



Office of the President

August 2015

To Whom It May Concern:

Leadership creates outstanding organizations. Training, when conducted effectively, provides a springboard for improved leaders. Recently, Spencer Ryan provided leadership training for the President's Leadership Team at Ocean County College. This training exceeded every expectation. As advertised, there were no canned slides and the content was customized to meet our team's requirements and align to our core values.

I have held leadership positions for over forty years and have participated in countless training events, development exercises, and seminars. **The training that John and his team provided is the best training I have experienced in my career.** We were looking for a program that focused on the values we have identified at Ocean County College. In addition, we had requested that the training facilitate team building, opportunities for self-evaluation and introspection, hands-on practical application, and realistic situations that reflect our challenges at the College.

The Spencer Ryan training was extremely successful in not only meeting, but exceeding, our goals and did so in a manner that included the development of every member of our team. Based on the results of this training and the feedback of our Leadership Team, we have engaged Spencer Ryan to assist in developing our process to select and train the next level of leaders within the College. We are confident that Spencer Ryan will enable Ocean County College to reach a new level of Leadership Proficiency.

I highly recommend Spencer Ryan for organizations that strive to enable their leaders to reach new levels of effectiveness. Not only is this training exceptional but, based on the cost, it is truly a valuable and worthwhile undertaking.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Jon H. Larson', written over a light blue horizontal line.

Jon H. Larson, Ph.D.
President