



January 5, 2019

Jason Swanson
Business Record
The DEPOT @ 100 Fourth Street
Des Moines, Iowa 50309

RE: Nomination for David Ling, Bankers Trust

Dear Jason and the Esteemed Judges for Forty Under 40,

Every once in awhile you get the chance to work alongside a person of high integrity, high ideals and high standards for performance. One of those special persons for me is David Ling.

We've been working together for the last two years, directing the path for the West Des Moines Leadership Academy and David is now steering the ship as the Chair of the Advisory Committee. During the past year and a half David has served as Incoming Chair and prior to that served as a committee member since graduating from the class in 2015.

The progress and achievements the program has attained in that short period of time are just outstanding. Here is just a glimpse of what that looks like today:

- The curriculum is now solidified, and the quality of the programs has surpassed anything since the academy was created in 2008.
- Since the fall of 2017, the curriculum has made an abrupt turn toward experiential learning and incorporated programming focused on:
 - Critical thinking skills
 - Creative problem solving
 - Unique team building scenarios
 - Taking a deep dive into self-discovery of one's leadership style, strengths and areas needing development

Under David's leadership the Academy has seen dramatically increased enrollment and endorsement by both graduates and supporting companies. Because, the West Des Moines Leadership Academy is the calling card of the WDM Chamber, it is our unique selling proposition...what differentiates us from 23 other chambers in the metro.

Upon graduation, participants share a keen appreciation for the insights they've gained and an excitement for the future application of skills learned. With diploma in hand, they better influence others, impact decisions more effectively and lead with confidence.

I will be forever grateful for David's unwavering dedication to making it an outstanding experience for every participant and for his leadership in insuring that the focus and programs are highly relevant to the changing demographics in our workforce today.

Judges, I know the daunting task you're undertaking as you discern those most worthy of the Forty Under 40 designation. As you do so, I encourage you to include David Ling, an asset to every organization for which he works and volunteers.

Thank you.

Respectfully,

Carole Chambers

Carole Chambers, President & CEO
WEST DES MOINES CHAMBER OF COMMERCE