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To whomever it may concern

Letter of Reference – Business Partner Lightup Consulting

In my position of manager of local training operations and global marketing competence at Hilti, I have had the opportunity to work with Martin Kozak, Lightup Consulting, www.light-up.at, on several occasions over the past 4 years.

On the one hand Martin delivers Leadership learning interventions at our local training center. As a matter of fact Martin himself developed some of these programs. In this function he consistently generates learner enthusiasm and commitment to the matter at hand, generating mindset changes. From an organizational point of view he always responds flexibly to our requests, making himself available, sometimes on a short notice, to help us run our operation smoothly.

On the other hand we have used Martin's consulting services in the area of training program design with greatest satisfaction. Functions include and are not limited to: sparring partner in the needs analysis and implementation phase, interview guide creation and administration, concept creation. The strongest contribution of Martin in recent months has been his participation in the creation of our Coaching curriculum. By actively challenging us and also offering innovative ways of identifying key development needs Martin helped us accelerate the training design process and secure a high impact program at global level.

I warmly recommend the team at Lightup Consulting, www.light-up.at, not only because they are a reliable and flexible partner but especially because they consistently keep the learner's development journey at the core of everything they do.



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