



COMPANY PROFILE SUB-SAHARA INSTITUTE

INTELLIGENCE | INNOVATION | IMPACT



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Executive Summary & CEO's Foreword

Executive Overview

Founded in 2020, **Sub-Sahara Institute (T) LTD** has established itself as an institutional force in strategy, management advisory, organizational transformation, and capacity building across Tanzania and Sub-Saharan Africa. Operating from our headquarters at RITA Tower in Dar es Salaam, we bridge the gap between rigorous academic evidence and real-world executive execution.

Positioned as a premier **"Think and Do Knowledge Powerhouse,"** Sub-Sahara Institute empowers human capital and institutions to achieve sustainable performance, operational agility, and long-term value creation. Our partners and senior consulting pool leverage over two decades of technical expertise across public sector ministries, multinational corporations, civil society organizations, and international development agencies.

CEO's Foreword

"The contemporary African socio-economic landscape demands unprecedented institutional resilience, governance integrity, and workforce adaptability. Traditional consulting models that rely on generic global templates often fail to address local contextual complexities. At Sub-Sahara Institute, we integrate deep regional insights with global management best practices to build self-sustaining, high-performing institutions.

Through our proprietary delivery frameworks, strategic partnerships with analytics providers like Zanga Metrics, and our multidisciplinary pool of senior academicians and industry practitioners, we provide public and private organizations with the capabilities required to excel in a rapidly evolving business environment. We invite strategic partners, development agencies, and corporate leaders to collaborate with us in driving Africa's institutional transformation."



Corporate Philosophy: Vision, Mission & Core Values



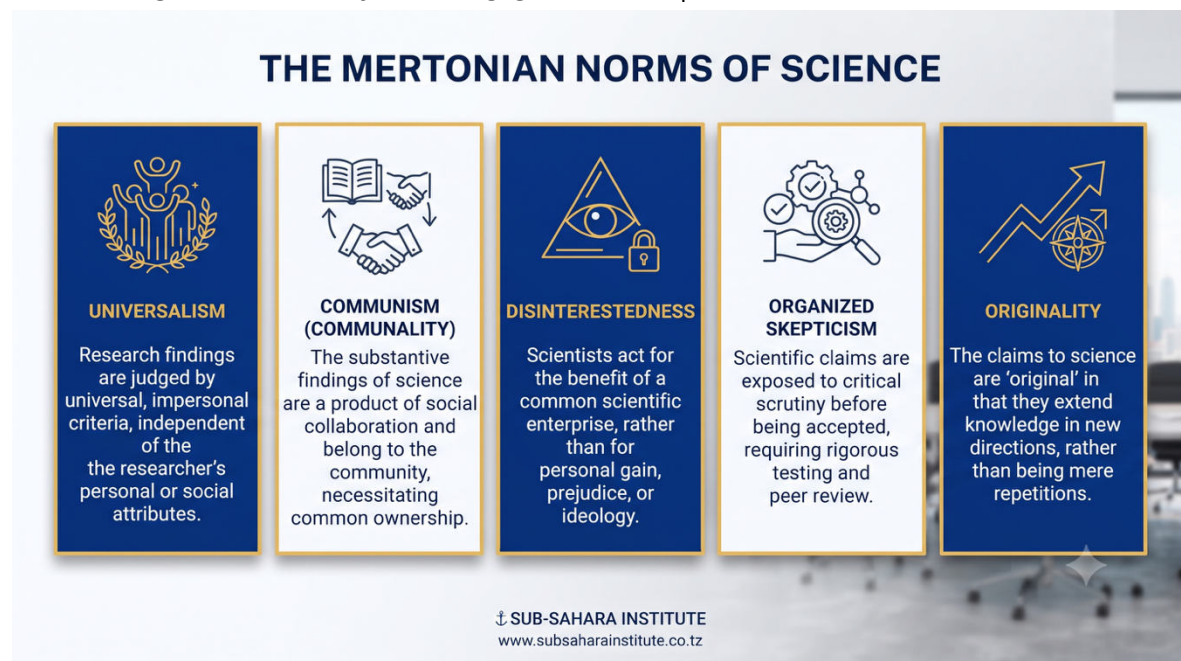
Our Vision

To be the preeminent management development and strategic consultancy firm in the region, recognized for catalyzing institutional excellence, sustainable capacity development, and transformative leadership.

Our Mission

To partner with organizations in solving complex strategic and organizational challenges through innovative management consulting, leadership development, governance advisory, organizational transformation, empirical research, and

capacity-building solutions. We strengthen institutions, elevate performance, and create long-term value by tailoring global best practices to local realities.



