



MEMORANDUM

November 14, 1999

Joy Rogers
7534 Blue Fox Run
West Chester, OH 45069

Darren Murphy
514 Ellen Drive
Goodlettsville, TN 37072

Dear Darren;

Thank you being the paradigm at my workplace, the City of Dayton Water Distribution. We are still discussing your presentation on Conflict Management.

The City of Dayton's workforce is undergoing a dramatic change in becoming a high performance organization and you have played an important role in our developing new skills to reach our unique goals.

I was so impressed with the audiotape "Who Moved My Cheese?" I shared it with Mrs. Sarah Seagraves in Human Resources. Mrs. Seagraves was so thrilled with this metaphor that she ordered the video. We are incorporating this metaphor along with the video in regards to giving and receiving criticism, that you presented, into our subsequent team skills training program.

I appreciate you facilitating skills and your kindness is remembered. Your gift box was received and distributed. I along with many of my co-workers donated our perfume to our local battered women's project. They were received with MANY THANKS and LOTS OF SMILES. :~}

With heart felt thanks!

Joy Rogers
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