



Thursday, October 4, 2018

To Whom it May Concern,

This letter is a Statement of Support for the services of Consultant / Trainer, Michael Iannini. Michael has been well known to us at YCIS for a number of years through his work with ACAMIS. We hired the services of Michael as a consultant to help facilitate our Strategic Planning process for the 2018-19 academic year.

Our school, Yew Chung International School of Shanghai is accredited by the New England Association of Schools and Colleges (NEASC), the Council of International Schools (CIS) and the National Centre for School Curriculum and Textbook Development (NCCT) – a Chinese organization. We are also accredited to deliver the IGCSE and IB programmes.

During the last academic year, our organization decided to change our leadership structure to meet the needs of our school community. When I was appointed along with my Chinese Co-Principal partner as Head of School for YCIS Pudong, and a new School Business Manager was appointed to join us in the School Leadership Team (SLT), we decided to go through an extensive strategic planning process. We felt at the time that it would be more successful if we could hire a consultant to lead us through this process, and at the same time using this as strategic planning training for ourselves, Vice Principals, Coordinators and our Non-Academic Leaders.

Michael was hired as our consultant and we together planned for Michael to run a two day training retreat. Prior to the training, Michael met personally with a number of key stakeholders (including members of the SLT) and carried out Skype interviews with other school leaders. He also reviewed a number of school documents and analysed data from school surveys, Accreditation reports and external standardized test results.

Approximately 30 of our academic and non-academic leaders joined the two day training in which Michael helped us set the following goals:

- Engage all stakeholders in a strategic planning process – to create a 3 year plan
- Launch task force to develop the strategic plan and begin the implementation process
- Review the impact of projects to date and develop action plan to achieve major objectives

After the initial highly successful two-day workshop, Michael continued to meet with the SLT to follow up the work of the taskforce and to suggest next steps. We also brought Michael back for a follow up training day three months later, to assist the task force in implementing change and new initiatives in the school. This included putting us through various tuning protocols and providing guidance for communicating our strategic plans to stakeholders.

I can categorically say that whatever Michael promised, he delivered in terms of outcomes. He spent considerable time getting to know our school and was very giving of his time and energy when we sought his help and advice during the process. I felt that Michael genuinely wanted to see us be successful in this process and that he was very invested personally in both the process and the outcome.

As a presenter, Michael is outstanding. He is highly energetic, speaks with great knowledge of the content, is confident and engaging. Michael sought feedback from participants after each training day through a survey, and the feed back was extremely positive. A number of staff members also told me



personally that they had learnt a lot through participating in the process and that they also enjoyed working with Michael.

For me personally, it was great as a school leader to have Michael lead and facilitate the strategic planning process so that I could be a participant with the rest of our leadership team. This was an excellent way to start this new leadership role at the school. It was also excellent professional learning which I will take with me when I go through the strategic planning process with this leadership team and other leadership teams in the future.

I would definitely recommend Michael as a trainer and consultant for strategic planning and would have no hesitation in going through exactly the same process with him in the future. Please let me know if you have any questions or require further information.

Yours Sincerely,

Damien Hehir  
Co-Principal (Head of School)  
YCIS Shanghai Pudong