



"Helping People Reach Their Potential"

March 27, 2008

To whom it may concern:

I am writing this open letter of reference for Dr. Nathaniel J. Williams. I have had the privilege to participate in workshops presented by him for the past several years. They have included: Supervision, Management Skills, Leadership Skills, Ethics and Boundaries, Conflict Resolution, Cultural Diversity, and many others. I can honestly say that I have always left the workshops enlightened, educated, and looking forward to the next class!

Dr. Williams has this innate ability to capture the attention of each and every member of the audience and make them feel that he is talking directly to them alone. He is able to gauge the level of understanding of the group and make changes to the presentation on the spot. This makes every presentation individualized while the same information is presented.

Members of the audience are able to ask questions and he always makes them feel safe and secure. He uses group activities to have members of the audience demonstrate acquisition of new knowledge. He uses multi-media during his presentation and handouts so the audience can pay attention to what is being said instead of taking notes every second of the presentation. He understands adult learning styles and employs full use of multi-modality teaching.

Dr. Williams is charismatic, professional, inspiring, and genuine. He is motivating and encourages people to "think outside of the box". He makes professional development, motivational speeches, or presentations fun and a safe place for people to learn. He is an excellent educator in every way.

Sincerely,
Spectrum Community Services, Inc.

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Spectrum Community Services Inc, serves the needs of individuals with disabilities and the economically challenged.