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To whom it may concern,

This is a reference for the work that Wera consultants are doing with us and how we have found working with this company. First of all I must state that we have had Israel and his wife in our centre, however we have been working predominantly with Israel.

We are an Early Childhood Centre that has a license for forty children, we are based in rural Waikato.

When Israel first arrived on our doorstep we knew nothing of his company or himself. We found his initial approach to us, to be that of a true professional with the hint of Maoritanga that we are accustomed to receiving. Immediately we felt comfortable with him and our work began quickly and painlessly. Upon the initial meeting his professionalism and knowledge was second to none. He asked for information to be sent to him and when he got here we knew that he had read it and that he had become familiar with our centre.

Israel spent time with us to find out who we were ? What we were all about ? and most importantly what we wanted to achieve from his company ? We were quite clear about where we were going and how we were going to get there. After this first visit we made other appointments and then our journey began.

What we identified was that we needed a Strategic Plan which included a :

- 1) Strategic Direction
- 2) Vision Statement
- 3) Mission Statement
- 4) Values
- 5) Purpose
- 6) Strategic Priorities
- 7) Strategic Calendar

From here we needed more management assistance which included a :

- a) Marketing Plan
- b) Business Plan
- c) Performance appraisals
- d) Management training
- e) Staff Training

Israel also ran for us a staff team building day which was very successful and well run. He also come to our centre after hours and run for us a parents evening which was well attended and well run. As well as a good listening ear and a bundle of knowledge Israel is very professional in what he does and how he delivers his work.

In conclusion we have found Israel very easy to work with and he delivers a quality service that is second to none. He has put time frames on tasks to complete and as yet has not been late to fulfill these tasks. He has delivered what he said he would and has been very up front with us from the beginning. Rainbow Kidz has no problem with working with Israel and his company and has nothing but praise and a very high regard for him and his company.

Kindest regards

Allen Pryor

Licensee

Rainbow Kidz Matamata Ltd