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

Dear Bob,

I want to thank you for your keynote presentation to the VHA conference, speaking on Ethics and Values at Work. Your presentation set the tone for a very valuable experience for all of the attendees. You have a way of "opening the door," for participants to discover possibilities within themselves. You kindle a flame within their spirit to do more, be more, share more – not only at work, but in their personal relationships, as well.

Your lively presentation was infectious. You infused the audience with an energy that permeated throughout the conference. When individuals have fun learning, they assimilate the message.

I appreciate your ability to speak to large audiences, as well as to breakout sessions and workshops. Connecting with your audience – whatever the size - is a true talent. As a conference planner, being able to rely on your talent to adapt is something I treasure.

It is always a pleasure working with you. I appreciate how your spirit shines through each audience you address.

Sincerely,

A handwritten signature in cursive script, appearing to read "Linda", enclosed within a large, loopy circular flourish.

Linda L. Salisbury  
President



 **Volunteer Center**

*Bob,*

*Thank you so much for speaking to ExxonMobil CSJP interns during the 1<sup>st</sup> Development Seminar, Tuesday, June 7 at the Dallas Arboretum. I know the interns enjoyed learning more about themselves and you challenged them to go beyond their comfort zones and lead the life of a servant leader. I know your presentation helped enhance their experience this summer. Thanks for helping us successfully kick off our program for the summer!*

*Sincerely,*

  
*Millicent R. Boykin*

September 15, 2000

Robert Schout  
PowerSkills  
1520 W. Estes Avenue  
Chicago, IL 60626

Dear Bob,

I was thrilled by your presentation at the National Kitchen & Bath Show in Orlando. When I asked you to work with myself and Kohler Company to engage and excite people about color and how it must reflect their spirit, I never dreamed that your speech and presentation would be so innovative. As I stood in the back of the room with the Kohler representatives we smiled in amazement at your ability to hold people's interest, involve them in guided imagery, and come down from the podium to more fully engage the audience.

You have a natural ability of speaking in a way that makes people want to listen and learn. You say things about "spirit" and "purpose" that is not often heard in corporate America. You say it in a way that is respectful, meaningful to each unique person, and directly linked to the person's job/profession. You made our jobs for the workshop that followed, much easier. The people were so warmed up and ready to actively participate. Thank you.

Bob, as you know, I was hired by Kohler to help them pull their part of the show together. When I have the chance to be in this role again with any client, you are going to be one of the first people that I call. You are a wonderful speaker and presenter; one of the best that I have seen in corporate America...and I've seen quite a few. You are also very easy to work with, rolling with changes and going with the flow of an event. I just wanted to let you know that I appreciated that very much. You said that your job is to be of service and that was very evident to all of us. Please let me know if I can ever be of assistance to you. It would be my pleasure.

Best Regards,

  
Randy Price





**Holger Backhaus-Mau**  
Sociologist, Lecturer in Public Administration

Fachbereich Erziehungswissenschaften  
Fachgebiet "Recht, Verwaltung  
und Organisation"

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

Dear ladies and gentleman,

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

I know Mr. Robert Schout since 1997. He was a expert in several expert seminars and large conferences in Germany about Corporate Volunteerism, Corporate Social Responsibility and Corporate Citizenship in the US. He presented his expertise to different audiences: government representatives and members of parliament, business managers from small, medium and large size companies and non-profit-managers in West and East Germany.

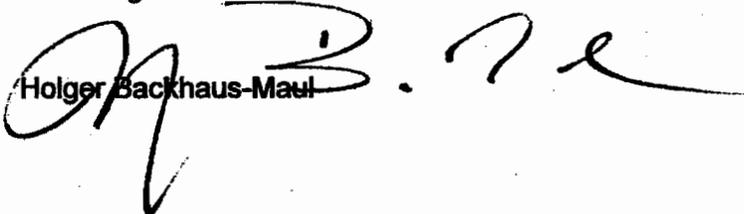
Robert Schout has the unique ability to captivate and exite large audiences. The participants of our conferences, seminars and workshops have been deeply impressed by his positive energy and his huge capacity to understand different persons, organisations and cultures in a very effective and sensitive way.

Mr. Schout's presentations have had a remarkable impact on the German debate about Corporate Volunteerism. He has been very successful by encouraging the leading persons to establish a cooperation between companies and non-profit-organisations.

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

Please feel free to contact me for further informations.

Best reagards

  
Holger Backhaus-Mau



Dear Colleagues,

Every now and then, someone outstanding makes a profound contribution to our work and our lives. It is rare that we run across an individual such as Bob Schout, whose gift for motivating and inspiring others is nothing short of magical. It gives me great pleasure to share these thoughts and insights about such a person.

When I first met Bob, I immediately knew he had a talent and passion for working with others. His abilities to engage people and relate to them are truly inspirational. His enthusiasm, knowledge and commitment to his work are aspiring and something to experience. I could see that his insights are what are missing from so many of today's teams, businesses, organizations as well as individuals.

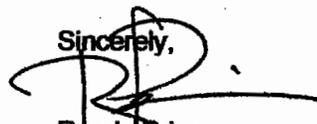
As a creative director for a small agency, we recognized the potential in using his skills to enhance our own abilities to work with both clients and artists alike. Using PowerSkills has given us (and me personally) a new perspective on coping with an ever-changing world. It has helped us to re-define our strategies and work more effectively with internationally known clients.

As a consultant, Bob has helped me format and organize meetings geared for various types of audiences in the design industry. His technique for experiential exercises has helped me to break through many barriers of the creative process. Adapting his inter-active style, and learning how to assess information with my clients, has added a new dimension to my own presentations. In addition, I have used these skills to overcome challenging situations by turning them into even greater opportunities.

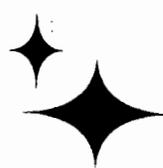
Bob has a unique ability to engage individuals as well as large audiences. I recently contracted with PowerSkills to have him co-facilitate at a conference for the National Kitchen and Bath Association. His high energy opening and matter-of-fact insight was critical to my subject, "Taking the Fear Out of Color." Bob's candid yet professional approach to his own "fear" and feelings about color was key to unlocking the door for my message. And at the end of the presentation, Bob adapted a traditional stress management activity, utilizing creative visualization and color. It was though the entire group had transcended to another place. I watched the audience of over a hundred people in total awe. Afterwards, many participants described it to be an "enlightening" and "profound" event of self-awareness.

It was after this experience, that I could truly see Bob's ability to tailor and give a presentation was based upon pure wisdom and his gift for connecting with the human spirit. It is my privilege to endorse Bob Schout and PowerSkills to any conference or organization that is seeking a rare find. Please feel free to contact me on my direct number at (773) 230-2352 should you have any questions or need further details.

Sincerely,



Randy Price  
Creative Director



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