

February 18, 2009

To Whom It May Concern:

Please accept this letter as a personal and professional character reference for Mr. Joe Moore. While working with Joe for the last 9 years, I have grown great respect for the responsibilities he has taken on and the breadth of knowledge he has gained. Joe has taken on substantial professional and personal challenges and has achieved great success. I have watched Joe take Intrawest to new levels of effectiveness through his technical, strategic and business insight.

Over the last 9 years Joe successfully led various Intrawest business areas, always showing a great balance of leadership, technical skills, process improvement and business acumen. Joe's sharp eye for talent and ability to assemble this talent into a high performing team is indicative of his strong leadership skills.

Joe's has an envious list of professional and personal accomplishments. Joe's achievement of Six Sigma Black Belt status empowers him with skills that have greatly benefited Intrawest and would be of tremendous value to any organization. On a personal level, Joe recently completed an Ironman competition. While a great personal achievement, it speaks to Joe's commitment, diligence, tenacity and competitive drive.

Joe is truly a quality individual with a tremendous work ethic and a passion for quality and excellence.

If I can provide further information please do not hesitate to contact me personally at 604-328-0733.

Sincerely,



Doug Feely
Chief Information Officer

Intrawest ULC
Suite 900, 900 W. Hastings St.
Vancouver, BC V6C 1E5
604-328-0733

Recommendation Letter For Manager Position

United States. Congress



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How to Write Successful Letters of Recommendation Kimberly Sarmiento, 2014-12-22 Letters of recommendation are a part of every standard school or job application. As an employer, professor, colleague, peer, or friend, chances are that at one point or another you will be asked to put a person on paper and every word counts. How to Write Successful Letters of Recommendation is your one-stop source for painting the perfect picture in just one short letter. You will learn everything you need to know about writing the perfect letter of recommendation that will get your friend, colleague, or student accepted or hired. The most effective letters of recommendation are accurate, succinct, descriptive, and powerful and include realistic evaluations of performance and capability. With ideas about how to start your letter and topics to include, this complete guide will teach you how to do just that as you construct the perfect letter from start to finish. Outlined in ten easy steps, this complete guide gives you the tools you need to write reference letters that your employees, colleagues, students, and friends will appreciate. This book is filled with tips and tricks for personalizing the letter and making your friend, student, employee, or coworker shine. With a word bank of powerful phrases and descriptive words, you'll have everything you need to make your letter stand out at your fingertips. Sample letters of recommendation are also included along with explanations of why each one is effective and tips for replicating these letters in just minutes. You will learn about the different types of recommendation letters from employment to academic to volunteer and how to direct your letter to the appropriate audience. You'll even learn what to do if someone you haven't worked with closely asks you to be a reference or how to deal with being asked for hundreds of recommendations at once. This exhaustively researched book will even teach you how to politely avoid writing letters for those people you aren't quite comfortable recommending. The Companion CD-ROM is filled with templates, examples, word banks, and worksheets so that you can easily learn to verify, experience, confirm, competence, build credibility, and bolster confidence with just a simple letter. A recommendation is more than just a letter; it's often make or break in a candidate's application for school, volunteering, or employment. With the step-by-step instructions and writing guidelines in this book, you will learn how to write introductions, opening statements, the body including a well-written, vivid assessment of character and work ethic, and a strong conclusion. This new book will also teach you how to appropriately sign your letter and will provide you with tips of re-reading and editing it to make sure you gave an effective recommendation. We spent hundreds of hours interviewing high school teachers, college professors, employers, and more who have nailed the art of composing effective communications. With How to Write Successful Letters of Recommendation, your employees, colleagues, students, and friends will see you as their go-to source to helping them succeed in their next big venture.

Job Search Letters For Dummies Joyce Lain Kennedy, 2013-07-02 New style job messages that get you in the door and on your way up. From sparkling cover letters to six-word bios, a fresh bevy of job search letters has grown powerfully useful for successful career communications. Job Search Letters For Dummies delivers the quality of New Era know-how you need right now to land good

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The Government Manager's Guide to Plain Language Judith G. Myers PhD, 2013-07-01 The ability to write well correlates highly with the ability to think well to analyze information weigh alternatives and make decisions Government managers must make instructions and policies clear to employees give effective presentations and communicate effectively with the public In addition government managers must model clear effective writing for their staffs A comprehensive chapter on using social media effectively and appropriately is included

Human Resources for the Non-HR Manager Carol T. Kulik, 2004-06-30 Human Resources for the Non HR Manager appeals to anyone interested in management issues The book explains why human resource issues are increasing the responsibilities of front line managers rather than the HR department Chapters present the basics of HR including the fundamentals of hiring performance appraisal reward systems and disciplinary systems so that any manager regardless of his or her background or functional area can approach these parts of the job with confidence The book also covers the latest developments in equal opportunity law and describes the manager s responsibilities in controlling sexual harassment and managing diverse employees including older workers and employees

with disabilities Each chapter's material is firmly grounded in the current HR academic literature but the book's friendly conversational tone conveys basic principles of good practice without technical jargon Designed to make the material more accessible and personally relevant the book includes the following special features Manager's Checkpoints a series of questions that help the reader apply the material to his or her own organizational context Boxes that describe real life examples of how companies respond to HR challenges For Further Reading references to articles published in outlets that bridge the academic practitioner divide Manager's Knots presented in a question and answer format these describe typical managerial problems take the reader into some of the gray ambiguous areas of HR and suggest ways to apply the chapter material to real life managerial dilemmas

