



To whom it may concern

Managing Director Role Profile Definition

Chris Baxter has carried out a number of successful organisational development roles for Imass Ltd over the past two years. As a respected Management and Leadership Coach he was a natural choice to assist us in developing a role definition for our new Managing Director.

Chris adapted the structured documentation he had used on a number of similar assignments related to other roles in Imass to suit the needs of the brief. He then facilitated two structured workshops with the major stakeholders in the business in order to establish and refine the key behaviours, experience and measures against which candidates can be assessed. The outputs from the workshops were professionally documented and presented back to the participants who were able to unanimously approve the resulting Role Profile.

Chris has the ability to maintain impartiality while adopting a probing style which was very useful in developing our thoughts and exploring all necessary avenues. He was also very successful in ensuring that the group kept focussed and made rapid progress towards their goal of producing the role definition.

I have no hesitation in recommending Mr Baxter who has excellent experience at a senior level in a number of organisations. He is able to work comfortably with our Board and senior managers and demonstrates a clear understanding of business imperatives and priorities in the concise and professional way that he works.

A handwritten signature in black ink, appearing to read 'D. Hudson'.

Director

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