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Mr. Tracy Skousen
Executive Vice President
Partners In Leadership
27555 Ynez Road, Suite 201
Temecula, CA 92591

Dear Tracy,

My first experience with The Oz Principle Accountability Training was in 1996 when the Clorox Finance and Accounting Leadership group held a one-day workshop. I have had dozens of courses and seminars in my career, but only two of them really "clicked"; one was Oz. For me, it was about recognizing "Below the Line" behavior in myself and in my organization, and becoming a force for "Above the Line" behavior. I became a believer instantly. This has increased my personal performance and confidence, and I attribute a good deal of the success of the Clorox Chile business this last fiscal year to the leadership that Oz helped me bring to Chile.

Since 1997, as you know, I have championed (and taught or co-taught) Oz courses for Clorox people in the Brita Division, in Clorox Chile (twice, with different groups), and soon I will teach a large group in Argentina. The real power of Oz is when you get an entire organization thinking the same way and using the same terms ("Above" and "Below the Line", avoiding "victim" behavior, "Seeing, Owning, Solving, Doing"). The power of a team with this mentality is something to see.

People who have had the course have called it "the best course of my life" and have started incorporating the principles and behaviors into their meetings and even their annual plans. I taught the Chile Product Supply group last week, and the energy level and participation were amazing (especially since I was doing this in Spanish!) Thank you again for the many pointers and tips you gave me during the Train-The-Facilitator certification workshop last November.

I have made it something of a personal mission to spread Oz to as many professionals in Clorox Latin America as I can. Thanks for your continued support.

Sincerely,

Tom Madsen
Region Director of Finance