

February 1, 1999



To Whom It May Concern:

It is a privilege for me to serve as a reference for the Creative Team Resources Group. Glen Aubrey, a member of the Creative Team Resources Group, worked for me for over ten years. I used him first as a consultant, but after seeing his skills and ability, I hired him to take over the leadership of a division of our conference work.

Glen has an incredibly strong commitment to building teams. I have observed him doing this effectively with volunteer groups, as well as with groups in the workforce from various departments. I have seen him take divisions of workers and bring them into alliance to become more effective, more focused, and, ultimately, better equipped to operate as teams rather than individuals.

Many in the marketplace are aware of the need for and effectiveness of team-building principles. The issues of building trust, educating, giving people parameters, having accountability, and freeing them up in their areas of creativity provide a work environment that can be healthier, happier and more effective in the long run.

One of the effective tools that I have seen Glen use is this team-building process which builds strong, healthy, work relationships. That is, it helps people understand how they relate one to another, what their roles are, and how they need each other to fulfill the overall task as a team. It is easy to talk about team-building and relationship-building in the workforce. But to actually accomplish these tasks through the consulting process is quite difficult. I have seen Glen come into a situation with a very results-oriented perspective and an analytical approach, and be able to take the theory and apply it practically and effectively.

If your situation warrants giving attention to the issue of team-building, I would recommend the Creative Team Resources Group to you without reservation. If it would be helpful for you to talk to me personally, or if I can be of any further assistance, I invite you to call me. I would be happy to discuss the benefits of using the Creative Team Resources Group to assist you with your team-building needs.

In His Service,

Rick Hicks, President
OM USA