

Letter of Recommendation for TeamWorks International

To Our Fellow Organizational Leader,

Spirent Communications is an international high technology company in the business of developing software and hardware solutions for high technology organizations wishing to diagnose, protect and sustain the integrity of their current and newly acquired communication systems and electronic infrastructure. As a leader in this segment of our industry, we are vitally aware that acquiring good people, cultivating quality management, and building strong teams are paramount to creating consistently superb products, delivering outstanding customer service and assuring our success. Essentially, these are the keys which we determined would steward us through important short-term improvement while setting us up to sustain significant long-term performance.

To do this, over the past two years, we did something new and exciting. Specifically, we focused on achieving company objectives, not at the expense of, but rather, through the development and thoughtful engagement of our people. We initiated several programs of professional growth coupled with clear expectations that everyone apply and communicate their learning in order to improve the speed and quality of participation, interaction, decision-making, and productivity. The results thus far have been excellent, exceeding our initial goals.

One of our most successful engagements (at the division director level and at the senior executive level) has been with TeamWorks International. We had been looking for an approach to leadership and team development that emphasized involvement, action, and results. **TeamWorks significantly enhanced our business results through highly engaging and purposeful management development.** Their work very quickly generated heightened clarity of focus, relevant discussion and **effective management interactions helping us to advance our key organizational objectives.**

Personally, we found their work extremely useful to our efforts in sustaining key senior and middle management teams, as well as the company's overall direction. Further, while strengthening our individual managers, they also gave us some of the most useful and effective tools to gain timely focus, perspective, and acceleration of our performance. **TeamWorks' leadership approach and team development have been refreshing, simple and powerful.** Their work points to a bright future for business where the attainment of company results indeed can be reached through people. Please feel free to contact either of us if you would like more information about our experience.

Yours very truly,
Barry Phelps



Division President

Performance Analysis Broadband
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Glenn Grindstaff



Senior Vice President

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