

To Whom It May Concern:

Our company has been using Louis Gerke's services now for around 12 years. His interventions with our management team and staff have significantly improved the way the company is run, fostering better communication, team spirit and focus.

Louis has the gift of deep intuition. It is remarkable quickly how he was able to understand the (often unvoiced) dynamics within our team, and then work with the team's members to bring underlying tensions into the open, so that they could be discussed and resolved.

This was always done in a sensitive and tactful way. The result has been a team that is far more honest, open and harmonious. And the benefits for the company as a result of this have been remarkable.

Louis brings a holistic approach to business that suits the way we want to run our company. His company's name, The '*Ripple*' Effect, is apt as by resolving issues within our management team we have seen the benefits flow through to all levels of the company.

I would wholeheartedly recommend Louis' services to any company looking to improve the way they run their business, or wanting to bring out the potential of their management team and employees.

Yours sincerely

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