



26 January 2017

**To Whom It May Concern**

Mr Anil Salick has, over the last two years (2015-2016), facilitated the implementation of the Faculty aligned DUT Strategic Plan for the Department of Mathematics. The entire process included: the development of a Mission, Vision and Values for the Department; a SWOT Analysis Workshop; the development of long term Departmental Goals and Operational Timeline plans; and a number of reviews of the process (to sustain strategic momentum) with the Department as a whole and with the Head of Department in particular.

The entire process was conducted with utmost professionalism and Anil's personable disposition inspired sustained interest in all of the participants. As a frequent participant in workshops on Strategic Planning, I can confidently report that the approach by Anil is by far the most enjoyable, thought provoking and energising that I have ever encountered.

It gives me great pleasure to recommend his services.

Yours faithfully



**Professor DB Lortan**  
**Head of Department: Mathematics**