



To Whom It May Concern:

Xcelaero Corp. was formed to introduce advanced aerodynamic designs more typical of aircraft engines into lower pressure ratio ventilating and cooling fans. During our first two years, we operated much like a start-up company; that is with very little in the way of formal development process. This approach was successful, but it soon became apparent without changes we would be a victim of this success. We began to accumulate more customer opportunities than our current structure would allow us to address. We asked Matt Schlegel to help us 1) become more efficient in moving products through the development process with existing staff; and 2) create mechanisms for us to determine the best opportunities and to prioritize resources on those opportunities.

Matt explained a problem solving methodology that he uses in his consulting practice to identify problems, set goals, create a path to reach the goals, and solve the problems with lasting effect. This problem solving methodology, along with Matt's background in product development and experience at start-up companies, seemed like a perfect fit for us, so we embarked on our "adventure." Matt shepherded the team through the process, which exhibited moments of chaos, complexity, and confusion as we identified problems and worked through proposed solutions. We have an interesting mix of people here of vastly different experience levels, ideas, and personalities. It was quite a task at times to get us all marching forward. But at the end of each phase Matt ensured we finished with clarity of direction and a sense of accomplishment.

Our efforts with Matt as facilitator lasted 8 weeks, the outcome of which was a clear plan formulated by our team members and endorsed by the executive team. Since that endorsement, the team has moved forward executing the plan and achieving the goals we defined. Bottom line, Matt delivered exactly what he promised, and we addressed our original problems far better than I would have ever hoped for at the outset.

Frankly, it would have been impossible for us to make such rapid progress towards our objectives without enlisting the help of Matt. I encourage any team or company that wants to solve cross-function issues and simply become better at what they do to contact Matt Schlegel and learn more about how he can support you.

Sincerely,

Patrick B. Lawless
Senior Aerodynamics Engineer, Xcelaero Corporation