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December 14, 2001

To: Leadership Management Canada Inc.

Attention: Mr. Stephan Dyk

From: Mark J. Hodge

Dear Stephan,

When I was first approached about offering the program, Effective Supervisory Management, to several of our team members, I had not given consideration to participating myself. After reviewing the content of the program I came to the quick conclusion that there were elements of it that would be of benefit to myself in my role.

Without question, I was able to implement new learning's both personally & professionally that are, and will continue to be, of great benefit to my team, our organization and of course, myself.

The multi-sensory, spaced repetition-learning process made the program easy to follow and maintain commitment to. Coupled with your fine facilitation skills, the weekly meetings and sharing of results ensured the content was retained and practical to implement immediately.

I would definitely recommend this program and others offered by LMI to anyone in business regardless of their management level.

Mark J. Hodge

General Manager
Benjamin Moore & Co. Ltd.