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Georgia State
University

To whom it may concern:

I am writing this general letter of recommendation and assessment for Bob Lahm because he has the attributes to succeed in almost any endeavor he might undertake. Let me comment on Bob's experiences at Georgia State University, both as a student and as a consultant to our continuing education programs.

Bob came to us in the spring of 1992 as a graduate student in Human Resource Development looking for a chance to do an internship, but it was clear from the first he was no ordinary student. We were impressed with his business experience, with his knowledge of diverse industries and his insights into the problems we were facing. As a result of the early contacts and experiences, we employed him as a management consultant to our corporate training unit immediately following his graduate internship. After making a number of contributions to our organization and operations there, Bob subsequently continued in his academic studies and completed his Ph.D. in Human Resource Development. Following his recent graduation, I have retained his services once again as a project consultant. In this present assignment, Bob is aiding our ability to justify the value of a large capital investment in customized corporate training for one of our major clients (beyond this present application of his work product, I expect he will aid us in gaining entrée to opportunities to serve numerous other organizations as well).

Meanwhile, let me discuss some of the attributes that have made him so valuable to us in these past and present roles. First, Bob has an almost amazing breadth of knowledge about the way many businesses work. Second, as an experienced marketer and former entrepreneur, he can design high quality materials using desktop publishing, but he also has the ability to collect and analyze data on performance. Further, Bob is an outstanding researcher, both in his scholarly and business oriented research pursuits. As a student, he wrote a 300 page master's thesis on the quality of the U.S. education system which was the most comprehensive, and far-reaching study I have seen at that level; his 500 page doctoral dissertation, the result of years of study on organizational behavior, culture, and hiring processes, was extraordinary. Finally, even as an intern and consultant, his leadership qualities have always been evident each time he has served our Division of Continuing Education, as well as other campus entities with which I am familiar.

I think all these comments highlight an individual who is bright, hard-working, knowledgeable, and a good team leader. I recommend Bob Lahm to you for any position which would benefit from these attributes.

Sincerely,

Stephen Langston
Assistant Vice President
for Public Service