



Northwest Regional Educational Laboratory

101 S.W. Main Street, Suite 500, Portland, Oregon 97204-3213
(503) 275-9500 • 1-800-547-6339 • www.nwrel.org

Bob,

Bob, all of us at NWREL are pleased to be able to speak to your training abilities, having worked with you over four years now in service to VISTA volunteers throughout the country. Your passion, energy, enthusiasm, and commitment to continuous learning have been deeply appreciated by us, as well as by the thousands of clients you have touched throughout the country.

We have been especially impressed by your level of engagement of participants in their own learning process. You consistently motivate and challenge participants, asking the tough questions that promote open exchanges of ideas, and creating an inclusive environment in which everyone is invited and welcomed to participate.

You are truly an expert facilitator in areas critical to program and organizational management. Our goal is to train our participants to be self-sufficient and create sustainable programs that promote systemic change in people and communities. Your skills and talents enable participants to be successful in these endeavors.

Thank you for your energy, talent and service to our organization and to communities across this country. We feel honored to have you serve as a member of our team.

Sincerely,

Nancy Henry, Director



MARTIN-LUTHER-UNIVERSITÄT
HALLE-WITTENBERG

Holger Backhaus-Maul

Sociologist, Lecturer in Public Administration

Fachbereich Erziehungswissenschaften
Fachgebiet "Recht, Verwaltung
und Organisation"

Martin-Luther-Universität Halle – Wittenberg, D-06099 Halle (Saale)

Martin-Luther-University Halle-Wittenberg
Department of Educational Sciences
Social Law, Public Administration and Non-Profit-
Organizations

Franckeplatz 1, 06099 Halle, Germany
011-49-345-552-3821 (phone)
011-49-345-5527284 (fax)
Backhaus-Maul@paedagogik.uni-halle.de

Halle, May 5 2001

Dear ladies and gentleman,

it's a honor for us to inform you about our successful cooperation with Mr. Robert Schout (PowerSkills, Chicago, USA).

My colleagues and I know Mr. Schout since 1997. He was a key expert in serveral seminars and conferences in Germany about volunteerism in the US in general and corporate volunteerism especially. He presented his expertise to different audiences: non-profit-managers, community leaders, business representatives and members of parliament in Berlin, Halle-Wittenberg, Nuernberg and Munich.

Robert Schout has the unique ability to work with very different audiences and encourages them to be innovative and cooperative. The participants of our conferences, seminars and workshops have been deeply impressed by his positive energy and his huge capacity to understand different persons, organisations and cultures in a very effective and sensitive way.

Mr. Schout's presentations have had a huge impact on community leaders in my university town. He was stimulating and very effective by encouraging the key persons to establish a network between non-profit-organisations, our local volunteer center and several companies.

We are looking forward to the next meetings, conferences and trainings with Mr. Schout in Berlin and Halle-Wittenberg this year.

Please feel free to contact me for further informations.

Best reagaras

Holger Backhaus-Maul



Robert J. Schout
President
PowerSkills Training and Development, Inc.
8841 Gaston Parkway, Suite A
Dallas, TX 75218

January 5, 2006

Dear Bob:

It is not too often that I feel the need to commend a trainer for his service. Yet, because you did such a wonderful job motivating and inspiring the participants at our recent VISTA conference in Chicago, I feel compelled to do so at this time.

You have an uncanny ability to connect with individuals and honor their unique learning styles and you bring such energy, enthusiasm and a genuine belief in the empowerment of others. In addition to the Chicago event, the talks you have given to open our conferences over the past couple of years, including *Leading with the Head, Heart and Hands*, as well as *Changing Minds, Changing Hearts and Changing Lives*, and your talks about VISTA members being *Heroes in Action*, tap into the passions and purpose of service. As a facilitator, you have demonstrated time and time again that you possess an unlimited capacity to energize your audience; you ask questions that stir introspection and promote spirited debate. Furthermore, I know of no other trainer who can get more than 100 people comfortable enough to get out of their seats to dance and mingle – you are a powerful trainer who is not afraid to take risks!

Thank you again for the wonderful work you have done for us and thank you for sharing your talents and gifts with the communities we serve.

Sincerely,

Judith Gold
Project Director
LEARNS/VISTA

Division of
Continuing Education

Graduate School
of Education

School for Children
and Family Center

610 West 112th St
New York NY
10025-1120

Tel 212 961-3400
Fax 212 961-3425

Subj: **RE: SSA power point for Diana Wilson**
Date: 3/15/2005 1:26:14 PM Central America Standard Tim
From: diane@grimardwilson.com
To: PowerSkills001@aol.com

Thanks Bob!

This was a valuable day. You're an excellent presenter and the day was so rich with useful information. I wake up slow but it was worth it. :)

I learned a lot on the conflict issue, reminded myself of other things I forgot, and organized what I did know into a better framework. I know you helped others in the group too.

Would love to find projects that I could use your or your team's help on. Right now, I'm just getting back to full-time work after writing and promoting my first book. If you ever need a resource for that murky part of change where people feel kinda crazy and stuck, consider looking at ***Back In Control: How to Stay Sane, Productive and Inspired In Your Career Transition*** (Sentient Publications, 2004).
<http://www.back-in-control.com/>

Hoping to create some training materials on emotional employment and change – that's a key concept in the book. I'll keep you posted and meanwhile, my most gracious thanks,
Diane

You are such a wondl sent you a thank you note but wanted to say again,

Diane Grimard Wilson

Grimard Wilson Consulting, Inc.
Resources for the Human Side of Work (sm)
Team, Leadership and Career Development

333 West Wacker Drive, Suite 500
Chicago, Illinois 60606-1225
diane@grimardwilson.com
<http://www.back-in-control.com/>
T 312 201-1142
C 312 925-5176