

29 October 2005

RE: CRAIG BOWMAN

Letter of Reference

To Whom It May Concern:

It is our pleasure to submit this letter of reference for Craig Bowman and his firm, Common Ground *consulting*. Over the course of the past two years, we have come to know Craig quite well, both personally and professionally, and are confident in his ability to succeed in the most rigorous business environments. Craig has consistently demonstrated to us his ability to challenge himself, work hard, and achieve measurable successes for his clients.

Throughout the time that we have known Craig, we have directly observed his participation in experiences designed to recognize, support and challenge his leadership potential. In our work with NGO's throughout Europe (as staff, board members, advisors, and members), we have had the opportunity to observe Craig in a variety of settings, including as training team members; and have found him to be one of the most talented, responsible and dedicated individuals with whom we have had the opportunity to interact. Our appreciation for his contributions to our joint work has grown through an association that has provided frequent confirmation of his acumen, imagination, commitment and character.

Coming to work in Europe, especially Eastern Europe, from the United States, is not an easy assignment. Assumptions about Americans can run deep and building trust in these environments require special skills and a caring a particular personality type. In his personal life, Craig has served often as a volunteer counselor, advisor, and peer educator. His ability to challenge assumptions, stimulate discussions and provoke critical thinking have made him an integral part of decision-making wherever he is working or volunteering. As a positive role model, Craig has been quite successful in relating to the experiences of people who are struggling and providing solutions that are relevant to their experiences. As a result, he has developed a deep respect for human and cultural differences that serve him well as an international consultant.

In our many years of professional experience, we can say without hesitation that Craig is in the top tier of colleagues with whom we have worked; particularly when it comes to his commitment, perseverance, vision, strength and character. He has proven himself to be a strong and visionary leader, a good negotiator, a skilled expert in conflict resolution, a positive American role model, and an exceptional consultant. We are confident that he will excel in any cross-cultural environment.

When we collectively consider the scope and the value of Craig's contributions to our work and the commitment to his communities, we see a dynamic business sense, a pattern of service, an applied idealism, and a conviction that the human condition can be improved through education and service. Craig has already had a significant impact on those who know him and we are confident that he will excel in any consultancy for which he expresses interest.

Beside all this he is a wonderful and inspiring person in everyday life, so we are sure that he will be a great associate in any position.

If we can be of further assistance, please do not hesitate to contact us at [office@healthy-future.org](mailto:office@healthy-future.org) .

Sincerely,

Momir Pantelic  
Director  
Healthy Future Consulting

Predrag Stojicic  
President  
Healthy Future Consulting