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Mr Todd Smith  
Ripple Effect Consulting  
PO Box 2608, Phnom Penh 3, Cambodia

21 May 2012

Dear Todd:

On behalf of all the staff at iDE Cambodia I would like to thank you and your team for creating an engaging and memorable event for our retreat at Koh Kong on 16 May 2012.

In the lead up to the event, the Ripple Effect team were flexible and creative in designing a program of events that met iDE Cambodia's specific needs. On the day, the session exceeded our expectations and received positive feedback from staff of all ages and organizational positions.

In particular, we noted your exceptional understanding of Khmer language, culture, and humour, which enabled you to build rapport with a group of 200 people, capture their attention, and keep them engaged throughout the session. This created a positive environment and encouraged staff from across the organization to contribute to discussions and participate in all the activities. Your focus on active participatory learning ensured that messages were delivered effectively and in an inspiring way.

Throughout the event, Ripple Effect's support staff were capable and proactive in ensuring the smooth running of the activities, adding to the enjoyment of the day.

I would not hesitate to recommend Ripple Effect Consulting for similar events within iDE or other organizations. We wish you and your team good success in the future.

Yours sincerely,



Michael Roberts  
Country Director  
iDE Cambodia

