

SCHOTT Glass India Pvt. Ltd.

Tubing Division

Office :
2nd Floor, Sidcup Tower
Race Course
Baroda - 390007

Phone: +91-265-2334391/2336952
Fax : +91-265-2330982
E-mail: pti-baroda@schott.com
www.schott.com/tubing

Ref No.: SGIPL:09

24.07.09

To whom so ever it may concern

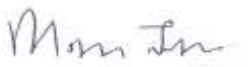
SCHOTT Glass India is a 100% subsidiary of German Multinational SCHOTT AG with an annual turnover of Rs.1400 million Indian Rupees with strength of 400 well trained personnel. As President of this fast growing Indian organization, I have first gone through the Executive Coaching given by Mr. Atul Bapat of CATS Academy. Later as a part of leadership development and to improve overall effectiveness the Executive Coaching was also extended to top managers directly reporting to me. In the past one year, Mr. Atul Bapat has successfully completed executive coaching for seven top managers apart from me. Two of our senior managers are currently undergoing executive coaching with him.

We have found the entire coaching cycle beneficial to our managers as they could use the platform as unbiased sounding board. As the sessions have specific objectives to focus on just a few goals, the programme has helped us to achieve in the short term to improve effectiveness of our managers and help to achieve desired business results. Consequent to this, we have clearly seen greater impact on employee productivity, commitment, satisfaction and ultimately their productivity to the company.

The coaching method has also shown need towards sustained improvement, a fact which many managers tend to ignore due to routine work pressures. This has helped towards reinforcement and measurable progress towards a more healthy and productive work place. The immediate benefit of the coaching has been towards visible impact amongst our managers to improve quality of output, improved leadership, increased focus towards customer satisfaction, employee retention and commitment. Our high potential managers have now more confidence to become leaders; they are looking towards building high performance teams and expand scope of their responsibility.

I am more than happy to recommend Mr. Atul Bapat who has impressed us with his knowledge and dedicated approach.

For SCHOTT Glass India Pvt. Ltd.


(Mohan Joshi)
President