



Kelsey Brunton
Virginia Tech University
2662 Blossom Trail East
Blacksburg, VA 24060

May 19, 2013
RE: Request for permission to use image of PI/HPT model

Dear Kelsey,

This letter is in response to your inquiry to use The International Societies for Performance Improvement's (ISPI) model for Human Performance Technology (HPT) as requested for the use within the Dissertation titled A MIXED METHODS STUDY EVALUATING STRATEGIES USED IN ORGANIZATIONAL VISIONING Authored/Edited by: Kelsey Brunton to be published by: Virginia Tech University.

We have reviewed your request and hereby grant you permission to use the HPT model as per your request.

The figure must be used as is and may not be altered, modified or in any way changed from its original state without prior approval by ISPI. Any unapproved alteration of the file and/or model is prohibited.

The model must include the following as a citation:

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If you have any questions or concerns please feel free to contact me.

Sincerely,

Brian Gresham
Publications Manager
International Society for Performance Improvement