Recommendation Letter by **Mr. Kalman Shaham**

Owner, founder and ex-CEO of, "Altshuler Shaham": one of Israel's leading investment houses

Founder of "quality assurance movement" of the Israeli government

Directory board member of "courage" movement

Management board member of the Israeli National Ballet

Chairperson of the supervisory committee of "there's hope" movement

The topic: Anat Treister–Goren (Nati)

Dr. Anat Treister Goren, Nati, is our Organizational Coach for the past six years. Our organization grew during this time from 40 employees to over 200 employees. With the initial recognition, 6 years ago, of our accelerated growth, we hired Nati to facilitate the process. In the first couple of years Nati coached key people and senior managers. Later we added all middle managers and any other person in the company who needed coaching, and finally we moved into receiving team and departmental coaching from her.

The processes which she led required high skillfulness and sensitivity, both of which are part of who Nati is. Today, looking back, we can definitely conclude that the sum of all parts in the company is bigger than the individual. Workers increased their productivity because they strengthened their weaknesses; we offer a learning environment, and we emphasize fun and positivity. Our organization is one which employees do not want to leave.

Over the years, just as Nati has been following up on our company growth, so have I followed her work in the world. She has been a lecturer in conventions and gatherings and has been involved in projects, which got me curious and intrigued. These projects included, training in coach-approach skills and leadership development for professional ultra-religious women in key community influential positions, voluntary training of youth guides and non-profit team leaders, training and empowerment of social workers who work with families who lost their ability to be financially independent, volunteering to do team coaching to a theater management- team promoting Jewish-Arab theater group, and helping financially challenged couples. I was also part of her support team when she was working on the translation of the Co-Active Coaching book and added my words of recommendation for the book.

I have no doubt that Nati's unusual personality, her knowledge, empathy to all those around her, significantly helped and contributed to us as a company, and to us as individuals.

With Respect,

Kalman Shaham