Core Values: The Five Mertonian Norms

Our corporate culture and advisory practices are grounded in the **Five Mertonian Norms**, ensuring absolute ethical compliance, intellectual independence, and scientific rigor in every engagement:

SNO	CORE VALUE	OPERATIONAL DEFINITION & ADVISORY IMPACT
1	Universalism	Institutionalizing impartial, objective, and global standards across all diagnostic and advisory solutions.
2	Communality collaborative	Fostering transparent knowledge-sharing and co-creation of value with client institutions
3	Disinterestedness services	Delivering objective, uncompromised advisory motivated solely by client success and public
4	Organised reflection and Scepticism implementation	Applying rigorous evidence-based empirical auditing prior to strategy
5	Professionalism quality	Maintaining unyielding standards of execution integrity, confidentiality, and performance

Core Service Capabilities: The 4 Pillars

Sub-Sahara Institute structures its multidisciplinary solutions across four core capability pillars designed to address the full lifecycle of institutional development.

THE 4 PILLARS ARCHITECTURE



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Pillar 1: Strategic Planning, Management & Governance Advisory

Overview:

We assist executive leadership and governing boards in formulating, executing, and evaluating robust strategic roadmaps that drive organizational agility and competitive differentiation.

Key Offerings:

- Integrated Strategic Plan Formulation (3–10 Year Roadmaps).
- Balanced Scorecard (BSC) & Performance Management System Design.
- Board Governance Frameworks, Charters, & Fiduciary Oversight Reviews.
- Organizational Re-engineering, Change Management, & Structure Optimization.
- Business Process Re-engineering (BPR) & ICT Systems Integration.

Target Clients:

Government Ministries, Public Agencies, Commercial Banks, State-Owned Enterprises (SOEs), and Regional Development Bodies.

Value Proposition:

Converting high-level institutional visions into actionable, performance-tracked operational frameworks that ensure measurable accountability.

Pillar 2: High-Impact Capacity Building & Custom Training of Trainers (ToT)

Overview:

We design and deliver competency-based institutional training programs and Train-the-Trainer (ToT) frameworks that build internal organizational capabilities.

Key Offerings:

- Custom Training of Trainers (ToT) & Master Mentor Frameworks.
- Executive Leadership, Supervisory Skills, & Decision-Making Programs.
- Emotional Intelligence (EQ), Psychological Safety, & Workplace Culture.
- Public Procurement, Financial Resource Mobilization, & Contract Management.
- Labour Laws, Trade Union Negotiations, & Conflict Resolution.

Target Clients:

Executive Management, HR Directorate Teams, Public Sector Institutes, and Corporate Human Capital Divisions.

Value Proposition:

Institutionalizing continuous learning models that cascade knowledge across workforce hierarchies, reducing external advisory reliance over time.



Pillar 3: Executive Leadership & 360-Degree Organizational Assessments

Overview:

Utilizing proprietary diagnostics and human capital analytics, we evaluate leadership performance, organizational culture, and employee engagement to unlock operational efficiency.

Key Offerings:

- 360-Degree Executive Leadership Assessments & Capability Audits.
- Organizational Culture Diagnostics & Employee Engagement Surveys.
- Job Analysis, Evaluation, Compensation Structuring, & Scheme of Service.
- Human Resource Audits, Forecasting, & Talent Pipeline Development.
- Workplace Psychological Safety & Employee Wellbeing Evaluations.

Target Clients:

Boards of Directors, CEOs, Chief Human Resources Officers (CHROs), and Institutional Governance Committees.

Value Proposition:

Providing objective, data-backed human capital intelligence that aligns workforce behaviors with overarching corporate mandates.

Pillar 4: Empirical Research, Feasibility Studies & M&E Frameworks

Overview:

As a "Think and Do Knowledge Powerhouse," we conduct applied socio-economic research, feasibility studies, and robust Monitoring, Evaluation, and Learning (MEL) assignments.

Key Offerings:

- Digital Monitoring, Evaluation, & Learning (MEL) Systems Design.
- Bankable Feasibility Studies, Investment Planning, & Business Cases.
- Baseline Studies, Mid-Term Reviews, & End-of-Project Impact Evaluations.
- Labour Market Surveys, Tracer Studies, & Policy Reform Research.
- Customer Experience (CX) Audits & Service Delivery Diagnostics.

Target Clients:

