

June 14, 2012

Dear Karen, Henry and CTI Leadership Team,

I am writing to share about the impact Signy Wilson's leadership and vision has had on me and her contributions to a program we worked on together for RBC.

I know Signy through her being my coach and one of my CTI course leaders. Part of what has always stood out for me about her, and one of the reasons I selected her as my coach, is that she quickly and easily creates trust, both 1:1 and when leading a workshop. She also sees and appreciates what is valuable about each person along with their potential, and she doesn't rest until that potential is realized. Signy has many dimensions to her coaching, at the foundation is her unwavering support for her clients, and she achieves this through a fine balance of discipline, liveliness and always from a space of caring. It is a unique and wonderful experience to be coached by Signy and our time together continues to have an impact on the person I am today.

Signy and I also worked on a coaching program for RBC. As I worked with Signy, she demonstrated both vision and the desire to make a difference on a larger scale and create a program that would be meaningful for the employees. The process to create the program was well thought out with options that would lend themselves to the solution that was being requested and that was aligned to the values of the organization.

The vision included not just a few workshops, but rather a more elaborate program including 6 coaching sessions per participants (including supervision calls) as well as a number of webinars focused on deepening the coaching skills. In short, the program focused on reinforcing the learning over a period of several months, and by integrating several methods including individual, group and class room development.

The Performance Enablement Champions Program has been running for close to 4 years, with numerous attendees overall - from many levels, industry areas and geographical locations of the company. We continue to have follow up training sessions and coaching/supervision for each participant. We even got a chance to video tape Signy and another leader speaking about the skills, as a way to keep the learning current for the graduates.

Signy's partnership and dedication to the program certainly contributed to the launch and value that co-active coaching provides participants. I know that Signy still contributes, as a facilitator, and coach today.

I continue to be thankful to Signy, both for the changes she helped make in my life through our coaching, and also the partnership in creating the Performance Enablement Champions program.

Kind Regards,
Katerina Goros
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