

United States Government

Department of Energy  
Bonneville Power Administration

# memorandum

DATE: November 12<sup>th</sup>, 2015

REPLY TO:  
ATTN OF: Garrett D. Rehbein

SUBJECT: Leadership Training

TO: To whom it may concern:

To drive improvements for my Bonneville Power Administration leadership team, I contracted Walter Chase at Fighting Chance, Inc. Mr. Chase came highly recommended from a work colleague. We met to have an initial conversation about my goals. As a new Regional manager, I was keenly interested in gaining an understanding of the current culture amongst my district managers and their direct reports - in order to build on their strengths and begin working on common initiatives. Our strategy began with creating an environment for leadership to come together and discuss team and leadership concerns, and help create solutions for the group to work better as a team.

Mr. Chase conducted three leadership assessment workshops for my managers and supervisors to evaluate and provide solutions to the challenges in our workplace. The workshops invited attendees to interact with each other across management layers and provided new learning opportunities as we worked together. As a facilitator and coach, he was able to connect with my employees; genuine participation and growth occurred for everyone.

A key component of the assessment and evaluation process utilized thought provoking techniques such as role playing and group discussions that challenged the mindset of the leaders in the room. One of the outcomes of the event was having managers and supervisors see how group dynamics plays an important role in leadership development. Having the ability to see and discuss how each leader responded in a vulnerable situation presented opportunities for solutions that were not previously transparent. At the end of our group discussion, the leaders came away with the decision that they should meet and create more opportunities to discuss solutions for leadership and team development.

Mr. Chase ably assessed and evaluated our current state of leadership in management and presented me with a transitional plan for leadership improvement. I was more than satisfied with his services and would highly recommend him.



Garrett D. Rehbein  
South Regional Manager  
Bonneville Power Administration