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To Whom It May Concern:

I have known Bonnie Hovel since 1990 when she was a student in my graduate Organizational Development and Social Work courses at the University of Washington, School of Social Work, Seattle, WA. After her graduation, we worked together as colleagues for various government and nonprofit organizations, a few of which are listed below:

- VA Puget Sound Health Care System, where we facilitated team building with outpatient clinic staff over a one-year period
- ElderHealth NW, where we co-facilitated a management retreat
- Jewish Federation of Greater Seattle, where we facilitated an all-staff retreat

In the years I've known Bonnie, I've found her to be a gifted, committed facilitator who is sought after by many organizations who need her help. In a facilitator role, she is patient, sensitive and effective.

A summary of her skills follows:

She:

- has distinctive skills in initiating her own ideas as well as following the ideas of others with enthusiasm and commitment
- has an excellent ability to combine her ideas and those of participants as well as those of her co-consultants. I've seen her work with a group of top managers and lower echelon administrators and help them put together a long range plan that was an excellent integration of the ideas of the two perspectives—a most difficult task considering the wide range of views held by these managers about what they wanted their future organization to look like but with her patient and supportive style she pulled it off. I might add to the rousing feedback she obtained at the end of her workshop.
- is especially flexible in working out planning schedules with colleagues.
- has an unusual combination of attention to detail while thinking on a larger scale, so her skills in strategic thinking are always rooted in reality.

- Is a joy to work with not only because of her flexibility but also because of the innovative range of her suggestions. She always comes up with an exercise or an intervention that helps us get 'unstuck' and helps our work move forward.

As you can tell I greatly enjoy working with and learning from Bonnie and would not hesitate to recommend her to any organization with a need to help their managers and employees engage in an organizational change. Her relationship skills and genuinely caring nature help foster a trusting environment where people feel included and positive changes are likely to occur.

Sincerely,



Hy Resnick, Ph.D.

Professor Emeritus

University of Washington, School of Social Work,  
CEO, KADIMAKIDS, LLC.