

FISCHERHARBAGE & ASSOCIATES, PLLC

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To Whom It May Concern,

I am very pleased to recommend Jeri Quinn of Driving Improved Results for her work in leadership development, coaching, and organizational development.

In our work together in 2026, Jeri brought not only deep knowledge and practical experience, but also a rare level of empathy and wisdom to the process of leadership growth. She has an exceptional ability to understand both the strategic needs of an organization and the human dynamics that shape how a team actually functions.

Through her coaching, I became a more confident and thoughtful leader of my firm. Jeri helped me strengthen my communication, delegation, and expectations around employee performance, while also helping me think more clearly about culture and leadership presence. She has a gift for asking the right questions — the kind that cut through confusion and help you arrive at decisions with clarity and conviction.

Her leadership development work was highly relevant to the day-to-day realities of running a professional services firm. Rather than presenting abstract theory, Jeri consistently translated ideas into practical strategies that could be implemented immediately. Her style is both professional and deeply engaging, which made the work both productive and genuinely enjoyable.

Jeri's impact on our organization extended well beyond individual leadership coaching. Her insights helped shape our hiring strategy, succession planning, compensation structure, and broader financial and organizational planning. In particular, her thoughtful guidance helped me navigate important decisions around partnerships and the long-term growth of the firm.

What makes Jeri especially effective is the balance she brings between insight and humanity. She combines strong organizational thinking with genuine care for the people within the organization, and that combination creates lasting change.

Our work with Jeri provided real and lasting value. We gained practical tools, clearer leadership frameworks, and a stronger foundation for the continued development of our firm.

I recommend Jeri Quinn without hesitation to any organization seeking thoughtful leadership development, effective coaching, and meaningful organizational growth.

Please feel free to contact me if I can provide any additional information.

Very best,

Laura Fischer, Esq.

Founder and Principal

Fischer Harbage and Associates

<https://www.fischerharbageandassociates.com/>