

October 23, 2011

To Whom It May Concern:

This is not just another letter of recommendation. Rather it is a letter to celebrate, support, and recommend Chuck Mitchell for online teaching. Mr. Mitchell's accomplishments are outstanding, his experience is stellar and his dedication unparalleled. The following merely touches upon this qualifications, experiences and accomplishments.

Mr. Mitchell has been a high performance consultant and educator for twenty-five years. **He has** trained senior leaders and managers in the implementation and sustainment of key performance indicators and best practices for creating high performance organizations. Over 250 organizations have benefited from Chuck's classroom and online training courses. Over 20,000 licensed users have benefited from his comprehensive set of high performance organization policies, practices, key performance indicator scorecards and software tools.

Furthermore, Mr. Mitchell is an expert in assessment of top-to-bottom measured indicators necessary for realignment of current strategy or below-par results toward a strong and consistent focus on significantly improved future results. Chuck teaches leaders and managers how to drive the growth of company revenues and profits through improved leadership, customer and market focus, operations efficiency, high quality and workforce capability and performance. Chuck is an exceptional mentor and coach with excellent student feedback reports and high satisfaction.

Mr. Mitchell's desire and dedication to teach online education is fortunate. His contributions will be highest quality education, no less. Chuck's expertise is centered in high organizational improvement, including leadership, strategic planning, marketing/sales training, workforce performance improvement, process and project management and scorecard metrics systems inclusive of **key performance indicators**. **Chuck has served** ten years delivering online training for organization leaders, business owners and managers. In addition, he has contributed fifteen years delivering classroom training for federal government and large company leaders and managers. Chuck received two Leadership Awards (Commanding Officer of the US Army Okinawa, Japan and Major General of the Arkansas Army National Guard) for training/consulting excellence.

On a personal note, Chuck's dedication and commitment to purpose are exemplary. His caring and concern for others are deeply rooted in his respect for the dignity of life. Chuck's enthusiasm is contagious. Mr. Mitchell's drive, determination and commitment are second to none. Chuck's creativity and innovation are impressive.

If I may provide additional information or clarification, please let me know as it would be my pleasure.

Sincerely,

Michael Jazzar

Michael Jazzar, PhD, EdS

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