

Our Reference: TPW3/1/1/1

TO WHOM IT MAY CONCERN

Dear Sir/Madam

**LETTER OF RECOMMENDATION FOR MARY OVENSTONE: PROFESSIONAL EXECUTIVE COACH,
RELATIONSHIP COUNSELLOR AND PROFESSIONAL SPEAKER**

It is my pleasure to submit this letter of recommendation for Ms Mary Ovenstone which I do without hesitation.

Ms Mary Ovenstone's coaching and training engagements with my Department span several years during which time she has:

- presented to my entire management team;
- mediated between parties;
- provided individual coaching;
- coached and trained senior executives;
- initiated a pilot intervention in a chief directorate from which many lessons were learned making the second intervention more effective through aligning members with more years of experience to those with less experience; and
- engaged with core teams where entropy levels (corroborated through the Barrett Survey findings) threatened to scuttle the overall good governance and excellent work effort by my department.

Mary's company, the Brain Exchange Solutions, has and is, training senior executives and their teams through embedding better management skills to build more effective, collaborative and high performing teams. This approach is multilevel and an integrated intervention where individual diversity issues (gender, race and culture) are dealt with.

Sincerely,



**JACQUELINE GOOCH
HEAD OF DEPARTMENT**

Date: 2018.08.15