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September 6, 2017

To Whom It May Concern:

As a former student, I know firsthand how dynamic Dr. Mark is and knew that there was no one else I wanted as the guest trainer as we, at the McGaw YMCA, piloted the Emerging Leaders Program (ELP); a nine-month long, leadership development program for middle management.

In the first year of the ELP, sixteen new managers took part in “classroom style” leadership training, led by Dr. Light. These courses helped shaped the conversations the ELP participants were able to have with their supervisors, encouraged them to think about their personal leadership style, and reflect deeply on how their leadership styles affect co-workers.

As a pilot program for us, we were unsure of how the program would be received, but, as evidenced by the rave reviews after each session, participants loved Dr. Light’s interactive workshops and felt that the content was very relevant to their day-to-day lives (both in the workplace and out).

Dr. Light also encouraged all ELP participants to seek him out as a Coach. For those students that took Dr. Light up on this offer, they found his coaching to be helpful, neutral and impartial. Mark made himself available to all participants and earned their confidence quickly.

The Emerging Leaders program was a great success, and Dr. Light was integral to providing real life leadership training. At program’s end, participants reflected that the workshops were a great baseline for the rest of their experiences in the ELP and appreciated how Dr. Light encouraged deep thought and self-reflection. There is absolutely no doubt that the ELP would not have been the same without Dr. Light’s unique teaching style, interactive PowerPoints and welcoming personality.

I am beyond grateful to have had Dr. Light lead the ELP workshops. I would highly recommend Dr. Light and First Light Group for leadership development training for all levels of management.

Mallory DePrekel
Manager; Learning, Career and Volunteer Engagement (former)
Mallory.deprekel@gmail.com
858-774-2793