



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS ELECTRONIC SYSTEMS CENTER (AFMC)
HANSCOM AIR FORCE BASE MASSACHUSETTS

Mr. Ernest A. Parada, SES
Director, Plans and Programs
5 Eglin Street
Hanscom AFB, MA 01731-2100

Mr. Bob Moawad
Edge Learning Institute
2215 N. 30th Street, Suite 200
Tacoma, WA 98403

Dear Bob

I just wanted to pass on to you how valuable Increasing Human Effectiveness – Managing the Rapids of Change has been for my organizations. I have brought the course to three different Air Force bases and four organizations. These organizations were dealing with either base closure, lack of unit cohesion, or new organizational development issues. The effects of IHE were phenomenal leading to a culture of positive attitudes and change enablers.

Your course allowed me to change the culture and in one case develop a culture. The organizational climate was enhanced by empowerment, taking personal accountability for actions and positive attitudes, as well as accepting change. In many cases, employees became change agents to improve their work environment. Many employees still send me notes on how valuable it was for them personally. I am now investigating the possibility of bringing IHE to my new location - Hanscom AFB, MA. In today's world of transformation – we need to foster and build a positive climate for change.

There is no doubt in my mind that your course and tools were the keys to my success in my personal goal of reaching the Senior Executive Service, as well as, the success of many employees I had the honor to bring IHE to. Thanks for developing IHE and keep the positive attitude.

Sincerely

A handwritten signature in black ink, appearing to read "E.A. Parada", is located below the word "Sincerely".

Ernest A. Parada, SES
Director, Plans and Programs