

The I. S. P. Schools Association

(No. 2597-V)

(Incorporated in Malaysia)

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To whom it may concern,

Letter of Referral for Mr. Michael Iannini

When Uplands School took the decision to seek CIS accreditation early in 2015, our Board recognised that governance would be at the very core of the evaluation process; that we would be held up to the light and could find ourselves exposed to different ways of thinking than before. Although we had undertaken our own self-assessments and strategic planning 'retreats' in the past, here was an opportunity to have a completely independent re-examination of the purpose and practices of governance within Uplands School.

To achieve the objectivity we were seeking, the Governors decided that an outside 'facilitator' was required to catalyse the accumulated experience and diversity residing within our Board. What we sought was no less than a blowing away of the cobwebs and the creation of an enabling environment for the formation of an effective strategic blueprint for the future.

Following the recommendation of friends and colleagues who had had experience in this not uncommon situation, we established a shortlist from which we selected Michael as he was able to demonstrate that, in addition to his technical expertise, he had the personal attributes to engage our team and bring out their best.

I am happy to say that the results have more than justified our confidence.

The consensus of our team was that the successful outcome derived from Michael's careful pre-analysis, including perceptive interviews of the participants before the program commenced, and an uncommon ability by anecdotal good humour to draw out everybody's opinions, encourage interactive discussion and create a sense of common ownership. A frequent comment was that a new sense of empowerment to effect changes, think in new ways and confidence to take on the responsibilities of governance was bestowed on those present.

The use of the DiSC personality profiling, although new to most of us, was convincing in helping participants to be more aware of themselves and what reaction they have on others. It proved an effective and practical tool for interactions with other colleagues and encouraged disciplined thinking. This manifested itself very quickly on the second day when real issues affecting the School were addressed. It is no exaggeration to say that some of the questions which had remained unresolved for a considerable time, were finally dealt with through a newly revitalised appreciation of the others' views and a willingness to seek a consensual solution.

In all, I can say that the results of this 2 day exercise over a weekend in October 2017 have been most satisfactory and my colleagues and I feel that in no small measure Michael has motivated us with new confidence and resolution to face the challenges of the future.

Yours sincerely,



John Patrick Baskett MBE
Chairman