

Byrd Baggett, CSP
True Growth Associates
836 Mystic Parkway
Spring Branch, TX 78070

Dear Byrd,

As you know I had the opportunity to work with your team in May to assist in planning for the True Growth - Exploring the Power of Authenticity sessions. During these sessions approximately 80 of our leaders participated in a full day experience which included you, Lawson Magruder, and Larry Cole. The curriculum introduced the True Growth Model, and the Behavioral Competencies of an Authentic Leader.

I recently received the feedback from the survey we conducted with our participants. The composition of our group was seasoned, tenured leaders in high level positions. The majority of the group found the time your team spent on identifying core values and the crucibles they experienced in their lives highly valuable. Eighty percent of the participants responded "yes" when asked if they would recommend this session to other employees.

As a participant I found the session to be an energizing experience. Your focus on establishing your own core values and then examining your current state with your values was enlightening. Self reflection for leaders is truly a challenge, especially when getting financial results is the definition of success. Your program allows us to "pause" and reflect on the important aspect of sustaining results. Exploring our crucibles, admitting our values, and committing to living them is the process your session identified. This path leads us to more satisfying and sustainable results; your session reinforced this and provided valuable tools to use with each other.

I truly appreciated the time you spent with us, and would recommend this session to others who seek to have balance, energy and excitement in their lives. It's all out there if we start with ourselves and what we can be to others. Wishing you and your team the best Byrd!

Sincerely,

A handwritten signature in black ink that reads "Jon Gardner". The signature is written in a cursive style with a large, stylized "J" and "G".

Jon Gardner, CPCU, CLU, ChFC, FMI
Director