

June 1, 2015



Re: Recommendation for Nestor Osorio

To Whom it May Concern:

I am thoroughly impressed with Nestor Osorio's enthusiasm, communication skills and professional demeanor when I joined Forest Lake Elementary School in 2009. The more I got to know Nestor, the more I realized his magnitude of effective leadership. During the two years Nestor and I worked together, he consistently demonstrated a vision of growing the athletic program at Forest Lake Elementary School. I watched an after-school intramural program increase over 100% over the course of two years.

Nestor is reliable, dedicated and eternally upbeat. I observed him coach one-on one with parents, coaches and colleagues. His ability to calm angry or frustrated leaders is unparalleled, and it is because of his excellence in this area that I repeatedly asked him to mentor new employees at Forest Lake Elementary School. He served as a mentor/coach to a brand new teacher over the course of 5 years and eventually led to a state of the art program. Nestor has demonstrated a strong ability to multitask effectively and is able to handle a high-volume workload. Nestor's team player mind-set, enthusiastic embrace of change, ability to work with minimal supervision and unwavering commitment to exceeding customer expectations has led to many opportunities to coach and mentor others. In working with Nestor, I regularly received unsolicited praise from customers commending his outstanding level of service, professionalism and follow-through.

My experience in being part of the Florida Conference Coaching program and/also being a Certified Master Coach has helped me see that Nestor fully understands what it means to be a coach and mentor. I have seen him using the skills that he learned from our experience together. Nestor always implemented his personal philosophical beliefs that were aligned with the SDA beliefs as well as the organization he was representing. The coaching-mentoring process got to the point where we both felt confidence enough to share crucial conversations about the things that need improvement in both of our responsibilities, which led me to understand what true honest and constructive communication means at its highest level.

Nestor also utilized his knowledge of legal and policy issues as well as ethical and moral values when designing sports programs, always communicating with me the steps needed to have a successful and safe program. We ended up coaching and mentoring each other in our journey toward excellence.

In closing, Nestor is a hardworking, top-performing customer service professional that automatically leads to others wanting to be close to him and be a part of his leadership. He has my highest recommendation as one who can mentor and coach future up and

coming leaders within our system.

Sincerely,

Robert L. Overstreet

Robert L. Overstreet, Principal

Andrews Academy