



Dear Doug:

Doug, working with you over the past year has been an enriching experience. Your presentations to the Leadership team at Marriott Vacation Club International have been captivating, witty and filled with energy and enthusiasm. Whether presenting an inspirational seminar or conducting training, you connected with our needs and taught us skills that we have been able to apply in performance improvement, both personally and professionally. Your approach was fun, fast, and entertaining. I truly appreciated the concepts you taught and the personal touch you brought.

Your presentations have included the following: *'Take Life by the Helm: Positively Gain Control of Your Life, NO Matter What!'*, *"Discover the Magic of Conflict"*, *"Rock On: Getting Your Most Important Things Done"*, *"Amp it Up Through Leadership,"* and *"Ride the Waves: Re-Energize-Improve Performance-Grow"*. Each presentation gave us insight and skills that, when applied, made an immediate difference in our approach and increased our abilities to lead effectively.

Doug I recommend you to any management team looking for additional insight on becoming more effective leaders, gaining the trust and respect of those they lead, and *living the lives they love*.

Sincerely,

Kelli Ann Morgan

Marriott Vacation Club International.

