

Reference Form

Name of Candidate: Sean Highberg

Name of Reference: Dean Williams

Current Title: Sales Manager at Oracle

Company/Association: Sales Manager at Information Builders

How long have you known *him/her*?

I've known Sean about 1 year. I was his Sales Manager at Information Builders. I hired Sean, and after about six months I accepted an offer to work for Oracle.

What is Sean really good at?

At IBI it is a very consultative sell and you have to be a great listener and communicator. He is high on the bell curve in both of these areas. Also he is very good on the relationship side and a very good prospector. He was tasked with turning around some troubled accounts and he successfully did so.

He is proactive, knows how to target accounts, very engaged. He comes across in a way that makes people want to talk to him. He is also a very hard worker. I always felt I could count on him.

Does *she/he* have any significant areas of weakness/areas for improvement?

I think as a sales coach, someone could help him continuously shape how to spend his time to be more productive. He takes on a lot and will tend to get overextended, so I think that is an area a sales manager can help him calibrate where to prioritize at times. Frankly it's something most successful sales people need coaching with throughout their career.

How would you rank *him/her* in terms of her/his ethics and moral conduct?

He is completely trustworthy... a great human being with a wonderful family.

Is there anything you would like to add?

Sean has not yet reached his potential. He has really, really good potential and he just needs the right environment. He will get there I am sure. I highly recommend him.