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To Whom It May Concern:

Please allow this commendation to serve as a letter of recommendation for Mike Hourigan.

At his request, Mike Hourigan spent time with the Baptist Healthcare System's Retreat Task Force prior to the actual event to tailor his presentation to meet our exact needs and expectations. He wanted to be certain that he captured vital information from us that would help him prepare for our event. He did just that!

Mike Hourigan was a dynamic speaker from start to finish at our management retreat. We told Mike that we needed motivation, team-building and change management that would address a plethora of feeling we were having about our corporation's rapid change and growth. He molded that information into a captivating and meaningful message that was vivid, energetic and uplifting for our management team. He did a superb job in a dynamic fashion. We are so grateful to Mike that he shared his expertise about change and change management and that he left the group feeling empowered and ready for the upcoming challenges and next steps. Mike didn't spend time entertaining us; he kept his promise by educating the group and equipping everyone with knowledge about change. His two-hour presentation ended with a heartfelt round of applause that represented our gratitude for Mike's ability to personally address our needs and he will remain in our memories as an enthusiast for positive results. We recommend Mike Hourigan as your motivational speaker without hesitation.

Sincerely

Mary Lou Tipgos, CAP
Chairman, Baptist Healthcare System Retreat Task Force