

## Testimonial from Tim Fox

### Area Operations Manager – Transnet Freight Rail

**From:** Tim.Fox@transnet.net [mailto:Tim.Fox@transnet.net]  
**Sent:** 20 April 2010 05:20 PM  
**To:** claudewarner@gmail.com  
**Subject:** Reference for Claude Warner as an Executive Coach

#### To whom it may concern

It has been my privilege to have Claude Warner as an Executive Coach over a period of approximately ten months. During this time Claude has both helped me to consider my work goals and develop patterns of thought and behaviour that strive for excellence. I have been most encouraged during the process. The results have shown in greater work satisfaction and improved workplace performance. These developments have resulted in positive feedback from both my subordinates and my immediate superior.

I would strongly recommend Claude as an executive coach, who calmly and effectively elicits superior performance.

I am sure that others will enjoy similar results.

Yours truly,

Tim Fox  
Area Operations Manager  
Transnet Freight Rail  
Port Elizabeth Area  
Telephone: 041 507 2207  
Mobile: 083 458 9696  
Email: Tim.Fox@transnet.net

12<sup>th</sup> October 2010

To whom it may concern:

I would like to take this opportunity to share my experience of the coaching sessions with Claude Warner (Executive Coach) over the last eight months.

Currently employed as the Senior General Manager National Sales for an Electrical Cable Manufacturing concern namely Aberdare Cables Pty Ltd, a Multi-Billion Rand Company, which is in the 'smoke stack' industry, Aberdare is 100% owned by Powertech who in turn is 100% owned by the listed Altron Group.

The recent economic crisis brought about huge change in both our organisation and the industry within which we operate. The combined implication of the above had an impact on me in terms of dealing with the rapid change of new executive management not from our industry, my promotion to a senior position and the added expectations and responsibilities in my working environment. The pressure of the working environment as well as working on a Master's Degree were affecting my effectiveness and efficiency in the working environment, this was recognised by my seniors. As they realised potential in me they recommended and arranged executive coaching for myself in order to grow and become more efficient and effective.

**Aberdare Cables (Pty) Ltd** Reg. No. 1946/022805/07 **Group Operations Centre**, 181A Barbara Road, Elandsfontein, Gauteng, South Africa

PO Box 1679, Edenvale 1610, South Africa Tel +27 (0)11 396 8000 Fax +27 (0)11 396 8010 [www.aberdare.co.za](http://www.aberdare.co.za)

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\*\* British

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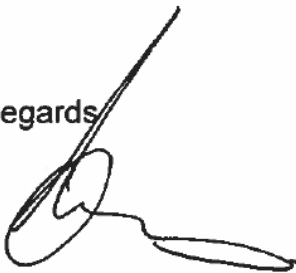


The initial sessions were to establish what the issues were and what areas needed focus. For me these were: communication skills, emotional regulation, prioritisation, thinking and listening skills.

The overall outcome thus far has developed the above skills and assisted me in putting them into perspective and enabled me to effectively practise them with great success. Claude has taught me how to embrace change, face my fears while understanding that it is not easy; in fact it's demanding and challenging and been there to continually support me through these challenges. Through Claude's continual care and encouragement and helping me to focus I am reaping the benefits and rewards. The growth process has impacted my personal life as well as my working relationships effectively increasing my Emotional Quotient and Resilience Quotient.

In light of my growth experience with Claude during the course of the coaching interventions I can highly recommend Claude as an executive coach for his experience, guidance, aptitude, perseverance, emotional maturity and friendship. He is extremely well read and continues to stretch himself in order to be able to best assist his clients.

Regards,



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Chad Andrews

05<sup>th</sup> April 2011

Testimonial from Gary Tiedemann

To whom it may concern

Reference for Claude Warner as an Executive Coach

I had the privilege to have an opportunity offered to me by my company to attend coaching sessions offered by an Executive Coach (Claude Warner). I attended for a six month period, in which time Claude opened up my eyes to my thought process as well as behavioral patterns. I must say I was skeptical at first but stuck to the process. I can confidently say that my staff and I have seen an improvement in how I do things.

I would advocate that it is beneficial to an individual as well as to the company that you work for to consider the process

Thank you Claude

Yours sincerely

Gary Tiedemann  
Branch Manager  
Port Elizabeth Branch  
Aberdare Cables  
041 4861536  
0833008104

**From:** Steven Lurie [mailto:lurie.steven@gmail.com]  
**Sent:** 19 October 2009 08:44 PM  
**To:** Claude Warner  
**Subject:** Coaching Testimonial

To whom it may concern,

Claude coached me privately for 6 sessions.

From a 16 hour day as marketing director I was seeking better work life balance and a clearer perspective around my career.

The coaching helped me to step back, gain perspective, and realise what was really important to me.

