

Referral for the 360 SSEI Assessment:

Hi Avril,

I just wanted to send a note of thanks for suggesting I take part in the 360 Evaluation process. Daunting as it seems, to be evaluated from all angles, it has resulted in the most rewarding of outcomes, which I have now begun implementing. I sincerely believed that I was quite in touch with my thought process, emotions and behavioural patterns, but that going through the 360 process would allow me to assess whether I could be a better leader, manager, mother and wife. The results of the 360 took me somewhat by surprise. Good surprise in a lot of cases, but startling reality in others. I am so grateful to you for your guidance in taking me gently through the process and bringing me to a point of realization and more importantly, to a practical starting point for an action plan to further investigate and assimilate the changes I need to make to be more effective or efficient in all of my roles. You made the changes to behavioural patterns, that had been formed over many years, seem achievable and therefore I have been encouraged to practice change every day as opportunities arise. As these patterns formed over years, I know it will take constant rehearsal until I perfect the plan, but I want to thank you for showing me that the masks I unnecessarily wear are no more beautiful than the "face" God gave me!

Given the opportunity, I would encourage all other leaders who strive for personal growth, and to become more effective in their relationships with those around them, to grasp the opportunity eagerly to take part in the 360. If you go into it with an open mind and the sincere desire to grow...you absolutely WILL.

Thanks for everything!

Regards,

Sam Buitendag
Country Manager
Heraeus Medical GmbH