



The Ingenuity Company

Strategy | Visioning | Design Thinking | Diagramming | Organizational Development

Date:	08 January 2018
To:	Forty Under 40 Selection Committee Business Publications Corporation c/o Jason Swanson 100 4 <sup>th</sup> Street Des Moines, Iowa 50309
Regarding:	Forty Under 40 Letter of Support for Kyle Oppenhuizen

Mr. Swanson and Selection Committee:

I would be doing Kyle a disservice to simply list his accomplishments or reiterate what is listed on his CV. Kyle is simply one of the most outstanding Young Professionals I have encountered here in Des Moines.

I have worked with and continue to work with Kyle in different capacities, starting with his time at the Business Record. His work in assisting with the Emerging Leaders Collaborative has been exceptional; his contributions have expanded and made those discussions more rigorous - he is clearly a thought leader in that group that others look to for best practices, thoughtful reflection, and useful feedback on their own efforts.

One area I wish to highlight are Kyle's exceptional contributions to Young Professionals of Iowa. Kyle lead a struggling organization back into vibrancy through his engagement, vision, and perseverance as an emerging leader. The group is poised to have a lasting impact on the development, attraction, and retention of young professionals in our state due in no small part to Kyle's contributions and leadership.

Kyle spends time reflecting on the best way to make considered moves forward, taking in input and viewpoints from a wide array of sources. This has continually allowed him to make strong and well-founded decisions about the direction of the organizations which he leads. Others see this approach and clearly respond favorably to it; there has been positive growth and capacity growth in all of the organizations he has been involved with.

Of all those whom I could think of to recommend this honor to, Kyle stands out in the forefront of my mind. I am impressed by his accomplishments, motivated by his enthusiasm, and want to do better for others set by his example.

As I think about the future, Kyle will undoubtedly be part of the vibrant future of Des Moines in a meaningful way.

I highly and without reservation recommend Kyle Oppenhuizen for induction into this year's cohort of Forty Under 40.

Sincerely,

Joseph R. Benesh  
President + CEO, The Ingenuity Company