

## Client Testimonials

*“Over the last year and a half, you have made a significant impact on my development as a professional and as a person, and I am very grateful.”*

Director  
Nonprofit Association

*“STELLAR work!!! We have been working with O.D. Systems for over 20 years in the areas of EEO, customer service, teambuilding, and management skills. This long-standing relationship has allowed O.D. Systems the unique perspective of being “one of us” without actually working here. We look forward to continued success in our partnership with O.D. Systems.”*

Amy Heslep  
HR Specialist  
Training & Employee Development Branch  
Architect of the Capitol

*“Outstanding instructor!”*

Advanced Leadership Skills Course Participant  
Foreign Service Institute  
U.S. Department of State

*“This is not at all what I expected. I usually don’t want to participate in these sessions because nothing gets accomplished. This was really positive; not at all what I expected.”*

Strategic Planning Session Participant  
Office of Civil Rights  
U.S. Department of Transportation

*“Dr. Kormanik has consistently delivered a high quality training class for our employees. He is always willing to incorporate our existing “opportunities” into the class in order to make it the most meaningful for our employees. His facilitation skills are top notch and he is able to persuade even the most difficult employee to be present and participate in the class.”*

Amy Heslep  
HR Specialist  
Training & Employee Development Branch  
Architect of the Capitol

*“Instructors were well equipped to deliver the content, provided opportunities to share real experiences, helped talk through issues related to our organizations, and gave great perspectives.”*

Advanced Leadership Skills Course Participant  
Foreign Service Institute  
U.S. Department of State

*“Your work has brought out the best in us.”*

Strategic Planning & Teambuilding Off-site Participant  
Office of Civil Rights  
U.S. Coast Guard

*“You take extremely boring topics and make them interesting by providing useful examples of what our job is really like.”*

EEO & Diversity Awareness Course Participant  
Foreign Service Institute  
U.S. Department of State

*“I really got the sense that you care about helping us.”*

Strategic Planning & Teambuilding Retreat Participant  
Tudor Place Foundation

*“Organized, efficient, and effective!”*

Advanced Leadership Skills Course Participant  
Foreign Service Institute  
U.S. Department of State

*“I’ve been avoiding this class; but, I decided to come because the hall talk has been really good.”*

Managing Sexuality in the Workplace Course Participant  
U.S. National Institute of Mental Health

*“Instructors were inspirational. Very real people who were supportive without acting like know-it-alls.”*

Advanced Leadership Skills Course Participant  
Foreign Service Institute  
U.S. Department of State

*“For the first time, I feel like I really got heard.”*

Teambuilding Retreat Participant  
Office of the Chief of Naval Research

*“It’s amazing how much you know about us. You guys really do your homework!”*

EEO Update Course Participant  
U.S. Executive Office of the President

*“Your remarks were profound and inspiring to both management and staff. We received numerous accolades concerning the conference and we owe much of our success to your participation.”*

Era L. Marshall  
Director, Office of Equal Employment & Minority Affairs

Smithsonian Institution

*“Thank you very much for helping us design and deliver the Executive Skills for Today’s Leaders program. You are a ‘role model’ facilitator. I appreciate your continued commitment to the program and look forward to learning from you in 2012.”*

ESTL Program Director  
U.S. Intelligence Community

*“Your insights were of enormous help to me as I put together plans for addressing some serious staffing issues to hit us in the coming fiscal year. I very much hope that my organization is able to tap your company’s resources further as we go on trying to become as efficient, and healthy organization as we can be.”*

Joe Casper  
Vice President  
Corporate Communications  
Point-of-Purchase Advertising International

*“Our relationship with O.D. Systems has been absolutely superb. I wanted to let you know how much we value our continuing association with O.D. Systems. Your extremely well developed process, leadership, and organizational coaching skills produce smoothly flowing meetings and work sessions that invariably result in personal growth for the participants.”*

Oran E. Warder  
Rector  
St. Paul’s Parish

*“O.D. Systems provided the right mix of professional knowledge, appropriate material, and timely humor to keep our employees focused and to stimulate constructive interaction. As a result, employees left the training with new insight surrounding the dynamics of EEO guidelines and their impact on the daily work environment.”*

Catherine Loudon  
Associate Director, Office of Management  
Federal Housing Finance Board

*“Love your ability to calm the emotionally aggressive without openly displaying you were doing so! Kudos!”*

Excellence in Government Program Fellow

*“The session made me think about my personal objectives and purpose as opposed to subordinating them to the agency’s purpose and objectives.”*

Excellence in Government Program Fellow