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To Whom It May Concern:

I am honored to write this letter of reference for Dan Hall, On Course Solutions, whom I have known for twenty-two years and have personally utilized as a life coach and business consultant.

Dan recently lead a retreat for our practice to help strengthen relationships and to help us navigate some issues we were facing. Prior to the retreat, Dan talked with the two senior partners to identify concerns and desired outcomes for the retreat. After collecting historical and current data on the mission, visions, and goals of the practice, he assisted in planning the retreat to accomplish the agreed-upon outcomes, including location, the length of the retreat, and activities. Dan facilitated the partners' commitment to the process and boundaries for discussion at the beginning of the retreat.

Dan's manner was respectful. He used humor and stories to illustrate points which added a personal touch. He showed interest in our success. His approach was more intimate and hands on than we had imagined but was what we needed. He even had a second consultant to be an objective listener and provide feedback during the process. Though we worked well together as a professional business group, the "busyness" of the practice coupled with our busy personal lives had presented challenges to our interactions. Dan helped us recognize our common values while dismantling areas of conflict. He gave us tools that improved both our personal and professional communications.

His written report following the retreat was timely and made recommendations that were practical and actionable. Some recommendations were ideal and helped us see a vision for the future of our business. From the retreat we are developing plans for revision of our business strategy and customer service training for our staff.

Dan did more than we asked. It is my pleasure to recommend him to others.

Sincerely,

Freda M. Bush, MD, FACOG
President