

From : ***Scott Guermontez***  
***Medical Center Director***  
***Northport VA Medical Center***

I would like to personally thank Birgit Zacher-Hanson for serving as my executive coach during my tenure as MedicalCenter Director at both the Albany and Northport VA Medical Centers. Birgit provided clear strategies and techniques to develop a culture of accountability at the senior leadership level and in turn, cascaded all the way to several thousand employees.

The straightforward approach of who will do what by when, increased personal ownership, pride and a healthy sense of competition amongst our best employees.

The coaching program is key to aiding senior leaders hone and share their skills and expertise.

Stay well...

***Scott Guermontez***