

31<sup>st</sup> October 2009

To Whom It May Concern

It is my pleasure to write a Reference for Janine Ramsey. I have known Janine for a period of 11 years – in the capacities of CEO of Swim Australia and Convenor of the ASCTA (Australian Swim Coaches and Teachers Association) Convention (Australasian-Oceania Swimming Professionals Convention and Expo).

On all occasions I have found Janine to be well-mannered and personable with myself, family, colleagues, staff and clients.

While contracted to our organization, Janine has performed several roles exceptionally well in the areas of contribution to organisational development strategies, training design and delivery for senior and supervisory management level as well as operational staff, event management, communication and marketing; more specifically as follows

- Special Guest Presenter on Swim Australia's 3<sup>rd</sup> annual National Learn-to-Swim Seminar Tour (Aug, Sep 2003, and Sept 2006). This involved delivering a number of 1 – 1.5 hour presentations & workshops as well as several 4 hour training workshops, in 10 different locations throughout Australia. It also involved performing many of the logistical and operational tasks, both in the planning stages and while on Tour
- Presenter at several ASCTA and Swim Australia Conventions – sessions in duration of 1 – 1.5 hours, most recent being in May 2009
- Hosting one of the Tracks at the ASCTA Convention (2002 – 06); including ensuring speaker and delegates needs were attended to
- Reviewer of aspects of Swim Australia's Brand Development process (2003). – (Swim Australia is the 'Learn-To-Swim' division of ASCTA)
- Presenter of various 4 hour Management development workshops in conjunction with the ASCTA convention, presented 2006, 2008, 2009
- Reviewer, contributor and presenter to Swim Australia's nationally recognized swim teacher education program newly developed and released in July 2008
- Co-developer and contributor to the marketing materials for Swim Australia's teacher education program currently being developed and due for release later in 2008
- Reviewer and co-developer of the Swim School's Accreditation Scheme currently being developed by Swim Australia and due for implementation later in 2009

Janine was most recently engaged as the keynote presenter at two significant Swim Australia professional development events for owners, managers and operational staff of swim schools in August 2009. The events were the annual conferences for WA (SwimWEST) and Tasmania (SwimSOUTH). Janine was also involved in supporting the biannual International Swim Schools Conference in August 2009 held in Fiji.

I have no hesitation in recommending Janine to assist your organization. Please do not hesitate to contact me if I can be of any further assistance.

Kind Regards

Ross Gage  
CEO  
Swim Australia  
[www.swimaustralia.org.au](http://www.swimaustralia.org.au)  
p. 61 (0)7 3202 8453  
f. 61 (0)7 3202 8456  
m. 0419 280 460  
[Ross.Gage@swimaustralia.org.au](mailto:Ross.Gage@swimaustralia.org.au)  
PO Box 12, Bellbowrie Qld 4070