



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

September 13, 2017

To Whom It May Concern:

Beginning in October, 2016 and continuing through May, 2017 Dr. Mark Light worked with the McGaw YMCA to provide leadership education and coaching support for our Emerging Leaders cohort of 16 staff members.

Mark's work included a total of nine hours of graduate level leadership education organized around three topics: Managing Self, Managing Others and Managing the Work. Mark also provided each Emerging Leader with up to three hours of one-on-one coaching to develop and begin working on a personal development plan.

Mark is a highly organized and creative consultant. He easily engages his audience, brings energy to the room and thoroughly enjoys interacting with his students/ participants. His platform skills are outstanding but he is not merely a polished leadership practitioner. He is also insightful.

One measure of Mark's effectiveness is his ability to merge the theoretical aspects of leadership with the practical realities of the workplace. The diversity of Mark's professional background allows him to use varied examples of leadership which, in turn, brings to life important leadership concepts.

Finally, Mark delivered what he said he'd deliver— a high quality product that met our expectations, was on time and within budget.

Sincerely,

Bruce R. Carmichael

Chief Human Capital Development Officer

MCGAW YMCA

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