



Gliwice, 13.03.2015

Reference letter

Working with Jagiellonian University Extension (Wszechnica UJ) over the past one and half year has been both a worthwhile and valuable experience.

In 2013, Jagiellonian University Extension has designed comprehensive leadership development program for an international group of project leaders working for Tenneco. The design of the program combines skill training, implementation tasks, follow-up coaching, and competency assessment.

As of now, two waves of the program have been completed, and a group of 30 participants have graduated from it. While our company policy is not to share their personal data, I do confirm that Maciej Świeży has provided 96 hours of training, 32 hours of team coaching, and 51 hours of individual coaching, and that Iwona Sołtysińska has provided 96 hours of training, 32 hours of team coaching and 39 hours of individual coaching within this project.

This multinational project has been highly evaluated by participants as well as by European managers and directors. It is worth to emphasize that facilitators use their coaching/ training skills adequate to multinational requirements. Both Iwona and Maciej have reacted very flexible to changing conditions/ expectations without losing professionalism and high quality of delivered training/ coaching/ assessment.

Jagiellonian University Extension team was diligent, driven and focused on achieving goals. I think very high of the company and would not hesitate to give it strong recommendation for all potential customers interested in employees' development.

Yours faithfully,

Urszula Balcerek – Szrubarczyk
Regional HR Manager

A handwritten signature in blue ink, corresponding to the typed name above it. The signature is fluid and cursive, starting with a large 'U' and ending with a long, sweeping tail.