I realized that I needed to think about what I wanted, as opposed to being overly focused on external factors.

I was much clearer on my options after the 6 sessions.

I recommend Claude Warner as a great thinking partner.

Yours sincerely

Steven Lurie  
[lurie.steven@gmail.com](mailto:lurie.steven@gmail.com)  
Tel: 083 2800343



Richard Jamieson  
Director,  
Leadership Academy

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Richard Jamieson  
Direktør,  
Leiarskap Akademi

[richardj@da.org.za](mailto:richardj@da.org.za) | +27 21 466 8395

Dear Sir/Madam,

**TESTIMONIAL: CLAUDE WARNER COACHING**

The Democratic Alliance Leadership Academy contracted the services of Claude Warner Coaching during the period February 2009 to August 2009.

Claude coached six members of the Democratic Alliance Young Leaders Programme during this period, with the focus being on developing emotional intelligence.

Claude has at all times been professional, warm, responsive, thoughtful and diligent in his interactions with both me and the Coaching Coordinator for the programme, Michal Leon.

The feedback received from his coaching clients has been positive.

Kind Regards,

Richard Jamieson

Development Manager

DA Human Resources & Development

Michal Leon

Coaching Coordinator

DA Young Leaders Programme 09



## *St John's Anglican Church*

Church Road, Walmer, Port Elizabeth

CONTACT NUMBERS:-  
OFFICE TEL NO: 041 5812162  
RECTOR'S TEL NO: 041 3605943  
FAX NO: 0866447534  
E-MAIL: [rob@stjohnswalmer.org.za](mailto:rob@stjohnswalmer.org.za)

POSTAL ADDRESS:-  
P.O.Box 40292  
Walmer,  
Port Elizabeth, 6065

### To Whom it May Concern

Testimonial in respect of my association with **Mr. Claude Warner** (Executive Coach)

I write this brief testimonial at the request of Mr. Claude Warner who spent a total of nine sessions with me at my request in order to assist me in focusing on developing a new vision for my ministry and leadership potential. At the time I had come out of a difficult and extremely busy period and needed to consolidate my experience and refocus on the future.

Claude was instrumental in guiding me through a process of reflection and refocusing through a very well structured plan that we discussed before the start of my sessions with him. These sessions were flexible enough, though, to give us space to discuss matters that might have come out of our previous discussion or matters that might have arisen during the previous week.

As a result of the process I feel that I had a much clearer and more exciting vision for the leadership role that I play here at St John's. I was certainly lifted out of a fairly dismal place into a place where I was able to plan and move forward with intention and a greater degree of objectivity. It was this space which was afforded to me each that really gave me a solid block of time for introspection and positive, personal evaluation. This process was sensitively guided by Claude who was never afraid to gently prod and challenge in the process of conversation.

I trust that this reflection will help you in your future association with Claude in whatever capacity that might be.

Yours sincerely,

(The Revd) Robert Penrith

**From:** Tertuis Simmers [mailto:[tertuis@dawesterncape.org.za](mailto:tertuis@dawesterncape.org.za)]  
**Sent:** 02 November 2009 01:25 PM  
**To:** Claude Warner  
**Subject:** THANK YOU CLAUDE!

To whom it may concern

As a participant in the DA Young Leader Programme, I was not fully aware of what coaching is about when I started my coaching with Claude Warner.

In our fortnightly sessions we focused on crucial areas that have helped me to develop as a more confident leader within the structures that I serve, as well as to become a better husband and father.

Coaching has changed my personal outlook on life, made me understand my surroundings as well as people I come into contact with much better, and made me aware of abilities I did not know I possessed.

Coaching has changed my life for the best, and it could do the same for you.

I strongly recommend Claude Warner as a coach.

Thank you Claude!

Tertuis Simmers  
COM:DA- EAST REGION,WESTERN CAPE  
[tertuis@dawesterncape.org.za](mailto:tertuis@dawesterncape.org.za)  
CELL:083 409 9162  
FAX: 086 659 4071



Carien Veldman  
Nr. 2 Mondrian  
2<sup>nd</sup> Avenue Walmer  
Port Elizabeth

01 October 2009

Claude coached me for 10 sessions from March to July 2009, with the focus on developing emotional intelligence.

As a leader I can now listen, not judge or react, ask open ended questions, and make decisions based on the merit of each situation.

I have become more approachable, but also able to demand more, as I allow my team to accept more responsibility for their own performance.

What really worked for me was the action learning approach of deconstructing real life scenarios, re-scripting the dialogue and applying it in future events. This is a very practical way of applying the learning that came from our coaching and my increase in awareness.

The coaching has really helped me to improve my leadership ability.

I can thoroughly endorse Claude Warner as a leadership development coach.



Carien Veldman  
DA Young Leaders Project