



CTI Leadership Leader Selection Committee,

I have known Kevin throughout the past 10 years; originally as my direct supervisor when he managed The Johns Hopkins University's training department; then as a colleague when he led the change management team during the University's and the Health System's implementation of a new Enterprise Resource Planning System (SAP); more recently as a friend; and ultimately as a personal coach. Knowing Kevin in all of those roles, I am uniquely qualified to recommend him to lead the CTI Leadership program and I am honored to do so.

During our years together at Johns Hopkins, I have watched Kevin lead work teams to success, never compromising his integrity or backing down from difficult decisions. In business, Kevin has always achieved respect and results as a leader.

However, most recently I have seen Kevin's skills as a leader in a different way. After recently being diagnosed with kidney disease himself, it is Kevin who has risen to lead his family and friends through this journey. As the leader on this trip through unfamiliar territory I have observed Kevin:

- Accept what is and lead those around him to do the same.
- Manage facts not stories.
- Embrace his danger energy to see the adventure in the situation.
- Replace the life he planned with the life that awaits him.
- See opportunities and possibilities where others see the roadblocks and help his family and friends to do the same.
- To live bravely outside of his comfort zone.

Kevin's leadership style brings a unique combination of compassion, acceptance and bravery to anything life brings. Kevin's life purpose is "to be more alive, let's go" and never has he embraced this purpose more genuinely than through his recent battle with kidney disease. I anticipate that an entire dialysis center of patients will have a whole new outlook on their fortune, and will feel alive and ready to go once they spend a few hours next to Kevin.

Sincerely,


Maxine Given

Director of Finance and Administration
The Fund for Johns Hopkins Medicine