



March 19, 2015

RE: Recommendation for Warren Barry

I am pleased to offer my congratulations and recommendation for Warren Barry in support of his nomination for the Kolbe Professional Award for Individual Leadership in Building Conative Excellence.

Saskatchewan Towards Offering Partnership Solutions (STOPS) to Violence is a province wide network drawing on partnerships, information sharing and education to promote healthy relationships and build strong, peaceful communities. Our network is made up of community organizations, government partners, service providers and individuals from across the province. We are currently in the process of delivering a pilot project called 'Engaging Young Leaders'. Our goals for this project are to develop leadership skills, competencies and capacity in young leaders, provide tools and knowledge related to theme areas of community building and digital citizenship and to support our young leaders to strengthen their ability to influence and reduce interpersonal violence and abuse in their own circles and communities.

Warren has played an integral part in this project by providing his time to lead our team in using the Kolbe system to support our youth to identify their strengths and build self awareness and confidence. The youth who are involved in this program come from rural and northern areas of Saskatchewan. Most have experienced oppression, racism, addictions and intergenerational poverty and violence. Warren has demonstrated an unwavering dedication to expanding his knowledge about the experiences of the youth and the communities they come from to apply the Kolbe system in a way that connects with the youth and brings the most benefit. Our most telling indicator of Warren's success was at the end of a very long day when the youth continued to show their excitement and new found confidence in understanding their strengths, how to grow their skills and talents and, most importantly, to reject messages from others that imply that they are 'broken'. Warren's ability to connect with his audience, deliver information in an appropriate way and validate people's strengths and worth is one of the key strengths he brings to his work.

Through my involvement in the Regina community, I am also aware of Warren's work with other community groups, most notably Campus for All. This program provides support for individuals with intellectual disabilities to participate in post secondary education experiences and work towards gaining meaningful employment. Again, Warren's dedication to understanding the experiences of the people he works with and his ability to adapt and apply innovative practices, such as the Kolbe Creativity Cubes, has opened the door for a group of individuals to communicate their needs and for their support circles to learn much more about how to influence success in their lives.

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My exposure and use of the Kolbe system began when Warren introduced me to this approach on a personal level. I am an individual who experiences both positive and negative impacts of ADHD. Through the Kolbe system, Warren has provided me with a much deeper understanding of who I am, my strengths and how to work with areas that I was previously told were 'deficits'. His excitement about the impact of Kolbe on people's lives and his ability to communicate the application of the information in a tangible way certainly convinced me that Kolbe is much more than yet another confusing assessment that will tell what I am not able to do. Thanks to Warren for helping me along my journey to become a stronger, healthier individual and to build better relationships with the people that I support.

Warren's dedication to sharing the transformative power of Kolbe with the community makes him the ideal ambassador for the Kolbe Corporation. His energy, commitment and dedication to supporting people to be their best selves, regardless of where they come from, demonstrates the success of someone who has actively applied the Kolbe system in his own life and his commitment to supporting others to do the same.

Quite simply, Warren – you're awesome!

Sincerely,

A handwritten signature in black ink, appearing to read 'TKnutson', written in a cursive style.

Tracy Knutson  
Provincial Coordinator

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March 14, 2015

Dear Sir/Madam: **TESTIMONIAL RE MR. WARREN BARRY**

I am very pleased to recommend Warren Barry for the Kolbe Professional Award, and, as such, it is my utmost pleasure to write this testimonial. I know him to be a mature responsible individual who shows compassion and courteousness toward others. As a highly astute individual, Warren is greatly suited for and committed to the direct application of both his Kolbe training and expertise. I happen to be one of many who has been impacted by his superior yet natural skills in direct utilization of the Kolbe tools to better my life both personally as well as professionally as an educator.

Warren's disposition, work ethic and standards are readily visible for all to see. Plainly stated, what you see is what you get. Warren is honest and trustworthy, showing consistency in his character in each and every situation that I have witnessed or personally encountered. His vivacious nature, as well seen in his 'bright' eyes, contagious smile and mannerism, positively affects many people. He also has a kind or encouraging word for many a soul.

It is duly noted that, both in expectations for himself and in his excellent pursuit for others, Warren maintains and strives for high standards and persistence until any job is not only completed but well done. His win/win policy for all relationships, whether corporate or individual, as in my case, is admirable. This life approach of his couldn't be better suited or applied than for Kolbe conative work. In this regard, his direct application in my life has brought about meaningful, personal transformation.

