



OFFICE OF THE PRESIDENT
AND CHIEF EXECUTIVE OFFICER

April 23, 2009

To Whom It May Concern,

Re: Scott Kress

Please accept this letter of reference for Scott Kress, President, Summit Training & Frontier Team Building. Windsor Regional Hospital has had the pleasure of working with Scott in his capacity as a trainer, consultant and facilitator for our organization for the past three years.

Since working with Scott, he has provided services to our management team in leadership, team building and human resource management. This has included sessions with our Board of Directors, Executive Committee and Medical Advisory Committee. We recognize that all three of these leadership groups have to be working as one in order to succeed in today's challenging environment. Scott's involvement has resulted in Windsor Regional Hospital becoming a leader locally, nationally and internationally. He has been very instrumental in assisting Windsor Regional Hospital in using our human capital to its fullest capacity - assessing our strengths and weaknesses, developing leaders and implementing communication strategies. We have very much appreciated his time, energy and talents.

In addition to having the resources we required to launch and implement training programs, Scott has been excellent consultant and facilitator. He has demonstrated a real talent in quickly understanding our large organization's culture (3000 employees/200 managers) and recent complex organizational changes. He recently assisted us in developing a training retreat to guide our Executive and Senior Leadership groups in moving forward and communicating effectively with each other.

The individual feedback we have received from participants in all his training sessions has been consistently positive and we would not hesitate to continue to use his services in the future.

Should you have any questions, with respect to this reference, please do not hesitate to contact me at (519) 254-5577 ext. 56018.

Yours truly,
WINDSOR REGIONAL HOSPITAL

David M. Musyj
President and CEO

To Whom It May Concern:

I would highly recommend Summit training for any of your team or leadership training, team building, facilitation and keynote needs.

We approached Summit to help us develop our senior leadership team. After a thorough needs assessment we collaboratively designed the content for the session. We did not want a traditional training session as we have found those to be lacking in value and application. We really liked the idea of Summit's blended approach combining the best of the traditional and experiential training strategies. The result was a dynamic training session that inspired our leaders and provided them with directly applicable skills and tools to use ever day at work.

We gathered for a 2-day retreat and the outcome was fantastic. Through this session our leaders gained new insight into their leadership styles and how to get the most from their direct reports and the many teams at our property. In the process we also created a new Vision statement that invigorated our leadership team and gave them new focus in the development of our company culture.

The content in the session was interesting, current and easily applicable to our world. Scott's use of his Learning In Thin Air keynote presentation was very interesting and provided real world examples of success and failure and what learning we can draw from his experience of climbing Mount Everest.

We are now engaging Summit to bring this same session to our management team and next to our team leaders.

Yours Truly,



Renaud Payette
General Manager
InterContinental Toronto Centre