

1 May 2020

To whom it may concern,

Martin Farrell

I have had the pleasure of knowing and working with Martin since 2014, when I was elected to the Global Board of the International Association of Facilitators as the Regional Director, Asia. Martin was my counterpart representing Europe and the Middle East. In my interactions with Martin on the Board, I am always positively impacted by his warmth, humour and professionalism. I thought his enthusiasm for all things facilitation was infectious and his approach to living an integral life most admirable.

2 years later in 2016 and 2017, I had the opportunity to work once again with Martin. (By that time, Martin had left the Board after finding a capable successor to the EMEA Directorship) I had agreed to hold the Chairship of the Association for those 2 years. Although the board had not engaged a facilitator for some years, I was clear that for our annual face-to-face Board meetings that we would benefit from the skills of an able facilitator who also had a good awareness of the Association's context and who could be counted on to be neutral. Those 2 conditions narrowed the pool to a less than a handful of individuals.

The pro bono work that Martin did for the Board was high quality and because he brought his whole self into the facilitation, he was able to get a very diverse Board moving towards key agreements. He led the pre-meeting segments and the actual facilitation over those 4 days in 2016 and again in 2017, effectively. He got us to evolve 9 key focus areas that formed the core of the Board's strategy over those 2 years. Further, that he was working with us again in 2017 meant that he was able to bring a continuity of focus as we evaluated the previous year's work and built on it.

While the work he did at those 2 strategy meetings is little seen outside of the Board, I can attest to the impact delivered at outputs and outcomes levels. More importantly, because of the ease he brings to the room and the people in it, the work itself was enjoyably done.

I would recommend Martin wholeheartedly should anyone be looking for a facilitator to work with senior teams on issues that need consensus and energetic focus to build that consensus into actual outcomes.

Yours Faithfully,

Noel E K Tan, CPF, HSDP
Past Chair, International Association of Facilitators
2016-2017

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