

## REFERENCE LETTER

Upon request of Wszechnica UJ I provide a written reference on our cooperation.

**Overview of the cooperation:** We have been cooperating with Wszechnica UJ since August 2017. From that time we developed and implemented a leadership program (80 hours) and organized the soft skills trainings Effective communication & Conflict resolution, Project Management and Time Management. Besides, four of our managers attended more than 20 hours of the individual development sessions with the coaches from Wszechnica. All the programs and activities were targeted to our needs and requirements.

**Satisfaction with the quality and scope of the services provided, as well as the lecturers:**

What Wszechnica stands out for is partnership and willingness to find common solutions for employee development. We value the professionalism, respect for our needs and corporate culture and high level of expertise as well as human approach of lecturers and managers from Wszechnica. They can quickly adapt to client's specific requirements and needs and they go even beyond the standard service. They often provided us with valuable insights from the trainings and interaction with our employees and their reports and suggestions for improvements were very helpful for us as sponsors.

The leadership program for new leaders was developed based on our requirements and competency model. Wszechnica promptly created a program that completely met our needs and implemented their own best practices. It is a combination of high-quality training modules, individual consultations, co-operation with superiors and real-world exercises outside the training room. The program was perfectly coordinated - the organization of activities, group dynamics and complete documentation.

Our employees are very satisfied with the training and coaching, which is reflected in surveys and their feedback, and we appreciate the personal approach, flexibility and reliability of both the lecturers and the management of the company. I highly recommend the services of Wszechnica UJ.

**My contact details:**

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Best regards,

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ESET, spol. s.r.o.

In Bratislava, 29.06.2018