



spaice  
8901 Woodbine Ave  
Markham ON L3R 9Y4

May 14, 2022

Malcolm Gurley  
LMI Canada

Dear Malcolm,

We want to take this opportunity to express our sincere gratitude for your unwavering support, facilitation and coaching over the past few months.

LMI's the Effective Productivity Program has made a real impact in our lives personally and organizationally. This program is especially beneficial for a start-up such as spaice. The course is inspiring and it provides the tools and skills to be a total leader.

Since the program started in September 2021, we've come away with many practical approaches to improving productivity which we've been applying successfully in our organization. Understanding our personality profiles allow us to consciously improve in areas that were previously hindering our leadership abilities.

Focusing on high-payoff activities and learning how to effectively delegate to other team members is key to our current success. As a result of the program, the net result is a 6:2 return of investment. We have had many achievements and seen immediate changes in our overall productivity, goal setting, management, problem solving and communication skills.

We highly recommend this course and Malcolm to employers and employees at all levels. You will be able to take on the knowledge and apply some simple yet powerful tools to succeed by adopting the right attitudes.

Sincerely,

Susan Kwong  
Director of Operations

Carol Yang  
Lead Designer