



Moca, Dominican Republic  
25<sup>th</sup> of October 2017

**To whom it may concern:**

Virgilio, Rodriguez and Associates is a company dedicated to providing a wide range of services geared towards the proper development of Rice Mills, Animal Feed Manufacturing Plants, Grain Storage systems, and Poultry and/or Pig related projects.

During the month of August; Virgilio, Rodriguez and Associates initiated the "EVOLUTION" project in conjunction with London Consulting Group. The project focused on systematizing the commercial processes, such as the Project Administration process, as well as developing the Human Resources Program which focused on improving the managerial skills of the personnel which were involved in the project.

We would like to acknowledge **London Consulting Group's Human Development** department for their excellent collaboration. They were responsible for the **Human Development Program** which was directed towards the personnel within our Continuous Improvement Project, "EVOLUTION". We would like to highlight some of the results which were generated by the project:

▼ **Communications Program:**

*This program constantly maintained the personnel who were participating in the project, along with the rest of the organization, informed on the project's progress, initiatives and results through informative bulletins. Furthermore, through the "Team's Contract", values, behaviors and attitudes were promoted which were critical for the project's success.*

▼ **Strategic Coaching for Key Personnel:**

*In these one-on-one meetings the participants received support, guidance and feedback on their personal strengths and weaknesses so that they may improve their performance within their positions. These sessions were also carried out with key project personnel which generated 10 action plans.*

▼ **Managerial Abilities Seminars, Executive Program and Team Building:**

*7 very dynamic workshops were developed which taught 6 of our key tactical personnel, vital information.*

*5 sessions for the Executive Program were developed which were geared towards 2 Managers and 2 Directors of the organization. These sessions focused on developing key abilities such as Strategic Thinking, Functional Planning, Analysis, etc.*

*A Team Building session, which impacted 36 members of the organization, was also developed in order to promote a better level of integration and communication.*

Undoubtedly, this program was of great importance to our organization. The increased aperture towards change, along with the new abilities which were acquired, were vital factors which enables us to develop our personnel's leadership skills. Due to this, we highly recommend **London Consulting Group's Human Development Department** for their professionalism, commitment, and effectiveness in executing a program of this nature.

**Virgilio Rodríguez**  
President

