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October 8, 1998

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To Whom It May Concern:

In January, 1998 I learned that Amoco's Exploration and Production (E&P) business sector planned to use *The Oz Principle* as a part of their leadership development for executives and managers. The focus of the effort was to improve results, and look at accountability in a very different way. As a Learning and Development Consultant, and someone involved in developing Amoco's Supervisory Development Curriculum, this caught my attention. I quickly got a copy of *The Oz Principle* and read it cover to cover in less than a day. I was impressed with the approach and views on accountability.

I quickly made arrangements to be included in a Train-The-Facilitator Workshop being conducted by Partners In Leadership (PIL) for Amoco facilitators. I must say, I am thankful for taking that initial step. I have found *The Oz Principle* to be an incredibly powerful tool for both organizational and personal development. The book and the models helped to organize this "common sense" in a very systematic and usefully actionable way.

My experience in working with PIL has been outstanding. Their facilitators demonstrated the highest level of understanding of the content, principles and models. They were able to paint pictures of the concepts in a way that they became real for participants.

As I began to teach and market *The Oz Principle* within Amoco, I found Partners In Leadership to be an incredibly valuable resource. They helped me to mold the materials for the training classes to best fit our needs, and were willing to discuss keys for success, not just in delivering the training, but in looking at how to really get culture change and better results.

I have found Partners In Leadership to be flexible, and they have always shown a genuine interest in our success. Because of my schedule, I am often only available for phone calls in the evenings or weekends. They have always been available to accommodate my schedule and needs.

The participant feedback on both the content, and facilitation of *The Oz Principle* has been very favorable. I have found all aspects of the training, and working with Partners In Leadership to be a wonderfully positive experience. I continue to look forward to working with the entire PIL team.

Carl Harkrider
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Learning and Development Consultant