

Mr Todd Smith
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To Whom It May Concern:

Reference for Ripple Effect Consulting

Due to circumstances beyond our control, ChildFund Cambodia required the services of a leadership and management training institution for eleven senior and middle management persons, with only five days notice.

Ripple Effect Consulting, led by Mr Todd Smith, undertook the training. Even with a limited time for planning, the training agenda was tailored to the specifications of the organisation and the personnel participating (all but one were Khmer nationals), with some flexibility for change in the agenda as issues might arise. The training was interactive, fun, motivational and an excellent learning experience for all persons.

ChildFund Cambodia national staff greatly appreciated Todd's knowledge of Khmer language, his Khmer cultural and literary references and his interlinking of different aspects of the training agenda. A tool kit was amassed over the period of three days; however, the emphasis was on experiential learning, using the prior knowledge and experiences of all participants. Todd's knowledge of leadership, management and coaching issues, in Cambodia and external to Cambodia, ensured that discussions were high-level yet practical for everyday use by all staff. A constant focus was on best practice, continual improvement and refinement of relevant strategies.

Todd maintained a genuine dialogue between himself and all participants during the training. The energy in the training room was always positive. Participants had ample question and answer time; and there was a judicious mix of theory and practice.

ChildFund Cambodia would recommend the services of Ripple Effect Consulting to others.

Yours sincerely,



Carol Mortensen
Country Director
ChildFund Cambodia