



AUSTRALIAN INDUSTRY
TRADE COLLEGE

The Future of Industry Begins Here

To Whom it may concern,

It is my pleasure to provide a reference for Graham Hill of the LEA Group. I have employed Graham at two levels.

1. As a personal coach
2. As a consultant and coach to my senior executive team

I have found Graham's preparation of material in accordance with my parameters of each project, to be highly professional and his execution in delivery has been stimulating and relevant to our particular situations.

I find Graham's intelligence refreshing and his empathy towards the particular needs of each project displays a genuine passion for the growth and development of people in the organization. I would be happy to provide any further referee comments should this be necessary.

Yours sincerely,

Mark Hands
CEO / Executive Principal

17 December 2012