



**S O C I A L I M P A C T**

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To whom it may concern:

I would like to recommend Todd Smith and Ripple Consulting for team retreats and organizational development events.

Todd Smith and Ripple Effect Consulting supported a recent retreat sponsored by a program Social Impact manages. Our program was engaged to provide a two-day retreat to a team within USAID's Cambodia Mission to improve teamwork and collaboration, strengthen and clarify organization structure and roles, and improve communication and morale. It was a tall order to be completed in a very short time frame. Todd and Ripple Effect not only supported our US-based consultant in identifying and establishing an agreement with a local venue, but also provided logistical and administrative support. Most importantly, Todd was able to work with our facilitator to design and deliver a two-day retreat which involved a large number of objectives, included difficult material for the group to address, specific outcomes that needed to be achieved, and at the same time create an energizing, morale-building experience for the group. The team was excited to apply the outcomes of their work and enjoyed being together and working on team activities.

In addition to the outcomes for the team participating in the retreat, we at Social Impact were very pleased to work with Ripple Effect Consulting. Todd is flexible and easy to work with, and very focused on getting the job done well. We will certainly look for ways to use Ripple Effect and engage Todd Smith in the future.

Best regards,

Bob Rice, Project Director  
GHPOD