

16<sup>th</sup> February, 2007

**To Whom It May Concern:**

This testimonial is to highly commend the services and skills of Vincent Considine.

Vincent was engaged by Thales Communications Operating Unit to provide senior leadership and guidance to a £100M design and delivery programme for a new Royal Navy communication system.

The programme team had been judged, by the business, to be failing and consequently the team was re-organised: with a promising, but unproven team. Vincent was assigned to support the transition of the team and ensure the programme recovery to the company. Using a clear coaching style, he supported the programme team transferring his experience in both programme methods, such as Earned Value, but also more importantly growing the personal leadership qualities of the Programme Manager and his deputy. His calm and assertive manner coupled with effective communication at all levels gave me confidence in the realistic delivery of his assignment.

In his final task, he chaired a successful Critical Design Review to multi-level client and customers. Vincent leaves with a hearty recommendation for valuable guidance and coaching of the Programme Manager and his deputy both of whom subsequently have earned promotion.

Yours faithfully,



Kevin Rooney  
Director – Naval & Air