

ANTWERP, 11.06.11

To whom it may concern

I write to give evaluative comment on the contribution that Oxford Psychometrics and Dr. Chintha Dissanayake in particular has made to Antwerp British School.

We engaged the services of Dr. Dissanayake to assist us in introducing a staff review and development system as well as a more team based and professional staff culture.

Her contributions included:

- Assistance to the leadership team in designing the 2 year project
- Partnering with the school throughout the project
- Collecting data to closely monitor progress against our set goals
- Providing progress updates to management and advising on required strategy adjustments
- Staff training in using the staff review and development system, as well as workplace resilience, setting career and organisational targets and change management skills
- Coaching for individual staff members.

Dr. Dissanayake joined ABS at a difficult time, in the midst of the economic crisis. During the 2 years that she has partnered us the school enrollment has increased by 5%, in comparison with an average of 13% reduction in competitor schools, we have had the best academic results in the school's history, have run substantial budget surpluses, staff morale has improved and all staff have successfully participated in the new professional development system.

Dr. Dissanayake provided outstanding service. She is utterly professional, ethical, honest and forthright and has given far more than was agreed to or could reasonably have been expected. Beyond this she has demonstrated genuine care for the career development and well being of staff members. She has won the trust of the entire staff, and myself.

If your organisation is looking to boost performance and morale I can highly recommend Dr. Dissanayake to you. Her work has delivered great benefits to us.

Edmond Maher, Head of School

