

Subject: Letter of Recommendation

Suzanne Weinstein is awesome! I have never met anyone with her integrity, zest for life and willingness to help others. She is a high energy, creative and action oriented leader that teaches individuals and teams how to achieve meaningful results.

I have been working with Suzanne in an executive coaching role for a year. During this time I have learned more about true leadership than I did during a 26-year career in the military. With her help, I have taken a vision for my organization and have implemented it. I better understand who I am, have stronger relationships and my life is better balanced.

Suzanne's coaching is a focus on the whole person. This recognizes that it is impossible to separate what goes on at work from what goes on outside of work. This approach supports a balance in each of my roles and I can focus on the things that are important.

Suzanne's has several characteristics that make her coaching effective:

**She is a true leader**

Suzanne practices what she teaches. Every tool and process that she has asked me to try she has used. She shares her experiences and is an inspiring example when carrying out the hard work necessary to be successful.

**She sees the big picture**

Suzanne is a trusted advisor, she is someone that I can set down with and develop meaningful action on significant issues. These actions are simple and focus on what is needed for success: purpose, responsibility, relationships and communications.

**She is flexible**

Suzanne's "whole person" approach isn't a canned script. She supports the needs of the client and works to identify areas that need attention. The specific actions taken during coaching support those needs.

**She is a great communicator**

Suzanne emphasizes strong relationships based on effective communication. She has helped me focus on listening and understanding others. This results in stronger relationships and increases my effectiveness in achieving my goals.

**She takes action and gets results**

Suzanne doesn't encourage lengthy study; she encourages action! Most issues really don't require lengthy study; they require a quick analysis of the known facts, a simple action plan and getting started. Tangible results increase a leader's confidence and effectiveness. Flexibility and being action oriented produces results while others are stuck studying the issue!

**She is creative**

Suzanne has a never-ending stream of creative ideas. These ideas are great as a springboard when developing action plans.

**She is a teacher**

Suzanne is teaching how to use these tools and processes so that I won't require her assistance. For example, she has taught me how to establish SMART goals. With her encouragement, significant progress has been made on these goals. The results are improving my work, health and relationships; areas that I used to not have time for.

Suzanne's coaching impacts on many levels and has enabled me to become more aware of myself. This self-awareness allows me to become a better leader, trust my instincts and achieve results that are meaningful.

Working with teams is another area where Suzanne excels! I asked for her help as a facilitator for my department's leadership team when I realized my initiatives were losing momentum and I was frustrated with the results from my leadership team. The skills used in coaching are present in her work with groups and she has a keen understanding of the underlying issues of why a team is not functioning and assists in addressing them.

An example, Suzanne attended a single leadership team meeting and immediately identified a handful of actions that made a positive difference in less than 30 days! Using a simple, but very powerful, team assessment she identified specific weaknesses with the team and actions to address the weaknesses. This team is now able to handle anything that is tossed at them.

Suzanne helped the team develop roles and responsibilities, expectations of performance, a structured communication system and simple tools to manage the organization.

Suzanne understands the importance of building teams to make an organization stronger. Her leadership resulted in a teaming arrangement with other department's leadership teams. This teaming resulted in sharing ideas and healthy competition between two departments. The leadership teams were placed in new situations pushing them to be creative. This strengthened the teams and the organization is even better! This initiative would not have happened without Suzanne's creative ideas and willingness to take action to do something different!

I can honestly say that I have never had more fun at work! People from outside my department are asking how they can join and be part of the excitement and creativity they see happening! These are indicators of the impact Suzanne has had on this organization.

The work requires a willingness to take make fundamental change. Suzanne provides the support structure needed to make this happen. It has been an honor to work with Suzanne. She is the definition of a personal coach and a true leader.

Thank you Suzanne!

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