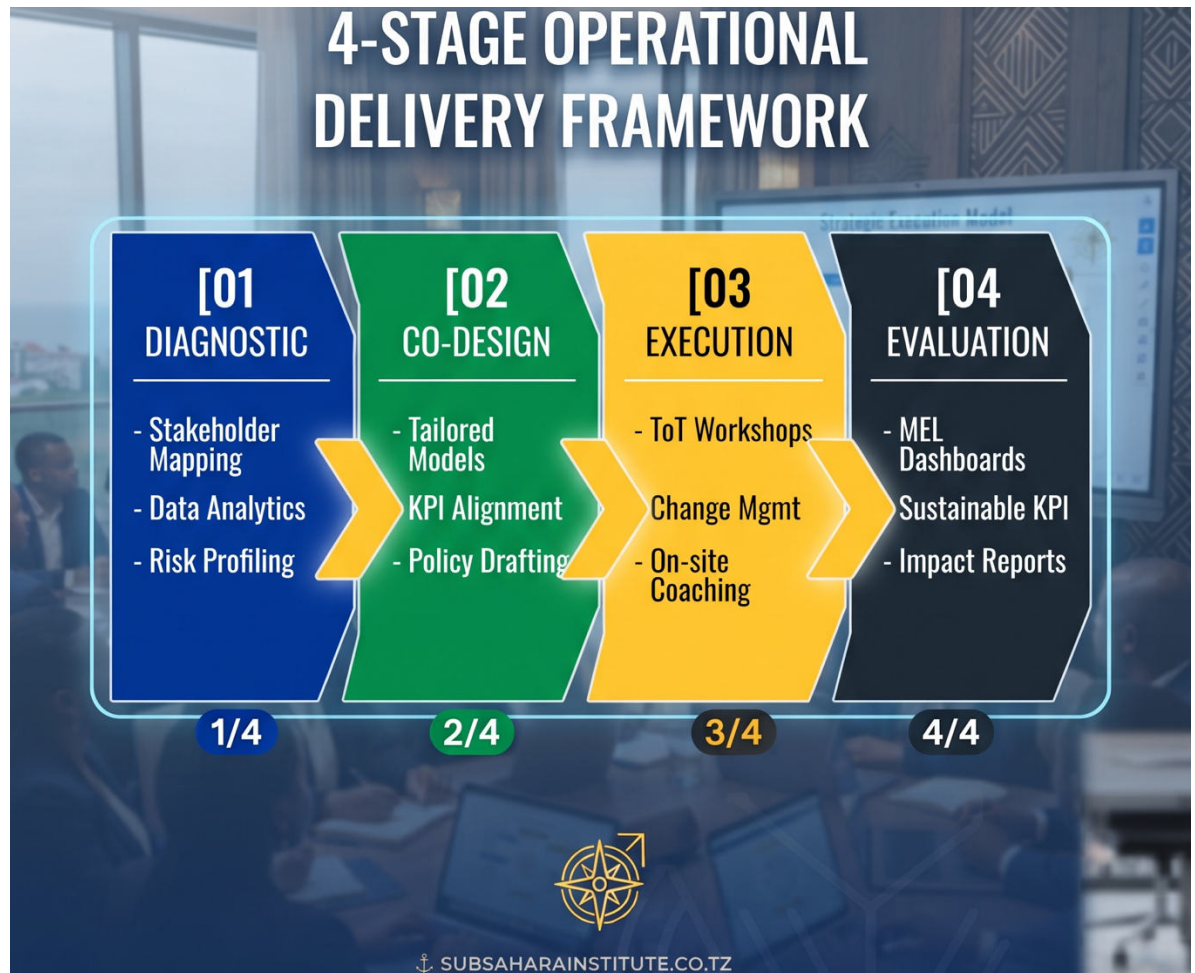
International Development Agencies (UN, World Bank, AfDB), Donors, Government Policy Directorates, and Private Investors.

Value Proposition:

Generating rigorous empirical evidence and actionable analytics that mitigate investment risk and optimize project outcomes.

The Sub-Sahara Methodology & Delivery Framework

Our operational delivery model follows a structured, iterative 4-stage lifecycle, ensuring seamless transition from problem definition to sustainable impact.



Stage-by-Stage Operational Process

SNO	STAGE	CORE OPERATIONAL ACTIVITIES & DELIVERABLES
1	Diagnostic & environmental needs assessmnt audit	- Comprehensive stakeholders interview and scan - Quantitative data harvesting and baseline - Organisational readiness and risk profiling
2	Strategic Co-design assets	- Interactive client co-creation workshops - Cusotmization of strategy, ppolicy or curriculum
3	Highest Impact buliding modules Execution cascading management	- Phased roll-out of consulting or capacity - Train-the-Trainer (ToT) internal capability - Executive coaching and real-time intervention
4	Post-(MEL)audit intervention, Evalution & M&E partnership toolkit	- Independent Monitoring, Evaluation & Learning - Dashboard deployment (via Zanga Metrics - Handover of sustainable internal operating

Featured Case Studies & Track Record

Sub-Sahara Institute's partners and consultants have led transformative interventions across major regional organizations.

PERFORMANCE HIGHLIGHT STATS



20+ Years Combined Partner Experience in Regional Consulting

Unrivalled depth of expertise guiding organizational transformation.



Multi-Sectorial Deployments across Tanzania & Sub-Saharan Africa

Driving sustainable impact from public sector governance to corporate growth.



High Client Retainership Across Public Sector & Corporate Entities

Trusted long-term partnerships built on measurable results.

