**Letter of Recommendation**

I have known SAMPLE for over 2 years now in the capacity of a project manager in StateStreet’s support project, AMS. He worked in this project for 10 months after which he moved to a development project with the same client. SAMPLE and other L3 developers reported to me directly and I interacted with them on an everyday basis. I would QA there work and guide them to make sure they deliver on the client specifications on a timely manner, as the project had strict SLAs.

SAMPLE’s biggest strength is his deep sense of commitment to whatever assignment he undertakes. One of the occasions he demonstrated his commitment was when he insisted to go to Bangalore, where there was another team from StateStreet, to better understand the application, InfoITA he had been given to support. There, he not only mastered his own application, but also learned about some more applications, and despite all this, he returned a week in advance, which shows how swiftly he could learn. Moreover, SAMPLE can pick up various diverse threads of knowledge and tie them together to make a comprehensive whole. He is confident about his skills and has shown that when he scored 92% on a UCF competency exam, for which he was also awarded a certificate of achievement from Wipro.

There were times when I was uncertain on the completion of a few time-critical deliverables but SAMPLE’s dedication and hard work finally pulled those deliverables through and we avoided the breach of SLA by a significant margin. Further to this, SAMPLE is always looking to take on responsibilities beyond what his role demands. I have personally observed him putting tremendous effort in training the younger members in the team; one of the fine examples of this was when he trained Shikha, a junior project engineer, in 3 very different applications. He showed her how to deal with the issues that have the possibility of coming up with the application and how to deal with an unexpected error. Shikha was a hesitant and under-confident communicator with the client, but under SAMPLE’s guidance, she rose out of her fears as she was constantly motivated and backed up by him.

SAMPLE gets along well in his interaction with team members, maintaining a correct balance between bonhomie and professionalism. He respects his peers’ and subordinates’ opinion and is always willing to accept logical feedback. This ability has made him adept at engaging with onsite customers, presenting to them our deliverables and handling their concerns. He has, on many occasions, created business documents and presentations for an application and presented to the client, answering any questions or doubts that they might have had.

Though SAMPLE aims for excellence, one of his weaknesses is that he needs timely recognition and appreciation to stay motivated. I think this is why he tends to not take risks without a good reason, making him more cautious than he should be. To keep his interests alive, he is always looking for challenges as he completes the ones he already has, but at times he takes a bite more than he can chew resulting in him juggling between so many priorities. He even takes time to trust people, which often works in his favour, but at times not necessarily.

SAMPLE always comes across as an enthusiastic and adventurous person who retains a high degree of involvement in whatever activity he engages in. He is cultured, sincere and well-spoken, and presents himself as such. While he places high value on his own beliefs, he always respects the other person’s viewpoints. He is observant of all things that happen around him and can learn even complex concepts swiftly.

In next 5-6 years, I see SAMPLE achieving a senior management position in a global Technology or Consulting firm. In 10 years, in line with his career aspirations I have no doubt that he would be heading a venture of his own. After his MBA, when he chooses his career, his desire to have global footprint will make him choose a global role in a leading multinational corporation. SAMPLE has often discussed his career plans with me and has been clear about his ambitions, which is why he is always looking to gain more knowledge about management and business aspects as he believes his IT skills have reached a tipping point and it is vital for him to expand his horizons faster than what his current career can offer him. He is convinced that he needs formal and international management education at this stage, which shows his commitment for his long-term goal.

Having observed him over 2 years now, I believe he is an excellent leader, a great team player and a capable individual to impact one’s thinking and make decisions – all required traits for a career in management. Though his IT career is close to his heart, he has been passionate about a management role in consulting, which I believe will help him grow into the person, he sees himself as, a few years into the future.

SAMPLE loves to take higher-level responsibilities, shows immense ambition and drive. He has always seemed eager to not only work in a team setup but also lead the team for a common goal. His innate quality to learn latest technology trends and collaborating attitude will prove to be useful in sharing latest practices with peers. A management career especially that of a consultant and an entrepreneur typically requires a team setup and this collaborative attribute is essential for collective team success and SAMPLE shows signs of these soft skills that one requires for this sort of a career.

I believe, after a high quality MBA like that of Cambridge, SAMPLE will have no problems in leading a consulting and entrepreneurial career when he chooses to do so.