



To: Legacy Consulting  
Date: 5/23/2010

In my 16 year career at Microsoft, I have had my share of management training, team building events and strategy off-sites. While the quality of these varied wildly, one thing has remained constant: months later these events had faded in the background, and so had our ability as a team to apply whatever concept was presented or whatever technique we had learned.

Saying that Legacy is a different kind of leadership consulting doesn't make justice to what it stands for and what the company aspires to, it truly lives in a category of its own. Perhaps what distinguishes it from anything else I have been exposed to is the fact that Robert Shereck has no intention to teach us anything or to enlighten us in new and different ways of working. Robert is merely a catalyst in the transformational experience, he takes what's already there, the team, the individuals, and allows them to transform themselves in ways they never imagined possible. At the end of the six days of intense team work, and to paraphrase Robert, nothing's changed, yet everything's altered.

I have had the privilege to experience working with Legacy on two occasions, first as a member of the leadership team, then as its leader. In both occasions I have grown beyond my own expectations, but maybe more importantly, I have seen my team reach unprecedented levels of awareness, connectedness and performance. We have transformed ourselves from a group of highly motivated, successful, passionate and competitive individuals into a High Performance Leadership Team, the difference between the two is both hard to describe and essential, it is the difference between good and great.

I consider myself and my team fortunate to have had this experience, there isn't a day where we are not living our transformation, where we are not getting closer to realizing our Bold Promise, and where we aren't measuring ourselves and the rest of our organization against our ground breaking principles.

General Manager

Microsoft Office/Work Management Group  
Microsoft



Date : 16<sup>th</sup> December 2016

Acknowledgement / To Whomsoever It May Concern

The Office eXperience Organization Leadership Team in India entered into a strategic consultation with Legacy Transformation Inc (Legacy). with a purpose to create an environment for new ways of being leading to breakthrough outcomes. This consultation was in form of a 6-day training program called "Organizational Future by Design", led and facilitated by Robert Shereck and Walter Visser from Legacy. This consultation in 2016, was a continuation to the seminal work done in partnership with Legacy in 2011. Robert and Walter anchored deep interactions with OXO India LT members throughout this journey and helped design a new organizational future for OXO India team.

Sincerely,

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Business Manager  
Microsoft India



## Testimony for the Mission Control system.

..... I wasn't sure what to expect at first. I'd been through at least half a dozen different "systems" myself to keep track of all there is to do at work, from Outlook tasks to sticky notes to complicated email tagging & foldering schemes and nothing really did it for me. Each one of those broke down and soon I was back under a pile of email, meetings, test passes, etc. Mission Control was the game changer.

What I took away from Mission Control was 1) a system that can accommodate everything there is to do and handle at work and in life and 2) when you get good at it, it takes away the stress. You know all those background threads you have going in your head to remind you test foo or follow-up on bar? For me all of those went out of my head and instead into the system and it was amazing how present I felt in meetings and 1:1s. I had no anxiety at all about something getting done or not getting done once it was in the system.

It made a difference doing it with my directs, peers and others on my team. It's cool talking to a fellow Mission Control graduate b/c there's a language we came away with, a way of being precise in our speech. Also, I know that when one of them takes on a task, since they have a similarly robust system, it must be handled, so I don't have to keep a personal background thread going on it.

So I think it's cool that Tyson hooked this up for you guys and I hope you come away with the same feeling of everything being handled and with zero stress. And I mean everything, at work and at home. In fact, I can pretty much guarantee someone will clean their garage because of this.

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