Having had years of eroded confidence in my ability to recognize or read my own instincts, Warren has helped me trust being me, using strengths instead of previously 'taught' weaknesses. Here are a few examples of major shifts that have taken place in my life. From having formerly conformed to insistent fact finding, which as a resistant Fact Finder often caused 'analysis paralysis' and overthinking, I realize that I especially get bogged down when it comes to level of detail when gathering information. Small wonder. That's not me!

Follow Thru was similar patterning. Intuitively, after working with Warren, I realize that my nature is to do Follow Thru prevention by actually avoiding orderly approaches. Yet most of my life, I had painstakingly been taught to go 'against the grain' for what was and is a conative strength. I had felt 'boxed in' and that everything had to be overly structured. What an awakening!

Having Warren walk me through the implementor category for space and tangibles has validated my approach as being perfectly understandable as well as acceptable. The result equates to an even greater personal affirmation in the way I take action and do things. I always remembered being a more 'hands on' individual than most people and whereas my different approaches in education for the Arts, English and FIAP classes (Functional Integrated Academic Programme) were rather unlike other people's, my renovating, converting and connecting now make sense.

By far the greatest impact in working with Warren regarding my conative giftings has been regarding Quick Start. I am an initiating Quick Start, and Warren has not only helped deepen my knowledge and understanding of such a natural ability within me, but has also inspired and drawn this gifting out of me. He focused on what was right with me and how to build on it. I had no idea that this innate instinct was positive, let alone a gifting that could be shared with and bless others. All my life I was never considered an innovator, just weird; not able to fit in with others, just a disturber; not a rational thinker, just a scatterbrain.

Warren's gentle probing has uncovered ways of risking, solving problems in unique and creative ways, trusting my guts to handle situations by using my giftedness in thinking 'outside the box', of sharing my ideas and solutions to problems in any given situation for myself and others. This list at the moment feels like it could go on ad infinitum. Just this day I confidently shared, with another individual, intuitive insights that I know will bring healing. Now that's win/win.

I had lost sight of my own instinctive abilities, having suppressed them by conforming to other's standards. Thankfully, Warren, with insight and persistence, with great command of expertise, made a significant impact for positive lasting change in my life, and for this I am grateful. Needless to say, all aspects of Warren's honourable character, moral principles and quality of attainment receive kudos from me.

It is obvious, I am sure, that I think highly of Warren Barry as an excellent candidate. I am, therefore, very happy to put forward his name for the Kolbe Professional Award. Should you require more information, please do not hesitate to contact me.

(Mrs.) Olena Lozowchuk

March 13, 2015

I am pleased to provide this testimonial for Warren Barry on his nomination for a Kolbe Professional Award for Individual Leadership in Building Conative Excellence.

Warren worked with the Gymnastics Saskatchewan staff as a group, and as individuals, from December 2014 to March 2015. We have been so fortunate to have benefitted from his expertise, insight, positive attitude and professionalism in our journey to work better and more closely as a cohesive team. Not only did Warren hold a very informative and interesting workshop with the staff, he took the time to get to know each staff member individually and provided positive direction to each of us in terms of our instinctive attributes and how to best use and appreciate them in our working/personal relationships. His “*Be You*” tagline has inspired me, and my staff, to embrace our individuality while appreciating and understanding the needs of others’ conative considerations for our team.

From the many Kolbe assessment online/written reports, to the day-long workshop and then individual sessions with Warren, my staff and I took away many ideas and learned a variety of approaches to deal with issues or concerns regarding how to improve our productivity. Many of Warren suggestions and recommendations have already been implemented, and have made a difference to the working atmosphere in our small office/non-profit business. I strongly believe that his work through the Kolbe assessments will have a positive long term impact on our way of working, and also on each individual’s personal development. I personally have learned a great deal from Warren, and I am looking forward to working with him again in a professional capacity.

Warren’s leadership, energy, enthusiasm for his work, his positive and supportive communication methods, his intuitive “people skills” are second to none. He demonstrated with his actions and words, that he truly cared about each of us as individuals, and also about the growth and progress of Gymnastics Saskatchewan as a whole – about our future successes as a value-driven organization.

Working with Warren was a wonderful, inspiring, and motivating experience. I have no doubt that anyone having the good fortune to work with Warren, in any capacity, is getting the very best! I can think of no one more deserving to receive this award for leadership than Warren Barry.

Please do not hesitate to contact me if you would like more information.

Best Regards,

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