



SUB-SAHARA INSTITUTE
Management Consulting & Organisational Development

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Services Flyer

A list of services offered by Sub-Saharan Institute

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Management Consulting • Organizational Development • Capacity Building • Institutional Research

Sub-Saharan Institute Limited is a Think and Do Knowledge Powerhouse based in Dar es Salaam, Tanzania — providing high-quality management consulting, organizational development, training, and research services to public and private sector clients across East Africa and beyond.

OUR PRACTICE AREAS

01 HR Strategy & Advisory

- › Organization Design & Re-engineering
- › Job Analysis, Evaluation & Pay Structure
- › HR Strategy & Talent Pipeline
- › Competency/Skills Analysis & Job Design
- › Human Resource Audit
- › Performance Management Modelling
- › Recruitment & Placement Services
- › HR Plans, Policies and Guidelines

02 Training & Capacity Development

- › Strategic Leadership & Decision Making
- › Emotional Intelligence & Personal Mastery
- › Mental Health and Employee Well-being
- › Stress Management and Counselling
- › Team Building and High performing Teams
- › Labor Laws & Disciplinary Processes
- › Negotiation & Conflict Management
- › Corporate Governance & Ethics
- › Public Procurement & Contract Management
- › Supply Chain & Logistics Management
- › Financial Literacy and Discipline

03 Organization Development

- › Strategic Planning & SWOT/SWOC Analysis
- › Working Environment & Employee Surveys
- › Team Development & Effectiveness
- › Change Management Facilitation
- › Management & Leadership Consultation
- › Culture Transformation, Leadership Alignment and Development
- › Building Future Leaders
- › Leading Teams in the VUCA World

04 Survey Management Services

- › Service Delivery Surveys
- › Customer Satisfaction & Feedback
- › Business Analysis & Interpretation
- › HR Metrics & Workload Analysis
- › Employee Engagement Surveys
- › Human Resources Audit

05 Monitoring & Evaluation

- › M&E System Design & Implementation
- › Baseline Studies & Needs Assessments
- › Process & Formative Evaluations
- › Mid-term, Output & Impact Evaluations
- › Programme Performance Tracking
- › Evidence-Based Decision Support

06 Project Design & Management

- › Project Definition, Planning & Leadership
- › Stakeholder Management
- › Implementation, Control & Monitoring
- › Delivery to Time, Cost & Quality
- › Strategic & One-off Project Support
- › Benefits Realization Management

07 Education Management Services

- › Education Reform & Development
- › Curriculum & Instructional Design
- › Education Programme Evaluation
- › ICT-Enabled Education Solutions

08 Strategic Planning & Business

- › Strategic Management & Planning
- › Vision & Mission Alignment
- › Operating in Rapidly Changing Environments
- › Employee Strategic Alignment



- › Education Leadership & Governance
- › Education Resource Mobilization

- › Business Performance Improvement
- › Decision-Making Frameworks

09 Board Capacity & Governance

- › Operating Models for Effective Boards
- › Fiduciary Performance & Responsibilities
- › Board Structure & Committee Design
- › Board Succession & Skills Planning
- › Governance & Risk Oversight
- › Board-Stakeholder Communications

10 Business Ethics & Integrity

- › Building Ethical Organizational Cultures
- › Anti-Corruption & Compliance Policies
- › Risk Mitigation Frameworks
- › Integrity & Accountability Training

11 Customer Relationship Management

- › CRM Strategy & Adoption
- › Client Relationship Excellence
- › Client-Centric Culture Building
- › Sales & Stakeholder Management

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Ready to start?
Contact us for a free consultation
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