



## **Testimonial about Mike Hourigan**

Changes...are they real or are they perceived? How do we deal with them?

Everyone deals with change whether it is at a professional level, or at a personal level or both. While some changes may be very real to you and me, it may not have any effect on others or everyone is equally affected. Some changes we have control over while others we just have to accept and hope for the best.

So is change real or perceived? It can be both but the answer would depend on the change and its effect on the individual and/or group of individuals. It is our perception of the change and how we think it will affect us, as well as the management of it, that makes it real. This is where Mike Hourigan comes in, Mike is a Change Expert; he has given numerous talks about change and how to manage it throughout the pharmaceutical industry.

Mike's session was very energizing and engaging; he was able to involve everyone in this audience whereby giving everyone the opportunity to share their thoughts and experiences as well as their challenges. Mike provided everyone with a set of tools to take away and apply to their individual situations. I walked away from Mike's 90 minute session feeling energized and ready to face change head on. I highly recommend Mike Hourigan and his unique approach to addressing and managing change.

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