



26 June 2005

To whom it may concern

Aurora Energy has been working in partnership with Dattner Grant since 2000. First in the area of Executive coaching and since 2002 in Leadership and Management Development.

Aurora has been more than satisfied with the outcomes of this relationship, seeing our leadership capability and employee engagement increase dramatically over time as a result of these programs. These changes have been quantified by the use of satisfaction and engagement surveys and 360 degree review of behaviours.

Dattner Grant were directly involved in the evolution of Aurora's purpose, vision and values and continue to coach and mentor our executive team to be the catalyst for change in our business.

Our previous experience of service providers in this sector leads us to believe that we will not find a similar partnership in Tasmania. The quality of the work of Dattner Grant is outstanding, particularly in the area of customising and developing programs to suit the changing needs of the business. Our programs are custom designed in consultation with our CEO, Executive team and senior HR people, and then reviewed prior to each module for currency and relevance to the business at that point in time.

Dattner Grant facilitators have the ability understand our business and the development needs of our people that has been unmatched by other service providers. They have gone beyond expectations on many occasions in a way that demonstrates real commitment to the purpose and vision of Aurora.

Yours sincerely  
Ros Boucher  
Learning & Development Manager  
Aurora Energy