How to Write a Great Reference Letter , Effective Business and Workplace Communication Chandrabhaga Desai,2025-01-03 Effective Business and Workplace Communication is your essential guide to developing crucial skills for business and communication This book covers everything you need to know about entering the workforce and interacting effectively within professional environments We explore fundamental communication principles for job seekers and business professionals focusing on building healthy communication effective interviewing relational communication mediated communication and presentation skills You'll learn how to create an impactful resume negotiate with interviewers understand diverse workplaces develop leadership qualities and deliver effective presentations Our book also addresses maintaining a balance between work life and personal activities teaching laws and guidelines governing workplace interactions We highlight the importance of professionalism handling workplace romance addressing sexual harassment and fostering a supportive team environment We guide you on excelling at work managing time effectively and maintaining excellent performance You'll also gain insights into various communication systems media types and writing techniques Finally we emphasize the significance of balancing work and personal life providing tips to help you achieve harmony This book is a comprehensive resource for anyone serious about business and communication

[FranklinCovey Style Guide](#) Stephen R. Covey,2012-06-07 FranklinCovey Style Guide For Business and Technical Communication can help any writer produce documents that achieve outstanding results Created by FranklinCovey the world renowned leader in helping organizations enhance individual effectiveness this edition fully reflects today's online media and global business challenges The only style guide used in FranklinCovey's own renowned Writing Advantage™ and Technical Writing Advantage™ programs it covers everything from document design and graphics to sentence style and word choice This edition's many improvements include extensive new coverage of graphics writing for online media and international business English Through dozens of examples and model documents writers learn how to overcome writer's block and efficiently create documents from start to finish FranklinCovey's experts show how to get powerful results from every email add distinctiveness and power to any online presence write far more effective proposals letters memos reports and resumes and improve all forms of documentation from business procedures to highly technical content You'll learn how

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Manufactured Milk Products Journal ,1927 Management Fundamentals Robert N. Lussier,2023-02-21 Packed with experiential exercises self assessments and group activities Management Fundamentals Concepts Applications and Skill Development Tenth Edition develops essential management skills students can use in their personal and professional lives Bestselling author Robert N Lussier uses the most current cases and examples to illustrate management concepts in today's ever changing business world This fully updated new edition provides in depth coverage of key AACSB topics such as diversity ethics technology and globalization New to this Edition New Cases New and expanded coverage of important topics like generational differences sexual harassment AI cybersecurity entrepreneurial mindset managing change and emotional intelligence Fully updated Trends and Issues in Management sections in each chapter Hundreds of new examples statistics and references so your students are exposed to the latest thinking in management Key Features Case studies highlight contemporary challenges and opportunities facing managers at well known organizations such as IKEA LG Alibaba and Buca's Trends and Issues section explore timely topics such as the changing nature of work managing multiple generations and virtual teams Self Assessments help readers gain personal knowledge of management functions in the real world and provide opportunities for readers to learn about their personal management styles and apply chapter concepts Skill Builder Exercises develop skills readers can use in their personal and professional lives Ideas on Management chapter opening cases highlight real companies and people and are revisited throughout the chapter to illustrate and reinforce chapter concepts Case studies ask readers to put themselves in the role of a manager to apply chapter concepts and consider issues facing real organizations

Rowing News ,1999-09-04 **Congressional Record** United States. Congress,1876 **Hank's Mountain** Barbara Vaka,2010-12-08 Hank slowly began to inch his way toward the first swinging chair It was only fifty feet but in the wind and snow it took twenty minutes to reach the first chair The two men in their twenties were crouched forward shielding their exposed faces from the wind It had been more than an hour since the chair came to a halt Hi I'm Hank It's a little windy we'll get you down Little windy I have only been in a blizzard once before this one looks bad It's the second blizzard we've had since last Friday Must be global warming Yeah they say the weather gets colder because of the ocean currents changing with all the icebergs breaking off That's what they say Put these harnesses on and fasten them securely Have you done this before the younger man asked Yeah once on a clear day last summer in training Snow and wind make it a little dicey When you are

