



Amino

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Too whom it may concern:

Having taken over as CEO of Amino Technologies PLC in late 2011, I set about making a transformation in its performance level and putting in place a solid platform for growth. After 18 months and a significant turnaround I was looking to make that breakthrough to an even higher level of performance that would give the organisation and the employees that step change.

It was at that point that I engaged Mark Charley and the YAR team. We set about putting in place a series of steps that would engage with the whole team to create a chain of individual transformations that would impact on the whole team collectively. Working with Mark we aimed to create a culture of positive collaboration, where individuals and teams take responsibility and accountability for their actions and learn and build on the successes and failures they achieve.

As a result of the transform coaching and the leadership provided by Mark and the team we have a fresh culture in Amino of achievement, taking responsibility and ownership for individual and team outcomes. The team acts with a new found belief in their ability through empowerment, with openness and integrity and taking on challenges that are allowing the whole company to achieve a higher level of performance.

The greatest area of impact has been within the leadership and Executive team who have a new sense of ownership and self-direction working with a common understanding, language of engagement and culture of achievement.

I would highly recommend you consider Mark Charley and Uncommon Results as they will work with you to change and challenge your organisation to operate at a new level of success.

Regards,

Donald McGarva
CEO.