



9 December 2016

To whom it may concern

Reference letter for Mr Anil Salick.

I have known Mr Salick for the past 11 months that I have been employed at DUT.

After being appointed as HOD in Statistics, I was introduced to Mr Salick who is the consultant for strategic planning for the Faculty of Applied Sciences. In line with the mission and vision of DUT, each department has the task of setting out strategic plans and conducting a SWOT analysis. Mr Salick assisted me and our department with this task. Mr Salick had a group strategic planning session with our staff, which involved creating a mission statement, vision and values and a SWOT analysis. Mr Salick was very professional and competent. He provided guidance, gave constructive advice, respected people's opinions, and listened to staff. Mr Salick has the knowledge and expertise to guide one in compiling workable strategies and plans. He also has insight into the challenges one faces. In one on one discussions with Mr Salick, I found him patient and understanding and always willing to listen. He was able to provide me with advice and information in the area of strategic planning and setting realistic goals.

When conducting workshops with all the HOD's in the faculty, Mr Salick is organized, systematic, clear in his communications and professional. He is an excellent facilitator, allows discussions to develop when the issues are important but keeps to time constraints.

As a new HOD at DUT, I have found Mr Salick extremely helpful and supportive and his expertise and guidance have been of immense value to me and our department.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Glenda Matthews', written in a cursive style.

Glenda Matthews

HOD: Statistics