secure I am going to tie off a heavy rope One at a time you will be lowered to the ground You re lucky its only about a twenty five foot drop from where you are The other two chairs are higher off the ground Keep the tips of your skis pointed up as you descend I need you to drop your poles first What s your name Hank yelled over the sound of the wind I m Frank and this is my brother Nick Are you good skiers Yeah Good if you think you can ski down the mountain once you are lowered just head to the lodge you ve been swinging up here for an hour the cold will get to you and you ll develop hypothermia If you re not up to skiing the ski patrol has two sleds and will get you down No I d rather ski down Broke my leg once and the sled ride was terrifying Okay Nick you go first Inch toward the front of the chair and slowly slide off The rope will hold you and the descender will gradually let you down Jim is the big guy on the ground holding the line He ll try to stop you from swinging as much as possible Nick edged forward while looking down It looked like more than a twenty five foot drop He felt the line tighten under his weight as he slipped free of the chair A gust of wind caught him and slammed him into the chair You alright Hank yelled Yes Im okay Nick was shaken The pulley over his head whirred and once again he was safely on the ground Thanks man what a ride I ll wait for my brother and we ll ski down together Frank soon joined his brother Jim the ground crew and ski patrol applauded You are certain skiing down by yourselves won t be a problem you look awfully cold We re okay Last year we were in Vermont and were the last tram to the top of Mount Snow We skied down in minus twenty five degree weather The wind stirred up clouds of snow making it difficult to see Jim shielded his eyes and looked up at the white sky searching for Hank How s it going Hank This is the tricky part getting past that first chair with the second roll cab Good you re a tall man with a long reach Jim shouted Yeah want to trade places with me it s cold as hell up here and its blowing like a bitch I have to clear my goggles every couple of minutes just to see what I m doing Chief Higgins arrived at the scene with a crew of six firefighters Their bright yellow parkas and fire helmets stood out against the blinding white landscape Higgins asked for Hank and was directed to the top of the lift The firemen arrived and dragged their net with them It was a large canvas with a large red dot in the center Hank if we have to we should be able to catch a person if they panic and fall Used it once before the person was on the third floor he got a broken leg but survived the jump shouted Jake the fire chief Hope you don t have to play catch today Those chairs are really swinging Hank almost made it past the first chair and was on his way to the second when his foot slipped on the icy bar and he was left dangling from the cable

Youth Volunteers Scott C. Stevenson, 2013-05-13 Originally published by Stevenson Inc this practical resource provides strategies for nonprofit organizations to recruit train motivate and reward young volunteers It addresses Beginning a youth volunteer program Tips and techniques to recruit young volunteers Connecting with and motivating young people in volunteer efforts Benefits and rewards for young volunteers Reaching and engaging college age volunteers Important topics covered include Volunteer selection guidelines Teen incentive programs College and university partnerships Online recruitment Communicating with younger volunteers Internships Grants and awards Youth volunteer benefits Cultural awareness Family engagement Working

with first time offenders Youth volunteer boards Please note that some content featured in the original version of this title has been removed in this published version due to permissions issues *Walker Resource Area Wilderness*

Recommendations ,1987 **National Labor Relations Board V. P*I*E Nationwide, Inc** ,1988 **Sorting Letters, Sorting Lives** Linda B. Benbow,2010-12-29 Sorting Letters Sorting Lives offers an examination of a workplace that for many years has employed an extraordinarily diverse workforce the United States Postal Service In the post civil rights era the Postal Service took a leading role in managing a diverse workforce seeking to acknowledge and honor the different groups and cultures represented among its workforce The USPS has constantly been looking for ways to motivate its employees to create a sense of fairness and belonging and to minimize interpersonal and inter group conflicts Linda Benbow examines the organizational culture and levels of diversity found in an urban United States Postal Service mail processing facility She shows how employee perceptions of social differences and their interactions with coworkers contribute to their identity and work life within the organization Painting detailed portraits of race social class and gender in a mail processing facility Benbow looks at ways employees of diverse backgrounds relate to one another identifying the issues and occasions that provoke conflict the ways that participants view one another and the forces and strategies that mitigate and conciliate conflicts This richly detailed account of a historically diverse urban post office provides a fascinating look at the dynamics of race and gender in the workplace Office Appliances; The Magazine of Office Equipment ,1921 **Y2K Technology**

Challenge United States. Congress. House. Committee on Government Reform. Subcommittee on the Postal Service,1999

Applied Psychology in Talent Management Wayne F. Cascio,Herman Aguinis,2024-05-17 In the Ninth Edition of Applied Psychology in Talent Management world renown authors Wayne F Cascio and Herman Aguinis provide the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today s workplace Taking a rigorous evidence based approach the new edition includes more than 750 new citations from top tier journal articles Integrated coverage of technology strategy globalization and social responsibility throughout the text provides students with a holistic view of the field and equips them with the tools necessary to create productive enjoyable work environments *Introduction to Study and Immigration in USA* Patrick Lee,2008-07-24 This book provides the reference for study and immigration in USA on the following topics TOFEL and GRE tests application material and recommendation letters school admission and financial aids setup in USA and house rental registration class and homework research assistantship research projects and writing papers Ph D degree summer job F 2 visa and spouse kid visit house transportation food and dress finance social issues and culture conflict study based immigration permanent residence and citizenship top universities in USA

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