



# Canadian International School of Hong Kong

香港加拿大國際學校



2nd April 2019

To Whom it may Concern

**Re: Michael Iannini**

Mike has worked with us on a consultancy basis at CDNIS for the last two years. He has delivered training to our Lower School Learning Leader Team. In the first year this training focused mainly on leadership theory and building healthy team dynamics. In the second year it has focused more closely on change leadership and has contained an element of coaching in triad groups.

The training has been very successful and has enabled our middle leaders, some of whom are fairly inexperienced, to develop a wider understanding of the leadership role and be provided with tools to scaffold their leadership journey.

In addition to leadership training, Mike has facilitated the DiSC, first with the Learning Leader Team and then the following year with the whole Lower School staff. This has been an extremely successful initiative. Mike facilitated with skill and enabled each participant to understand their own DiSC profile and those of their closest colleagues. This has been a highly effective tool to build healthy team relationships, which staff continue to refer to many months later.

I have recommended Mike to several colleagues both within our school and outside. Consequently, Mike has delivered training to our Upper School Pedagogical Leadership Team and has worked with our Board on DiSC.

If you require further information, please do not hesitate to contact me.

Yours faithfully,

Dr. Helen Kelly  
Lower School Principal  
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