



CLIENT COMMENTS ON OUR WORK — GROWING EDGE PARTNERS

Thank you for your work over a period of two years with Clintec's top 33 executives and managers. You helped us to position Clintec more strongly to meet its business challenges and to create a participative, team culture within management. With your coaching we made a number of improvements. We appreciated your customer-focus with us and your willingness to take feedback and make changes based on our needs.

Phil Laughlin, President (formerly), Clintec Nutrition Company, Chicago, IL

Growing Edge had a profound effect on International Healthcare when I was a regional vice-president there. Through your development work with our management, the company made an effective transition and was sold to a larger national organization. I developed crucial personal insights into my own strengths and weaknesses that ultimately led me to create my own company. Your approach helped me to become more self-reflective and to hone my observation, problem-solving and strategy skills. Growing Edge is now helping our company to prepare for its next stage of growth.

Dennis Wheeler, President and CEO, Laurel Baye Healthcare, Mt. Pleasant, SC

Your work with our top senior management and middle management group (260 in all) enabled us to launch our Cultural Transformation Process successfully, with a level of management support and commitment that surpassed our expectations. Your overall co-ordination, preparation and support of our top senior managers helped them successfully train their 200 direct reports. Since your work, our health system has undergone considerable turmoil, but with the Transformation Process in place, the group leading our teams feels that it is even more important that this process continue than we had originally thought. It has proven to be the framework for serving and co-operating internally with one another and forces us to continually remind ourselves that our activities must be patient-focused.

Rod Thorfinnson, President (formerly), Health Sciences Medical Centre, Winnipeg, MB