

To whom it may concern:

When Warren took the stage at our Annual Leaders Conference this year the anticipation and expectations were extremely high. Warren spoke at our Spring Training event the year before and his message had such high impact we just had to have him back again this year.

This time we asked Warren to inspire, educate and challenge the minds of our very highest performers by giving them the tools to reach beyond comfort zones and break through barriers in order to become the best they can be. We also asked Warren to address the element of the environment we were in (Costa Rica), and how every decision we make has an impact on the world around us.

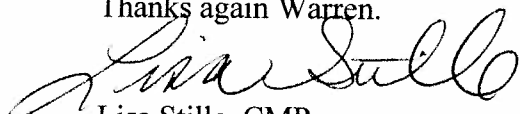
In hindsight this was a pretty tall order. Did he deliver? Yes and then some! Warren's presentation exceeded our expectations!

Warren engaged us in a humorous, thought provoking conversation that provided a solution for a different way to think about the *challenge of change* in our organization. Instead of being frozen with the fear of the unknown or limited by what has always been done, attendees were given tools to look beyond perceived obstacles to the opportunities often obscured from view.

To top things off and what really took our event to a whole new level was having Warren lead a hike/ zip-line canopy tour for our top five representatives and their spouses. This journey proved to be a life changing experience for all involved. Interacting with Warren outside of the regular conference environment, in what was to some a challenging scenario to begin with, reinforced for all involved the power we have *to choose* how we react to obstacles, in every avenue of our lives. This adventure set the stage for our Leaders Working with Leaders Campaign by reinforcing the message that our producers have the power to make a difference and to be more than what they may see as their best.

I highly recommend engaging Warren for your event. To maximize your return, involve Warren in your planning process because he will bring things to the table that you may not have thought of, enhancing the value you bring to your attendees and taking your event to a whole new level.

Thanks again Warren.



Lisa Stille, CMP

Director, Events & Incentive Management

Strength With Independence<sup>SM</sup>