



Kaiser Foundation Hospital and Rehabilitation Center
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Max Villalobos
Senior Vice President / Area Manager
Hospital Administrator

October 15, 2012

Dear friends and colleagues,

I would like to introduce you to Tina Rasmussen, Ph.D., who has been my executive coach for more than 6 years. Tina is now available to work with leaders in other organizations. As a senior executive, it's hard to find someone knowledgeable, who you can be candid with, who will listen and help you develop concrete, actionable solutions, as Tina does. I highly recommend her.

Tina started working with me when I first became the CEO at KP South Sacramento. She has helped me "come into my own" as a leader, and make the most of my particular leadership style. She has helped me reach some of my highest aspirations (that may have seemed out of reach at times), as well as to solve some really "sticky" people issues I thought I would just have to live with. My own career has flourished, in part because of her deep caring for my success, and her willingness to cheer me on or help me face difficult truths. She is an excellent thought partner and I trust her without reservation.

She has also helped me with some big organizational changes, producing measurable results on "human factors" that I thought weren't measurable, like leadership, team effectiveness, and even organizational culture.

Please feel free to pass this letter on if you have friends who might need her services, or to call me if you want a further reference 707-651-5414. Here's Tina's contact info:

Tina Rasmussen, Ph.D.
www.TinaRasmussen.com
DrTinaR@aol.com
415-388-9325

Best wishes,

A handwritten signature in black ink, appearing to read "Max Villalobos".

Max Villalobos
Senior Vice President and Area Manager
Kaiser Permanente Napa-Solano