



To: Suzanne Updegraff

From: Debbie Longo
Manager, Learning and Development

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RE: Recommendation for Increasing Personal Effectiveness

We introduced **Increasing Personal Effectiveness** to our management audience at iHealth Technologies in 2009. Of all of the leadership development courses we have delivered since, IPE has by far been the most impactful. Our managers reported that the online DISC assessment increased self awareness of their communication style. The class further introduced them to the importance of flexing their communication style to accommodate their leaders as well as direct reports to be more effective and influential in their management roles.

Thank you, Suzanne Updegraff, for your recommendation and guidance in introducing this curriculum to our management team.

Sincerely,

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