



STATE OF MISSISSIPPI
HALEY BARBOUR
GOVERNOR
MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY
Trudy D. Fisher, EXECUTIVE DIRECTOR

May 24, 2011

To Whom It May Concern:

Dan Hall is a professional colleague and friend. It is a privilege to know him in both of these environments, and I am honored to provide a recommendation for him and On Course Solutions. Dan's exceptional communication skills and his sincerity in all aspects relational are keys to his success as a presenter, a coach, and a trainer.

Dan spoke at the Mississippi Certified Public Manager's (MSCPM) Annual Conference in 2009. His presentation, *Maintaining Equilibrium in Tough Times*, was both empathetic and motivational. Dan's engaging conversational manner provided a warm and friendly welcome to his audience. His carefully and well-researched presentation, tailored to state organizations struggling to do more with less, captured the conference participants as he used relevant anecdotes and personal stories to build respect and credibility. Dan's open, personable nature and his genuine consideration of the topic at hand made the audience feel that he was "in the boat" with them. His natural leadership abilities left the audience with the tools needed to help steer their boats through the tough waters at hand.

Dan also provided training on race relations for state government employees. In these working sessions, Dan built on his extensive personal knowledge and experiences, again using relevant stories to quickly gain credibility. He then used a combination of movie clips, questions, and short break-out sessions to ask and discuss thought-provoking questions on race relations in our work places and lives. Much more engaging and interactive than a lecture, conference participants were extremely positive in their reviews. The evaluations were clear in their respect for his personal knowledge and growth in the area of race relations, and in his skills to create an interactive and interesting learning environment that probed, found, and forced thought to some of the real issues surrounding race relations.

Dan has an extraordinary talent for working with people. He has an intense ability to identify and focus on the precise challenges and issues, and his genuine compassion is reflected by taking ownership of the needs of his clients. I am secure in a recommendation that Dan has the skills and talents to add value to organizations that wish to "raise the bar" on personnel development.

Please feel free to contact me should you desire additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Melanie M. Morris".

Melanie M. Morris, CCP, CPM
Chief, Data Integration Division
Mississippi Department of Environmental Quality

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