

CLIENT ENDORSEMENTS OF TODD HOWARD

“Todd is a very professional and knowledgeable IT and business person. He and I got on extremely well and he handled a lot of issues for me. Todd left us in IT with new ways of doing things and better ways to document things. Everyone who worked with him liked him very much: his style, his personality, his thoroughness.”

Larry Isaacson, *Director, ITS, December 17, 2007*

Hired Todd as a Project Manager (Consultant) for the Toronto Community Housing Corporation in 2005 and managed his work

“Todd is a rare IT consultant who takes the time to understand the client and the culture. He gets the job done to the highest of standards. I hesitate to recommend him to anyone else as I would want to have the first chance at hiring him back again when he becomes available.”

Scott Waterman, *Manager Business Systems Services, November 5, 2007*

Hired Todd as a Project Manager (Consultant) for the Toronto Community Housing Corporation in 2005

“Todd was invaluable to the creation of our team and the ongoing management of the team. Todd is very personable, stern when required, diplomatic, and very focused, everything that you would want a good Project Manager to be. Todd has the ability to create a positive atmosphere and encourage external and internal players to get involved and to respond positively as well. Overall a great team leader, manager, and negotiator.”

Suzanne Pearce, *Manager, November 5, 2007*

Worked with Todd at Toronto Community Housing Corporation

“Todd is one of the most seasoned project managers I have had a chance to work with. He is extremely focused with great attention to detail about every task in hand. I found him to be an extremely effective communicator and a great motivator for his team. I particularly liked his task oriented leadership style which gelled the whole team together. On the personal level he was very approachable and always keen to help out. Working for him was a delight and I would highly recommend him.”

Steve Ojha, *Data Migration Lead, November 6, 2007*

Reported to Todd at Toronto Community Housing Corporation

“Todd's management style provides the right amount of direction and guidance to allow my creativity as an analyst to be maximized while ensuring that timelines and milestones were successfully met. His ability as a manager to discuss and comprehend technical issues is unique and permits Todd to confidently understand and direct staff as appropriate. I would absolutely work with Todd again.”

Trevor Copeman, *Senior Business Analyst, May 25, 2005*

Reported to Todd at Ministry of Community & Social Services - Family Responsibility Office

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“I would like to take the opportunity to describe the work that Todd Howard performed as Project Manager for the ISDM Project. Todd has a firm grasp of technical details and takes the time to document them. Todd is also highly skilled at recognizing issues that require escalation to management for decision-making. Typically, Todd tackles this by presenting a number of well thought-out options with pros and cons to aid the decision maker in making choices and in understanding and communicating the implications of that choice. Todd is an excellent organizer and deals effectively both with technical people and with those to whom he reports. Superior under stress, Todd actually appears to become more calm and more patient as stress escalates or conflicts emerge, making him an extremely valuable lead team member who can inspire excellent performance, ensure accountability, and build bridges even under duress. In short, I would consider any company very lucky to have Todd join the team, as he is virtually a shoo-in for creating the atmosphere and structure necessary to bring in a successful project. Todd’s qualities and work ethic underpinned the success that was brought to the project. I would highly recommend Todd in any project that involves complexity, tough time constraints, or high quality requirements.”

Karim Jessani, *Business Intelligence Architect, December 30, 2007*

Reported to Todd at Ministry of Community & Social Services - Family Responsibility Office

“I’ve hired Todd for multiple different consulting assignments over the years and also to assist with one of my start-up companies during critical stages -- what more do I need to say -- he’s the epitome of the go-to guy -- a highly intelligent, results producing, versatile, pro who excels in any situation you put him in! Top qualities: Great Results, Personable, High Integrity.”

Graeme Foster, *Founder and CEO, June 16, 2007*

Hired Todd as Senior Product Manager (Consultant) for PPFX Inc. in 2002

Hired Todd as Project Manager (Consultant) for DRUMS Inc. / Toshiba Canada in 1999

Worked with Todd at MetaConcepts Inc.

“I credit one of the best working environments I have ever been a part of to Todd’s management concepts. His commitment to quality in both his own work and the work of people around him set the bar by which we all measured our efforts. Working for Todd was a truly positive experience and I would do so again any time.”

Jay Patel, *Software Developer, April 5, 2005*

Reported to Todd at EK3 Technologies Inc.

“I was quite impressed with Todd’s experience and knowledge as a technical manager of software development projects. His exceptional team building, motivational and communication skills helped to define and build a strong foundational Development Team consisting of contractors, consultants, co-op students and full time employees. These skills combined with his ability to understand complex systems and retain great amounts of information allowed us to work well as a core technical development team.”

Ed Elliott, *Founder, Vice President Development, March 27, 2002*

Hired Todd as Senior Development Manager (Consultant) for ek3 Technologies Inc. in 2000 and managed his work

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“Todd is well organized and highly conscientious and this enabled him to stay one step ahead of the rest of the team. Although Todd only worked 4 days per week, this never impacted his ability to deliver high quality work products. Todd’s attention to detail allowed me to focus on the ‘big picture’ as I could confidently rely on Todd to highlight any discrepancies.”

Bipasha Datta-Chiu, *Consulting Manager Ernst & Young, September 13, 1999*

Hired Todd as Project Lead (Consultant) for Canadian Tire Financial Services Inc. in 1998 and managed his work

“Todd worked with me on various projects as a developer and a team leader. In addition to his excellent technical skills, he’s the most organized person that I know and has an ease with customers that allowed him to take on many of the responsibilities of a project manager at a very early stage in his career.”

Sandy Kemsley, *Founder, CEO and Chief Architect, May 6, 2006*

Hired Todd for MetaConcepts Inc. in 1995 and managed his work as Technical Team Lead

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