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Reference:
Ted Piker, Chiltern Oak Consulting

To Whom It May Concern,

I am delighted to provide a testimonial to Ted for both his mentoring and teambuilding carried out with my team and myself.

Ted had the challenge of helping to round out my leadership skills, and as an extrovert salesman, this was no easy task!

Utilising the 7 facets of leadership, Ted gained an insight into my style, by gaining feedback from some respected colleagues. A real eye opener it helped us to focus on some key areas of development.

Ted's approach of creating 'assignments' for specific areas enables you as an individual to develop at a steady pace, whilst continuing to do a day job. The assignments are mostly linked to specific issues in the workplace and how to deal with them. This made the process very real, rather than the theory of a classroom.

I still use the meeting notes as a reference point to help me continually develop my leadership style.

Early on, it became clear that the personalities of my inherited team presented a challenge. Ted and I agreed to a teambuilding exercise to; establish spheres of authority, use a 'Team Management System' to provide a basis for discussion on team dynamics as well a number of exercises to help the team work closely together.

This was an excellent process and helped immensely in understanding how the team worked together (or not in some cases!), areas of competency that were lacking, and it helped clearly establish areas of responsibility.

Over the last 12 months I believe I have improved as a leader and a person, my team had a knockout year, and Ted can take credit for his part of the equation.

I will continue to use Ted over the coming years and do not hesitate in recommending him to you.

Yours Faithfully,



Andrew Kirkwood, Practice Leader
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