



Gimmi Inc. Office
6905 South 1300 East #166
Midvale UT 84047
801-930-9738

Hi Phil,

I hope all is well and beautiful in Bozeman this February day!

I just wanted to share a couple of recent occurrences and how they relate to the valuable insight that I have gained the last few years I have been involved with you and your organization.

Recently I had the opportunity to conduct a training and education session for a group of sales, sales management, and marketing people with a global medical device company that will soon be distributing a product we developed in Germany.

This particularly company, which is widely regarded as an industry leader, gathered for a clinical training and education session with me prior to a limited market release of our product ahead of the national launch later this year. The room was filled with professional, experienced, well educated individuals, all with vast experience in sales and or marketing. After several hours in this session i was struck by how intelligent and highly motivated this group was. They reminded me very much of the team we assembled at Transenetrix several years ago when you assisted with building our first clinical sales and marketing team. It did not take long for me to realize the biggest difference. Our team at Transenterix had been involved with the PDP Proscan through your company "Know Your Strengths". I will soon be recommending you to this company as I can see how deeply your PDP Proscan can have a deep impact on what I call "efficient functionality".

I can honestly say that to a person, our team at Transenterix was energized by the "Know Your Strengths" practical learnings that truly helped to "sharpen our saw" individually and collectively. Following the initial introduction via the Proscan tools, we were able to better know the professional strengths and personal attributes of each team member. Additionally the "Team Scan" exercises we were involved with as a follow up at Duke University were most helpful to coaching our leadership team on *communication* and *collaboration* which in my opinion are cornerstones of any successful organization.

I also want to share with you a personal story from this past week. As our family was all together in Florida for my daughter's birthday, we commented on what a different path my children's professional lives had taken from the path they had both envisioned. Both my son and daughter commented on how much 'Mr. Olsen's' assessment and coaching follow-up you provided for each of them has contributed to them pursuing their passions. They went on to say this is primarily because they look at themselves differently now that they "Know Their Strengths" and are following a different path to maximize that knowledge of themselves.

As a father I cannot thank you enough for the time you invested in both of my children and the difference it has made in their lives. I myself am a much better manager and teacher because of the knowledge of myself.

Phil, I am honored to recommend you and "KYS" to any individual or organization that truly wants to strive for the best through personal and professional development.

Wishing you much success in 2014!

Best regards,

Glenn

Glenn Warren
National Sales Director
Gimmi Inc



Gimmi Inc. Office
6905 South 1300 East #166
Midvale UT 84047
801-930-9738

Endoscopic Technology Surgical Instruments

USA Office 801-930-9738

USA Fax 801-998-5599

Mobile 919-609-4490

Germany Home Office 49 74 61 96 5900

www.gimmi.de