



January 2017

**TO WHOM IT MAY CONCERN**

**REFERENCE LETTER FOR MR ANIL SALICK**

Since 2014 as the HOD of the Food and Nutrition Consumer Sciences department, I have had the pleasure of working with Anil as the Faculty of Applied Science's consultant and facilitator for driving the DUT strategy in our faculty and at departmental level.

Anil ran various workshops with the staff in this department. The extremely successful team and relationship building workshop managed to help staff members decrease the perceived division between the academic and support staff. In a workshop skilfully guided by Anil the department refocused and created a catchy new vision, mission and values that truly speaks for the department.

Anil makes sure that all voices are heard and everyone has buy in and feels they have contributed to the process at hand. His insight into problem areas, providing creative ideas and solutions, his ability to listen and provide encouragement, give sound direction and guidance during strategic planning and review sessions as well as leadership workshops have been invaluable.

Individual consultations with Anil were always conducted in a positive and supportive manner which impacted on my performance and the achievements of my department. I am most appreciative that I have been able to work with a person of this calibre during the last few years. Anil comes highly recommended.

A handwritten signature in cursive script that reads 'Sue Vermeer'. The signature is written in black ink and is positioned above a horizontal line.

Sue Vermeer

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