



SUB-SAHARA INSTITUTE (T) LTD

Company Profile

"Integrating Knowledge Capabilities"

2026

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Introduction and Background

Sub-Sahara Institute Limited is a management development professional firm based in Tanzania that provides a wide range of high-quality services to public and private sector clients. Sub-Saharan Africa has always boasted of being a “Think and Do Knowledge Powerhouse” dedicated to empowering human capital and organizations to excel. We integrate a dual focus on research-led and action-oriented approaches to organizational transformation. The firm was founded in 2020 and specializes in Human Capital Management Training and Consultancy, Leadership Training and Management Development Programmes, Work Life Balance and Emotional Intelligence, Psychological Safety and Employee Engagement, Market Research, Business Development and Advisory, Project Management, Corporate Governance, Organisation Design and Re-engineering. Sub-Saharan Institute has a pool of professional consultants with diverse practical experience and exposure in managing and working for various socio-economic sectors. Our Partners and Staff have been previously involved in several assignments for over 20 years and have provided consultancies and helped organizations from different sectors in private, public, and NGO to develop the capacity that provides the requisite skills necessary to meet a constantly changing market and business.

The above background gives us an advantage of a keen appreciation and experience in working on strategic assignments. In delivering services to our clients, we embrace modern technology, relevant best practices, creativity, independent thinking, and professionalism. We have built a culture of conducting our affairs transparently and sharing information and ideas positively to provide value-added services to our clients.

We offer our team of full-time and associate consultants an exciting work environment while enabling our consultants to maintain a strong personal and work-life balance. Our motto is “integrating knowledge capabilities”.

Our Vision

To be a leading management development Institute in the region

Our Mission

To excel in providing practical and sustainable solutions to the public, private, civil society, Non-Governmental Organizations, and International Organizations through a collaborative approach, research-based, and real-world fit-for-purpose practices.

Our Core Values

We subscribe to the Five Mertonian norms.

- › Universalism
- › Communality
- › Disinterested
- › Organized skepticism
- › Professionalism



Sub-Sahara Institute: Who We Are

- › The Sub-Sahara Institute Ltd is a Think and Do Knowledge Powerhouse that empowers human capital and organizations to excel.
- › We seek to establish a genuine Collaboratory, working with our partners to share uncluttered, honest, and practical solutions, firmly founded on a deep appreciation of human capital potential and sustainable development.
- › Our team of experts has a unique savvy and approach towards the opportunities and challenges of developing the region's workforce and workplaces.
- › Our dual focus on being a research-led and action-oriented organization facilitates our aim to be the bridge between collaborative approach, research-based, and real-world fit-for-purpose practices in education and employment, amongst institutions and individuals, and finally, by being focused on the Sub-Saharan region while bringing the latest global perspectives.
- › We aim to identify possibilities, provide valued advice, and connect policy makers, employers, employees, job seekers, and Foreign Investors to get working permits per legal requirements to make the region's development truly sustainable.



Our Services

1.5.1 HR Strategy & Advisory Services

The drive to improve business performance has led many organizations to recognize that effective human resource management is the key to success. We advise integrating good human resource management practices into business and organizational decision-making.

Sub-Sahara is passionate to help organizations with the following;

- › Organization Design and Re-engineering.
- › Human Resource Forecasting;
- › Job Analysis, Evaluation, and Pay Structure;
- › Scheme of Serviced Development/Career Path;
- › Labor Agency Services and Work Permit Processing from respective Government Authorities for Foreigners
- › Development of Human Resource Strategy and Talent Pipeline.
- › Competency/skills analysis and job design
- › Human Resource Audit
- › Performance management modeling
- › ICT-systems development for managing human resources;
- › Culture and employee engagement services
- › Recruitment and placement services
- › Organizational change and development services
- › Development of human resource plans and policies
- › Needs and capacity assessments
- › Technical and functional training plans to meet development goals
- › Institutional development and strengthening
- › Technical assistance to government and development agencies

1.5.2 Training & Capacity Development

Sub-Saharan Institute Consultants strive to develop and mobilize knowledge, expertise, and abilities to support sustainable development. We specialize in strategic planning and governance mechanisms for environmental monitoring and management.

Our training and capacity development services are tailor-made to customer requirements. Our programs are custom-designed to meet our clients' individual needs, but generally we offer training services in some of the following areas;

- › Mentoring and train-the-trainers approaches
- › Integrated Strategic planning and Management.
- › Cultural Change management strategies
- › Building High-Performance Teams
- › Strategic Leadership and Decision Making
- › Emotional Intelligence and Personal Leadership Mastery
- › Labor Laws and Handling Disciplinary Cases
- › Coaching for Managers
- › Training for Trade Union Leaders
- › Negotiation Skills
- › Conflict Management
- › Work-life balance and Psychological Safety at the Place



- › Training for Supervisors
- › Strategic Communication Skills
- › Supply chain, Shipping, and logistics management
- › Corporate governance and business decision making
- › Financial resource mobilization and management
- › Public Procurement and Contract Management

1.5.3 Organization Development Services

Organization Development is the practice of helping organizations solve problems and reach goals. Organizational Development helps all staff members of all categories build the capacity to learn and grow, achieve greater effectiveness at work, and create vision and strategy.

