



Medtronic

February 17, 2014

Mr. Phillip V. Olsen, President
Know Your Strengths
112 Hitching Post Road
Bozeman, Montana 59715

Dear Phil,

It is with great pleasure that I offer my letter of recommendation for what you and your organization have done for me personally and professionally to any individual and organization that wants to understand themselves and their employees to the core. When I was first introduced to you and PDP Proscan in 2012, I was immediately taken back by:

- Ease of use: The Proscan only taking 10 minutes to complete
- How in-depth, relevant and comprehensive the analysis is
- I liked that it was statistically based, not theory based and that it has been validated over time
- It is unique and customizable to the individual, team and organization

I remember thinking if I am honest with myself and my Proscan profile is correct, which it was, I would continue to further understand who I am, how I am wired and how my team is wired so that I can maximize the individual strengths of my employees and continue to build and foster a positive and successful team environment. It has allowed me to comprehensively assess individual traits and find out where my team may have some gaps and potentially hire for those gaps. The results of my teams Proscan allowed me to match talents with tasks and helped me customize my leadership per employee. I have been exposed to several personality profile tools over the last several decades and I am humbled and excited to finally be exposed to such a game changing tool.

Phil, I would also like to thank you for your devotion to my personal leadership journey and your refreshing outlook and coaching ability with my team. I had my best regional meeting to date when you coached, challenged and guided me with your specific feedback and tools that enabled me to facilitate a world class team building event. You are a true servant leader, an excellent listener and you genuinely want to understand what is needed before you offer feedback and advice. Your vast experience is respected and appreciated and your honest direct feedback is something that resonates deep within our organization.

Thank you for helping me and my organization understand what drives us all and how we can leverage our strengths toward a common goal.

Respectfully,

Kirk Cunningham
Regional Business Director
Medtronic, Inc.
Atlanta, GA

