



February 13, 2006

To Whom It May Concern,

I have had the extreme pleasure of knowing and working with Larry Bangs for the past two years. Recently, my agency had the good fortune to contract with Mr. Bangs as our facilitator and coach for our business retreat and planning for our new fiscal year.

I knew that Larry would be excellent as our retreat facilitator and as a coach to me, based on working with him directly when he served as Executive Director for the Culinary School of the Rockies and when we both served on a community task force this past year. The focus, organizational prowess, strategic insights and clear thinking he offered me in planning and managing the retreat were all classic Larry Bangs.

What I hadn't anticipated was the level of enthusiasm my entire team demonstrated both during and post retreat. We have run through our share of business consultants and planning facilitators over the past nine years, and Larry Bangs is the first to get a unanimous 'thumbs up' vote from each of my staff. A true testament to his talent and his efficacy in team building that betters the business model as well.

It should be noted that our team is 100 percent women and we're a communications firm so one can only imagine the challenge in getting a word in edge wise. Not a problem for one moment for Larry, who not only won our trust but nurtured our ability to be much better listeners, a profound achievement.

I highly recommend Larry Bangs for retreat planning, facilitation and accountability work, individual manager/leadership coaching and on-going business consultation.

Sincerely,

Sylvia R. Tawse
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