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## **TO WHOM IT MAY CONCERN**


### **Testimonial for Dorian Glass**

This letter serves to confirm that I have had the pleasure of knowing and working with Dorian Glass for approximately twenty years and have no hesitation whatsoever in recommending his services to any institution that would require his varied business skills, spearheaded by his strategic fort e.

Dorian has an unusually creative mind and he is a natural "out of the box" thinker. His experience and commitment to integrity enable him to approach problems or challenges from various angles, covering the entire scope of any project or initiative before delivering well thought through insights and strategic direction. He has a talent for careful listening and understanding and an in-built intuition for identifying and resolving key strategic issues, ultimately providing relevant and meaningful value to clients.

Because of Dorian's passion for business, he is aligned to the client's performance aspirations and has a deep understanding of this during the partnering process. Many clients prefer to keep Dorian on board for long periods of time, as he adds value throughout the entire process, rather than to use his services on an ad hoc basis only.

He is highly professional and dedicated and has outstanding management skills for all types of projects. He has a strong sense of energy and focus, is dependable, trustworthy and respects timing constraints and deadlines.

A handwritten signature in black ink, appearing to read 'Carina van der Walt', enclosed within a large, hand-drawn oval.

**Carina van der Walt**

**Research Practitioner and Qualitative Specialist**