Sub-Saharan Institute Limited offers a range of services, including:

- › Strategic Planning – providing planning sessions to achieve SWOT/SWOC analysis, develop vision, mission, and value statements, and build goals, strategies, objectives, and measurable outcomes.
- › Working Environment surveys – We help organizations track how staff members think about their work environment. Current surveys explore employee concerns, management practices, and organization issues. Organization Development works to administer and interpret surveys and help organizations create effective action plans to address strengths and challenges identified in the study.
- › Team development – We help develop the employees’ ability to work more effectively together. Team effectiveness assessments are available, which will help the team build on the staff’s current strengths and address challenges.
- › Training solutions – finding training resources to help build skill level and support organizations’ change initiatives.
- › Management and leadership consultation – Assisting managers to develop best practices for their work.

1.5.4 Survey Management Services

We provide the following services;

- › Service Delivery Surveys;
- › Customer Satisfaction Surveys and Feedback;
- › Business Analysis and Interpretation of Results
- › Human Resources Metrics and interpretation
- › Employee engagement surveys
- › Human Resources Audit and Workload Analysis

1.5.5 Monitoring and Evaluation

We offer a wide range of monitoring and evaluation consultancy services. We design computer-aided cost-effective M&E systems, build organizations’ M&E systems and capacity, design project and programme performance tracking systems, conduct needs assessments and baseline studies, process or formative evaluations, and conduct mid-term, process, output, outcome, and impact evaluations. Our monitoring and evaluation services are tailored to meet client and project needs professionally and provide benefits to a wide range of other stakeholders. We provide solutions to guide effective management decision-making on what is working and not working, we provide solutions to guide development partner decision-making, and we provide solutions to guide government and its agencies



to make decisions. We provide solutions to academics through building models of application.

1.5.6 Project Design and Management

We provide professional project design and management services to clients in various contexts. We deliver value for money by providing the highest project management standards, utilizing our experienced project managers to realize business benefits and deliver projects on time, within budget, and to the required quality. Our client's projects are diverse, and our service covers strategic projects, from large to smaller one-off projects.

Sub-Saharan Institute has extensive experience providing a total project management service for all types of projects. We pride ourselves on delivering tailored project management services that assist our clients in establishing their options, defining their project needs, and managing project delivery - we are our clients' trusted advisor. Our project design and management services include defining, planning, leadership, stakeholder management, implementation, control, monitoring, and evaluation of achievements, as well as ensuring a successful delivery of projects within time, cost, and quality constraints. We have an excellent reputation for successfully delivering projects on time, on budget, and maintaining required quality standards. We ensure that our clients' corporate goals and business benefits are realized through a controlled, well-managed, visible set of activities to achieve the desired results.

1.5.7 Education Management Services

We offer services at all levels of education. Under the Education Management Services, Sub-Saharan Institute focuses on supporting the following broad areas::

- › Education reform and development services
- › Curriculum and Instructional Design Services
- › Assessment and evaluation of educational projects, policies, programs, and interventions
- › Recruitment and Enrollment Assistance
- › Strategic Planning and management for education
- › Staff recruitment and development
- › Design of systems for education planning and improvement
- › Offer ICT-enabled solutions to education problems
- › Education leadership and Governance services
- › Education resource mobilization and management
- › Education surveys and system studies

1.5.8 Strategic Planning, Management, and Business Decision Making

We help our clients to sharply focus their efforts on what is most important to their future success. We help our clients improve results through efficient and effective strategic management. We help our clients take control of their destiny by establishing a lean, effective strategy process that fits their business and attains higher levels of attainment. We enable our clients to appreciate how to operate in a rapidly changing environment where they are expected to do more with less. We assist our clients in translating their vision and mission statements into personal involvement and alignment for all employees.

1.5.9 Capacity Building for the Board Members on Governance:

Our training in this area specifically cover governance and oversight key components of the Operating Models for Effective Boards, which defines the mechanisms and interaction



points by which governance and oversight is implemented across the organization to allow effective governance and addresses: fiducially Performance abilities of Board Members, Board Structure (organization design and reporting structure, committee structures and charters and control and support function interdependencies), Oversight responsibilities, Skillsets, Talent, culture and Board Succession Plan, Board Performance and Infrastructure (governance and risk oversight policies and procedures, reports, measures and metrics, management capabilities, IT and Board communications to stakeholders).

1.5.10 Business Ethics & Integrity:

Unethical business behaviours remain a major challenge globally, and according to the Johnson Institute, unethical behaviours from staff cost global businesses almost 25% of their business. The impact of unethical behaviour is often understated, yet it is a major factor that promotes and inhibits the productivity of a business and may have far-reaching compliance risks. Our training in Business Ethics aims to equip staff with the requisite ethical skills and help institutions implement tools and policies that mitigate unethical behaviours within the organization.

