



When we worked together at Palm, Matt led several initiatives that helped Palm develop products more effectively. Matt facilitated teams of director-level managers through a process that brings the management team into alignment in order to solve challenging problems. Having participated in several of these initiatives, I was always impressed at how Matt and his process were able to bring these managers together, find common ground, and have them participate so actively in solving the issues at hand.

In my current role at HP, I found that my director-level managers were faced with a particularly difficult problem that required them to work together in order to meet the challenge. Once I realized this, I did not hesitate to engage Matt to lead my team through the process that he honed at Palm. And, I was not disappointed that I did. Matt's process worked equally well in our environment. In our case, the team was distributed between 3 locations in the US, 2 locations in Asia and one location in Europe. Matt led the team via a series of conference calls. In spite of the fact that the team was not physically together, the process worked equally well to create the actionable plan that I wanted in order to address the challenge that we face.

Matt is terrific at leading cross-functional management teams to solve challenging problems. I recommend Matt to any leader interested in having their management team work together more effectively and delivering results that solve your most challenging problems.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Joseph Tate', is written over the typed name.

Joseph Tate
Vice President of Engineering Development, Handheld GBU
HP, Inc.