

Date: 9 Dec 2016

Letter of Recommendation: Mr Anil Salick: Synergistic Outcomes

It gives me great pleasure to write this letter of recommendation about the professional competency of Mr Anil Salick, from Synergistic Outcomes. I've known Mr Salick for the past three years, where he worked on a contract-basis as a Facilitator driving strategy in the Faculty of Applied Sciences (FAS) at DUT. During his tenure he not only facilitated Strategic Planning Workshops with the HoDs, but also worked with the HoDs on a one-on-one basis as well the rest of the faculty members, including the executive Dean of Science. I have found his work ethics to be of a very high standard indeed, who always had the interest of the FAS in mind. He is a very respectable person, and enjoys a very cordial relationship with both his superiors as well as his peers. He has an excellent personality who is able to handle multiple tasks within the faculty, which makes him ideally suited as a facilitator to drive strategy within the Faculty of Applied Science. He has been instrumental in promoting a good team spirit within the Faculty and played a pivotal role in enhancing good leadership qualities within the FAS.

More specifically, Mr Salick facilitated and assisted me with the following key priority areas aimed at improving my management and leadership skills in Chemistry:

- Effective Leadership: CheckPoint 360° Competency Feedback System (May 2015)
- Implementation of Strategic Planning Workshops (2014-2016)
- Technician's Workshops (2016)

The purpose of these Sessions were:

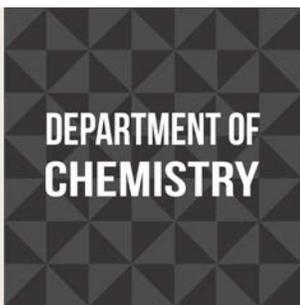
1. To discuss the management skills sets as rated by all observers and to highlight strengths and areas of opportunities for enhancing effectiveness as a leader.
2. To review the Mission, Vision and Values of the department. This forms the basis of the department's planning, buy-in by internal and external stakeholders, and competitive advantage
3. To complete the current environmental scan through SWOT analysis with weighting, ranking and scores. This information will help the department to identify its strategic position, and make smart decisions
4. To verify and confirm that the current strategic initiatives of Chemistry are reflected in its timeline; to utilize IT software options such as Office Planner 365 and to update/ amend where necessary.
5. To rate the level of proficiency and ability with regards to technicians and technical assistants – as a whole or group rating in the Department of Chemistry

I therefore strongly endorse Mr Salick's skills and proficiency as a consultant and facilitator for the faculty of Applied Sciences.

Sincerely,



Prof K Bisetty

		<p>PROFESSOR KRISHNA BISETTY</p> <p>Professor and Head Department of Chemistry Faculty of Applied Sciences Durban University of Technology</p> <p>P O Box 1334, Durban, 4000 South Africa</p> <p>Tel: +27 31 373 2311 Fax to email: 086 674 0243 Email: bisettyk@dut.ac.za</p> <p>www.dut.ac.za</p>
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