



Headquarters  
Wright Medical Technology, Inc.

1023 Cherry Road  
Memphis, TN 38117

901 867 9971  
[wmt.com](http://wmt.com)

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Phil Olsen  
Know Your Strengths  
112 Hitching Post Rd  
Bozeman, MT 59715

Dear Phil,

Over the last few years I have had the pleasure of working with you and the Know Your Strengths team. You are one of the best mentors I have had in my medical device sales and marketing career. In fact, I have recommended you to several other department heads here at Wright Medical. You are a compassionate, caring man who truly believes in the people you work with. You have a keen eye for good talent and how to develop them. There were several instances when I thought I should keep someone on board longer and you convinced me of the power of being quick to make decisions on non performers. This is something I am convinced helped me get to the next level at Wright.

During my time as the West Region Vice President of Sales, you were my executive coach and confidant. You helped me build what is now the best foot and ankle sales team in the entire West Region. Early on you showed me the power of ProScan as a tool to learn what the "DNA" of the team was and how I could match their talents with their teams. The ProScan is such a simple, easy to use tool for evaluating talent and learning to work with your existing teams.

I would highly recommend you and the ProScan assessment to anyone who wants to build a better team. One of the best events I have had was the teambuilding session you led with the West Region sales management team. It really brought everyone together and showcased their talent and interests outside of work. To this day we still show videos from that event. Because you taught me the power of "getting the team together" we now host quarterly face to face business reviews with the entire US Sales Management team. These meetings have become a cornerstone of our management process. I can say with 100% confidence I would not be where I am today without Phil's leadership and assistance along the way.

I wish you all the best Phil!

Best regards,

Patrick Fisher  
Vice President – US Sales  
Wright Medical