



LEARNING AND DEVELOPMENT DIRECTORATE

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October 14, 2024

TO WHOM IT MAY CONCERN

It is not often that I have the opportunity to write a letter of reference for someone of professional caliber of Mr. Ches Moulton and I, therefore, deem it a pleasure to have been asked so to do on his behalf.

Mr. Ches Moulton has been working with the Learning and Development Directorate (L&DD) on an ongoing basis as a Stress Management Consultant from March 2024. We first engaged his services for a Human Resources (HR) Forum, targeting Public Service HR practitioners on the topic of ***“Mental Health in the Workplace: Exploring the Burden, Inspiring a Call to Action”***. His presentation was dynamic, riveting and highly informative, such that several HR managers, thereafter, sought to engage his services for their respective organisations.

The work generated by Mr. Moulton from this first engagement was found to be of a high standard and of immediate relevance and utility to the public officers within the Government of Barbados. Hence, without any reservation, Mr. Moulton’s professional services were subsequently re-engaged, and he has worked with the Directorate to deliver:

- Executive Coaching for Executive Managers in the Public Service
- Train the Trainers for HR Personnel- Mental Health First Responders; and
- Stress Management Masterclass for the 21st century (training for senior managers)

I believe his success can be attributed to his attention to details, as well as his demonstrated understanding of the environment and context in which he is consulting. Mr. Moulton delivers realistic and pragmatic solutions to problems and is very responsive.

His personality is best described as affable and it is clear that he is a seasoned team player who can always be relied on to see the task through to completion. Mr. Moulton’s communication skills are excellent and his analytic and

conceptual skills are exemplary. I have found that when presented with peculiar situations, he engages in decisive thinking to solve the challenges identified.

Mr. Ches Moulton has been professional, meticulous, patient and responsive in each assignment. He has executed the deliverables on time and within budget. In addition to executing the discrete deliverables, given his extensive knowledge and experience, he uses every opportunity to share not only with the stakeholders engaged in the process but also with members of the L&DD team. We remain very satisfied with his delivery of professional services.

A handwritten signature in black ink, reading "Fay-Marie Browne". The signature is written in a cursive style with a large, sweeping initial "F" and "B".

Fay-Marie Browne (Mrs.)
Director
Learning and Development Directorate



GOVERNMENT OF BARBADOS



COASTAL ZONE MANAGEMENT UNIT

8th FLOOR WARRENS TOWER II, WARRENS, ST. MICHAEL

Our Ref: CZ01/2/9

Your Ref:

Tel. No. (246) 535 - 5700

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28 November 2023

Mr. Ches Moulton
Inch Marlowe
Christ Church

Dear Ches,

Subject: Recognition for your Contribution to the Coastal Zone Management Unit Seminar on Stress Management

I am writing to you today to express my sincere gratitude for the seminar presentation on stress management that you gave to our executive team and staff on July 21, 2023. As we know, stress is a major problem in the workplace. It can lead to decreased productivity, increased absenteeism, and a variety of physical, mental, and emotional health problems. We found your presentation to be extremely informative and helpful, and I believe that it has the potential to make a significant impact on our organization's culture.

You provided us with several practical tips and techniques for managing stress, helped us better understand the impact of stress on our work, and gave us the tools that we need to manage stress more effectively. I recall you indicating that these tools and techniques are based on tried and tested methodologies in stress management, and are effective for people of all ages and levels of stress.

I was particularly impressed by the way you tailored the presentation to our specific challenges and needs. You were able to offer us specific advice that we can use to improve our work-life balance and manage our reduced levels of stress.

The staff were exceedingly pleased with your presentation style and interactive approach, which allowed for the delivery of both message and techniques to be seamlessly applied during the seminar session. To be clear your presentation was not "the usual run of the mill" approach to stress management which many were expecting at the start of the seminar, and I thank you for that. Since the seminar it would appear that some staff have been using the techniques which has worked out quite well all around.

Your knowledge and presentation skills in this subject area are a valuable resource for any team or group of employees.

I highly recommend the seminar to other executive teams and organizations that are looking for ways to reduce stress and improve productivity. Thank you again for giving such a great seminar presentation.

Sincerely

A handwritten signature in blue ink that reads "L. Brewster". The signature is fluid and cursive, with the first letter of the last name being a large, prominent capital 'L'.

Dr. Leo Brewster

Director, Coastal Zone Management Unit