1.5.11 Customer Relationship Management (CRM):

Statistics show that despite spending millions of dollars to devise strategic plans, only 24% of corporations formally track the relationship aspects with their clients' and prospects' interactions within CRM. It is indicated that this figure could be higher in Public Institutions. Organizational success largely depends upon the unique ability of its staff to sell its products and services and to manage relationships with clients and stakeholders. Sub Sahara will help participants understand what it takes to sell banking products and services and how to manage the relationships with clients to the point of growth of the organisation.



Our Team

Management Team

- i.** Dr. Ramadhani Marijani (PhD-Public Administration) - Chief Executive Officer
- ii.** Dr. Lufunyo Hussein (PhD Public Administration) - Director
- iii.** Mr. Moses Magoma (MPM) - Director & Secretary to the Board
- iv.** Mr. William Ferdinand - (MBA -ICT) - Senior Consultant IT and Business Management
- v.** Austin Erasto Lugenge - Administrative Assistant.

Associate Consultants

- i.** Professor Benon Basheka (PhD-Public Administration) - Senior consultant, Public Administration and Management
- ii.** Professor Soloshy Pillay (PhD- Public Administration), Senior Consultant, Governance and Anti-Corruption
- iii.** Professor Evengelos Mantaritz (PhD Public Administration) - Senior Consultant Governance and Anti-Corruption
- iv.** Professor Orketor Moti (PhD-Public Administration) - Senior Consultant Governance
- v.** Dr. Gordon McIntosh (Ph.D - Labour Economics) - Senior Consultant, Leadership and Management
- vi.** Dr. Nicolaus Shombe (PhD - Development Economics) - Senior Consultant, Development Economics and Policy Studies
- vii.** Dr. Samwel Dick Mpwepele (Ph.D- ICT) - Senior Consultant ICT and Management
- viii.** Dr. Andrew Kigombola (MSc-Health Informatics) - Senior Consultant Health Systems
- ix.** Dr. Asha Hayeishi (PhD - Sociology) - Senior Consultant Medical Sociology
- x.** Dr. Alexander Saba (PhD- Law) - Senior Consultant Human Rights and Governance
- xi.** Dr. Gwakisa Kamatula (PhD- Records Management) - Senior Consultant Records Management
- xii.** Mrs. Agatha Wanderage (MBA) - Senior Consultant, Management

Partners

Sub-Saharan Institute has partnered with Zanga Metrics to deliver cutting-edge, data-driven insights and solutions for organizations. This collaboration ensures that the most crucial metrics—those guiding strategic decisions and tracking management development outcomes—are accessible and actionable. By integrating Sub-Saharan's expertise in human capital development and organizational transformation with Zanga Metrics' analytical capabilities, clients gain a powerful toolkit to measure progress, improve performance, and achieve sustainable growth

Key Advantages of the Partnership with Zanga Metrics

- › Sharper Decisions - Access clear, real-time insights directly supporting better business and policy choices.
- › Reliable Tracking - Stronger systems for monitoring progress and measuring the impact of management development initiatives.
- › Tailored Solutions - Data ensures Sub-Saharan designs programs and strategies that fit clients' needs, not assumptions.



- › Forward Visibility – Predictive analytics highlight risks and opportunities before they unfold.
- › Stronger Client Value – The combined expertise of Sub-Sahara and Zanga Metrics delivers solutions that keep organizations competitive and sustainable.

Ongoing Assignments

Sub-Sahara Institute continues to cement its role as a trusted partner in driving transformational change across Tanzania’s leading institutions. We proudly spearhead cultural transformation programs with ATCL, TEAGTL, and NIC, reshaping organizational cultures to instill accountability, strengthen leadership, and create workplaces that consistently deliver results. These initiatives are not just about changing systems; they are about shifting mindsets and embedding new behaviors that define long-term success.

In parallel, our in-depth Mindset Change Program with TPA unlocks staff's hidden potential by addressing how people think, act, and adapt to new challenges. This work is proving to be a catalyst for higher productivity, innovation, and resilience, ensuring that TPA can thrive in a competitive and fast-changing environment.

At the same time, Sub-Saharan Africa is working with TCRA staff to elevate performance and operational effectiveness, sharpen focus, enhance skills, and align talent with the authority’s strategic mandate. These programs demonstrate how Sub-Saharan Africa doesn’t just deliver training—we deliver measurable performance shifts that directly impact organizational outcomes.

Together, these ongoing engagements highlight Sub-Saharan’s unique capacity to design and deliver programs of national importance, positioning us as a key player in management development. Our approach combines deep local understanding with world-class methodologies, ensuring that organizations meet today’s demands and build the cultural and leadership foundations for tomorrow’s success.