5. A **deepened sense of mission** for our company;
6. **Clearer personal and professional goals** for all of us;
7. **A definite upgrade** of our previous concept of "mentorship" to the new improved concept of "coaching".

We are very appreciative of the knowledge and skills acquired and hope that this letter of recommendation will encourage others to follow in our wake.

Sincerely

Kosta Mickovski
CEO – Synergy Plus
kosta.mickovski@sinergijaplus.com.mk