

November 03, 2025

Jim,

Please accept this email communication as a referral and use it however you wish with future business professionals and leaders you serve.

The value of what you provided our team has been identified in three points.

1. We should learn from history and how cultures acted within their people group through identity. My team appreciated the relevant examples you provided from Greek, Roman and even mafia cultures and how behaviors can be linked to effective predictable outcomes.
2. The examples from the Bible and Christ himself going counterculture with truth and serving the disciples and others he was close with are relevant for an effective team. HR does not set culture, leaders, truth and integrity do.
3. Lastly and probably the most applied since your training was the simple test to determine if a team member was pulling their weight to build up the team. There has been a handful of incidences where individuals have been identified and performance that was being tolerated is now being addressed with improvements.

I appreciate your feedback regarding my team knowing that you've seen many. The caution to keep the pace with a professional environment along with building and fostering loyalty provides me with a perspective I likely would not have had prior to your involvement.

Thanks again for contributing and I'm sure we'll be in touch.

Sincerely,

Travis



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