



Cebu International School

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February 27, 2017

Letter of Referral for Mr. Michael Iannini

To Whom It May Concern:

Mr. Michael Iannini, Managing Director of PDAcademia, was retained by the Board of Trustees of Cebu International School to provide consulting services for their annual Board Retreat over December 9-10, 2016. I worked with Mr. Iannini to develop a bespoke agenda to cover the desired areas of coverage, facilitated his visit, and participated in the provision of the training.

The over-arching goal of the retreat was for participants to leave with the understanding and confidence to work with colleagues to collaboratively execute their governing responsibilities for Cebu International School. The workshop explored the why, what, and how of school governance, active sessions designed to gain an understanding and appreciation of different work styles, leading to an understanding and confidence in executing roles as a board member. We then used what we had learned to consider possible dilemmas related to school governance, and practice effective communication skills. Finally, we spent our final session looking at current strategic issues, where Mr. Iannini tenaciously led participants past initial emotional responses, and towards a collective, measured viewpoint that the Board could develop further at a later date.

Mr. Iannini was selected due to his wide experiences covering both governance and teamwork/communication. I had previously worked with Mr. Iannini through his provision of PD in the ACAMIS organization, and knew him as a competent, organized and diligent PD provider. My confidence in his abilities was upheld from the very start as we worked to plan an agenda that reached all areas the Board had identified for coverage.

The workshop went off as planned. Much of the success, I believe, was due to the large amount of planning Mr. Iannini completed, including contacting all Board Members prior to the retreat to fill in a personality inventory to use at the meeting, and meeting them all over Skype to get to know them and to find out what they specifically were looking to get out of the retreat. This personal touch was particularly helpful as we only had a limited time, and the effectiveness of this was evident in how we immediately got into the agenda without having to spend time getting to know each other.

The post-workshop evaluation by participants covering objectives being met, training being relevant and delivered in a way to facilitate learning, and content covered in a learning atmosphere, were all at the top level. All participants noted they would recommend the trainer for additional training needs, and the only criticism received revolved around not having enough time to cover more – which was a self-criticism as the school set the time limit!

Overall, I found Mr. Iannini very easy to work with and flexible to the ever-changing nature of international schools. This included a surprise change in retreat dates at a fairly late stage, something I am sure for someone as organized as he is, would have been irksome to say the least! A good measure of a person's tolerance is their retention of humor and cheerfulness when things don't work out exactly as planned, and I can verify Mr. Iannini proved to be well equipped to cope with setbacks! Please feel free to contact me personally if you would like further details.

Yours Sincerely,

Dr. Gwyn Underwood
Superintendent