



THE PARTNERING GROUP

December 9, 2002

To Whom It May Concern:

It is with great pleasure that I provide a recommendation for Greg McBride. I have known and worked with Greg for over two years and have found his insight, knowledge and experience to be of considerable benefit both personally and professionally. Greg displays a unique understanding of human and organizational behavior and more importantly, creatively conveys this insight to help one improve relationships and achieve goals and objectives. He has shown me both support and compassion in my work to enhance my relationships with others.

As a management consultant, my livelihood is dependant on successful individual and group interaction at all levels within organizations. To achieve my professional goals, I must express myself clearly and compellingly while simultaneously being able to appreciate and convey understanding of another's view. Greg has helped me to improve my professional relationships most notably through teaching and guidance in the following areas:

Personal Clarity – through an improved understanding of my goals and motives, I have been better able to communicate my needs and wants to others. This improves client communication and project planning.

Self-Confidence – through a better sense and appreciation of myself, I am clearer on the type of work I enjoy and can more assertively communicate requirements and requests.

Empathy for Others – by gaining an appreciation of another's viewpoint, I have been able to more creatively find win-win solutions for clients.

Humbleness – I have found that I do not always have to know the answer. Sometimes clients appreciate simple honesty.

I appreciate the opportunity to provide this recommendation. Please feel free to contact me if you would like additional information.

Sincerely,

Peter M. Eschenburg
Managing Partner