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MASSMART



December 9, 2014

To Whom It May Concern

Re: Nickolette & Associates

Over the past 18-months I have had the good fortune of working with Nickolette as my Executive Coach. Nickolette was recommended to be by a Senior Executive in my business that had prior experience working with her.

Nickolette is a consummate professional who is a master of her craft. She has played a significant role in my professional and personal development as a leader and a manager and as a manager of managers and teams. Nickolette works as a mirror to my actions and leadership approaches, allowing me the ability to review and reflect without influencing or directing my decision-making. That is an incredibly useful mechanism which questions and searches versus dictates and prescribes. I have found the honesty in her feedback useful in that as you rise as a leader you get less honest feedback.

Other ways in which Nickolette has assisted my growth include through her uncanny ability to share at relevant moments strategic reading materials, seminars, books etc. which expose me to the latest thinking or to tried and tested tools of executive management.

I have been able to draw on Nickolette's real time engagement and feedback via drawing her into my beginning and end-year offsite meetings where I have been able to extend my leadership journey to include and bring along my immediate team. Nickolette has also taken the time to source feedback from both my seniors and my management and executive peers, who have allowed me a 360 view that is so important to continuous improvement that is fully aligned to what the business would like to see.

I highly recommend Nickolette & Associates

Sincerely

Sherry-Lee Singh, Supplier Development Lead

Working together to save you money

Directors: KD Dlamini (Chairman), CS Seabrooke (Deputy Chairman), GRC Hayward (Chief Executive Officer), S Broader**, A Clarke*, Dr NN Gwagwa, P Langeni, JP Suarez**, J van Lierop*** (Chief Financial Officer)
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