



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

April 5, 2011

To Whom It May Concern:

It is a privilege to know Dan Hall. He served the YMCA of Greater Louisville for five years as our consultant and mentor in a program designed to stimulate EXCELLENCE within our organization. Using his exceptional presentation skills, a monthly session was created to offer our employees an entertaining, thought-provoking, and behavior-based presentation on topics surrounding personal growth. These topics were not job specific, but were applicable to all. Everyone who drew a check from the YMCA was invited and it was all voluntary. We would have anywhere from 200-600 participate on a monthly basis. Dan also promoted and facilitated an evaluative component from which we would learn and set future topics. Our premise was simple...If we could build Excellence in individuals, it would build Excellence in the organization.

Dan's leadership was a key component in the success of this program we called "YMCA University". He has a keen sense of Excellence, a willingness to partner with the organization in setting the curriculum, and the ability to capture people's interest and attention due to his own talents as a presenter including speaking, story-telling and passion. His knowledge base is vast and his ability to make the topics relevant is uncanny. Our greatest compliment came from the evaluations that (frequently) mentioned how much the information made a difference in people's personal lives. As a result, many employees became aware that the YMCA was providing them something of value rather than just a company training program.

Creating the vision for YMCA University, Dan did a large amount of research on the YMCA, both locally and nationally. During his presentations, he would frequently make reference to matters of organizational history, Mission, values, and culture. Naturally, this immediately enhanced the relevance of his message and his credibility with the audience.

Over this time of working together, Dan became a good friend. Beyond his formal consulting agreement, we were able to have many individual conversations related to leadership, employee relations, and interpersonal communications that were both stimulating and valuable to me as leader of this YMCA.

I highly recommend Dan for his ability to meaningfully communicate to a broad audience on matters of personal growth and leadership. Should you wish additional information, I would be happy to receive a call.

Sincerely,

R. Stephen Tarver  
President/CEO

RST/cln

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