



SUMA Partners, Inc.  
4801 Woodway, Suite 280-E  
Houston, Texas 77056  
(713) 622-4880  
(713) 960-9680 fax

January 23, 1998

To Whom It May Concern:

There are times when status quo no longer works. When an individual or a team or a company needs to experience a breakthrough in order to reach the next level of performance. Those are the times that they should call **Hidden Resources**.

As President of SUMA Partners Inc., a market research firm, I face tremendous pressure and a number of challenges. My personal leadership needs an extra infusion of energy; the employees need to work more efficiently and more cooperatively; the company requires more creativity to remain competitive. Luckily, we have had the opportunity to work with Hidden Resources to **jump-start a change in attitude that has translated into a boost in performance**.

The first Hidden Resources workshop I took was a teambuilding course called *Meet the Challenge* that included high ropes elements. I was skeptical that a group like ours could be persuaded to work well as a team, and positive that there would be some incurable cynics. Once Doug and his team began their magic, the group was laughing, problem solving, cooperating, cheering and encouraging each other to climb 60-foot poles. Each member of the team achieved his personal best, but more important, the **team spirit was electric**.

I turned to Hidden Resources for their *Breakthrough Thinking* course to help me focus on goals for the year. In just one day, Doug helped the group master **very specific strategies for overcoming obstacles to reach goals**. The Hidden Resources approach was so novel that I engaged Doug to coach our staff in breakthrough sales techniques following the workshop.

It is clear that **Doug Hanson's** success in sales and management is the result of his talent for pushing himself beyond the limits. **He is also one of the rare individuals who can apply those skills to help other people reach new levels of performance**.

I offer Doug Hanson and Hidden Resources my unqualified recommendation. Please feel free to contact me for additional comments.

Sincerely yours,

A handwritten signature in blue ink that reads "Andrea Lebovitz".

Andrea Lebovitz  
President, SUMA Partners, Inc.