

June 10, 2012

To Whom It May Concern:

It is my pleasure to recommend Chuck Allen to anyone looking for an impactful, ethical, and caring leadership development professional in a leadership role.

I know the beneficial impact of Chuck's leadership work through my own role as president of the California Men's Gatherings. We are a non-profit, volunteer, educational organization, thirty-four years old, with 4,500 members statewide. The mission of the CMG is men's personal growth and leadership development in a supportive community. I also appreciate Chuck's quality as a leadership professional because of my own past experiences as a manager for the Ritz-Carlton Hotel Company and as a school principal and regional teacher trainer for the Los Angeles Unified School District.

For seven years in the CMG, I have seen Chuck successfully lead reflection, growth, and empowerment experiences for groups at our retreats ranging from six men to three hundred. He works equally well alone and in collaboration with team partners. As well as skill, Chuck shows his humility and gentle humor.

In recent months, Chuck has decisively served me and the CMG board of directors as a leadership mentor and coach. This year, our organization had a severe political conflict that went on for two months. This crisis threatened our organization's future. The board of directors knew we urgently needed another direction. As the danger escalated to alarming magnitude, Chuck called me, teamed with another man also trusted by me, to offer to help. Chuck offered an alternative analysis of the human dynamics, a new possible way out of the crisis, and his own mediation services. Chuck's skillful and principled service at that moment started our comeback from the brink.

We changed course, and in the weeks that followed, Chuck worked tirelessly as our coach and collaborator. He served as a resource for new knowledge about organizations and leadership and as mediator in the conflict.

What made Chuck's intervention successful were his respect for all parties in the conflict, the deep knowledge of organizational and leadership dynamics that he brought to the table, his appreciation for the leadership's struggles, and his commitment to help as long as he was needed. Chuck deeply understands that the way things are done is of the highest importance. Moving forward, Chuck and I are now collaborating to strengthen and grow our organization.

Because I know Chuck's work in a direct and powerful way, Chuck has my highest recommendation and my deepest gratitude. Please do not hesitate to call me, as needed.

Very truly yours,

Michael Fahy
President, California Men's Gatherings
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