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Re: Letter of Reference, Doctor James Cecy, D. Min

To Whom It May Concern:

I am writing this letter regarding Dr. James Cecy in relationship to his skills and knowledge in a wide range of topics related to effective leadership principles for organizations today. I have known Dr. Cecy for over 35 years have sat under his tutelage as well as working closely with him on a variety of projects. I have heard him speak over one thousand times on a wide variety of topics, always well informed, prepared and engaging.

When it comes to organizational leadership principles Dr. Cecy captures how they work from both a functional and practical standpoint. He also understands that effective leadership in an organization occurs at various levels of the organizational structure. There are many ways that leadership can be displayed by the people within that structure.

I was the managing partner for thirteen years at the largest law firm in the San Joaquin Valley. With 90 attorneys and 250 total staff the challenge was always there to find the right means to motivate and enable leadership throughout the firm while, while at the same time keeping over all coherence in structure. You want people to take ownership of their work with a sense of responsibility as opposed to simply being a cog in the machine.

Dr. Cecy's broad view of leadership dynamics helps to develop real strategies towards those ends. He brings both a wealth of study and experience to bear on the subjects. Whether simply as a keynote speaker or providing day-long programs those attending will come away with useful and practical applications that can be put to work in any organization.

I would be happy to share any additional information or answer any questions you may have,

Very Truly Yours



Michael L. Wilhelm