

Western Australian Cricket Association  
Perth  
Western Australia 6000

November 2000

**To whom it may concern**

Martin attended our workshop for the Cricket Operations Department of the WACA. The workshop had a theme of 'People Doing Tasks'. The emphasis was on people, unity of staff attitude, endeavour, workmanship and teamwork as a means to an end.

We were after a novel approach to enable this emphasis to be highlighted.

Martin's task was to muster the latent energies of staff in a creative way to encourage them to 'break loose', show some individuality and work in harmony. Music was the vehicle.

Martin's skills showed from the first moment. He was not aware of the musical, singing or creative ability of any of the individuals or the group as a whole. Significantly, his easy-going approach to getting everyone to join in was simply outstanding. He used an uncluttered approach, without reference to anyone's ability, particularly, the lack thereof. Before they new it, every person to a tee was joining in. By using an approach of *not* saying such things as "you can do it" or "everyone can sing" eliminated that mental personal incumbrance. Lack of reference to the fact was a perfect strategy!

Martin's personal musical skills (instrumental and singing ability) also contributed in a major way to his delivery capabilities, style and consequent success. He was able to become one of the group whilst being the leader.

Through this valuable session, it was established by staff how harmony was generated and becomes a valuable tool to improve productivity.

Various sections throughout the WACA have consequently used Martin's unique abilities to promote their areas of focus.

Yours sincerely

Rob Langer  
**General Manager Cricket Operations**