

November 21, 1998

To Whom It May Concern:

On behalf of Glen Aubrey and Creative Team Resources Group (CTRG), I would like to offer the following perspective. Many organizations state-- "*our people are our greatest asset.*" I would counter-- "*healthy relationships between your people are your greatest asset.*"

There are lots of organizations made up of highly talented, skilled people. However, if your employees are not operating from trust and the pursuit of understanding, there will not be the opportunity to achieve synergistic results. Which means your organization is destined for mediocrity and a constant struggle to attain a competitive edge.


When managers have teams of people mired in unhealthy relationships, their time is spent *micro-managing*—telling their staff in detail how to do each assignment, constantly checking their employees' progress, and ultimately serving as the quality control agent at the conclusion of each endeavor. The result is an organization's leadership is unable to spend time focused on strategic activities that are necessary for sustaining growth and renewing the team's resources.

The principles that CTRG teaches in *Growing Core Teams* address these very issues.

From the initial concepts of how to form a team, to the essentials of nurturing a healthy team, CTRG material and presentation style can contribute greatly to developing your employees into more effective team members.

If you have the opportunity, engage Glen Aubrey to assist you in enhancing the teaming ability of your organization. It will be a very worthwhile investment!

Sincerely,



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