

R.J. Willis: Speaker Recommendation

I'm pleased to recommend R.J. Willis following his facilitation of **"The SOAR Experience: Stop, Observe, and Respond to Silent Struggles"** at a **SHRM-Atlanta event on May 20**.

R.J. facilitated this interactive session for a group of approximately 30 participants over lunch, and the response was overwhelmingly positive. We received numerous high ratings and compliments from attendees regarding both the session and R.J.'s facilitation. Participants particularly appreciated the engaging format, practical strategies, and meaningful conversation around recognizing and responding to silent struggles in the workplace. The guest speaker R.J. brought to complement the session was also very well received and added significant value to the experience.

From an event planning perspective, R.J. was prompt, professional, and highly responsive. He took the time to understand our expectations, audience needs, and event format, and he made sure his presentation aligned accordingly. His willingness to collaborate and tailor the experience to our organization made the planning process seamless.

The SOAR framework provided our participants with actionable strategies for building empathy, psychological safety, and stronger workplace connections. R.J. delivered the content in a way that was both approachable and impactful.

We greatly appreciated the opportunity to work with R.J. and would confidently recommend him to organizations looking for an engaging, thoughtful, and professional facilitator focused on workplace well-being, leadership, and employee experience.



Signature

September 10, 2026

Date

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