



600 W. Chicago Avenue

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Chicago, IL 60654

Dear Maureen,

I wanted to thank you for partnering with Wrigley for our two business management team off-sites this spring and summer. Originally we were looking for a motivational speaker for a short section of our agenda. Once we starting working together, it became clear you offered tremendous value not only as a speaker, but also as a change consultant who was able to help us design an agenda that served as the kick-off to a cultural transformation for our strategic business plan.

Your attitude and passion for success is contagious, and it was clear to all our leaders that you understand our business, the opportunities, and you were able to effectively listen to approximately 20% of the attendees in 1:1 interviews. In these interviews associates shared their feedback, good and bad, their hopes and worries as we embarked on a new business plan. I am happy to report that the commitments coming out of these meetings led to significant improvements in efficiencies. Both teams have experienced gains in engagement as measured by our Gallup survey. As we now launch into a large scale organization restructuring, the foundation laid in those meetings will serve to help us implement changes that will lead us to further efficiencies and growth.

I look forward to continued opportunities to partnering with you and your organization.

Kind regards,

Tanja

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