



User Testimonials

International Perspective

Feedback from non-US management after a four-hour session...

“I found HATS an invaluable method of thinking about what it meant to set up a new company in a new market. It enabled me to look closely at the management of change and see how tasks could be realistically completed within the restrictions of my business plan. It saved me a lot of time and heartache when it came to recruit for a new company, as I had already thought out what skills were needed in the long and the short term, how job descriptions needed to be more fluid and how I needed to build upon staff strengths to get the most out of a small team. I still use its principles today in a new role.”

Ray Barker, Managing Director, UK

“When I first took on the role of Sales and Marketing Manager, there was so much work to be done – more than any one person could reasonably handle. I had to prioritize what I could handle, while trying to build a case for bringing in more staff. We used HATS to work through my overwhelming list of responsibilities. HATS was more helpful than I could have ever imagined. After a lot of shuffling and reshuffling, we managed to build a prioritized to-do list for myself and form a strong case for bringing in a Sales Supervisor. A simple, but extremely effective concept!”

Shelley Miller, Sales and Marketing Manager, Canada

“Holistic Approach Towards Simplicity is my definition of HATS. The HATS session helped my company to define priorities, make sense of job duties when adding new staff and it kept the balance of workload in check. The end result derived from the session was greater operational effectiveness and efficiency for our company.”

Michael Chng, Sales and Marketing Manager, Singapore

“Having downsized from a company of about 20 employees to 6 employees, we were forced to make internal organizational changes. HATS helped us identify and define old and new responsibilities in order to maximize everyone's productivity. HATS was the answer for us during that change.”

Rick Eldaief, Strategic Sales Manager, Canada