Case Study 1: National Insurance Corporation (NIC)

- **Situation:** NIC required a comprehensive re-engineering of its organizational culture and realignment of executive leadership to maintain market leadership in a competitive financial sector.
- **Task:** Conduct a full 360-degree executive leadership evaluation, organizational climate audit, and design a modern culture transformation framework.
- **Approach:** Implemented a multi-tier diagnostic survey examining leadership styles, employee engagement, and operational bottlenecks. Co-designed targeted executive development retreats and accountability frameworks.
- **Result:** Enhanced executive leadership alignment, measurable improvement in internal service delivery metrics, and a revitalized performance culture.

Case Study 2: Tanzania Ports Authority (TPA)

- **Situation:** TPA sought to transform workforce mindsets to support large-scale operational modernizations and improve port throughput efficiency.
- **Task:** Design and deploy an enterprise-wide Mindset Change & Behavioral Leadership program targeting operational and executive cadres.
- **Approach:** Rolled out interactive capacity-building modules focusing on personal leadership mastery, psychological safety, accountability, and team synergy.
- **Result:** A resilient, performance-oriented workforce with improved cross-departmental collaboration and enhanced service delivery standards.

Case Study 3: Tanzania Communications Regulatory Authority (TCRA)

- **Situation:** TCRA needed to align workforce capabilities and organizational culture with rapid technological advancements and evolving regulatory mandates.
- **Task:** Conduct an organizational effectiveness review, capability audit, and design customized executive growth interventions.
- **Approach:** Deployed data-driven survey diagnostics to identify skills gaps, followed by strategic leadership alignment sessions and performance management optimization.
- **Result:** Sharpened strategic focus, optimized workforce talent deployment, and accelerated regulatory innovation.

Case Study 4: Air Tanzania Company Limited (ATCL) & TEAGTL

- **Situation:** Major public sector transport and energy entities required structured culture transformation to enhance customer excellence and operational safety.
- **Task:** Implement comprehensive culture transformation and governance advisory services.
- **Approach:** Executed custom training workshops, ethical leadership alignment, and institutional communication restructuring.
- **Result:** Established high-performing, results-oriented workplace environments with transparent accountability structures.

Leadership & Expert Consultant Pool

Sub-Sahara Institute brings together an elite ecosystem of senior management consultants, academic leaders, and technical specialists.

DR. RAMADHANI MARIJANI

PhD, Public
Administration

CHIEF EXECUTIVE OFFICER

Specialization: Public Policy, Executive Leadership,
Institutional Re-engineering

DR. Lufunyo Hussein

PhD, Public
Administration

DIRECTOR

Specialization: Governance Advisory, Public Sector
Management, Strategic Planning

MR. MOSES MAGOMA

MPM

DIRECTOR & BOARD SECRETARY

Specialization: Project Management Lifecycle, Risk
Governance, Strategic Execution

MR. WILLIAM FERDINAND

MBA-ICT

**SENIOR CONSULTANT, IT &
BUSINESS MANAGEMENT**

Specialization: Digital Transformation, HR Analytics,
ICT Systems Re-engineering

AUSTIN ERASTO LUGENGE

ADMINISTRATIVE ASSISTANT

Specialization: Information Systems Architect and
Economist

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SENIOR ASSOCIATE CONSULTANTS POOL

PROF. BENON BASHEKA

Public Administration, Management & Governance Specialist

PROF. SOLOSHY PILLAY

Governance, Institutional Ethics & Anti-Corruption Advisory

PROF. EVANGELOS MANTARITZ

Governance Frameworks & Anti-Corruption Systems

PROF. ORKETOR MOTI

Institutional Governance & Public Policy Advisory

DR. GORDON MCINTOSH

Labour Economics, Leadership & Executive Management

DR. SAMWEL DICK MPWEPELE

ICT Systems, Human Resource Digital Transformation

DR. ANDREW KIGOMBOLA

Health Systems Management & Institutional Strategy

DR. ASHA HAYEISHI

Medical Sociology & Workplace Employee Wellbeing

DR. GWAKISA KAMATULA

Records Management & Information Governance

MR. DEOGRATIUS MASSAWE

Research Methodology & Strategic Management Expert

MRS. AGATHA WANDERAGE

Organizational Management & Talent Development

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Quality Assurance & Ethical Compliance Standards

To ensure that all assignments meet global management consulting standards, Sub-Sahara Institute maintains strict internal quality assurance controls:

- **Peer-Reviewed Methodology:** Every diagnostic tool and strategic report undergoes rigorous peer review by our senior consultant pool before client presentation.
- **Data Privacy & Confidentiality:** Full compliance with national data protection legislation and international research ethics protocols.
- **Zero-Tolerance Corruption Policy:** Strict adherence to anti-bribery and fair competition standards in all tender bids and procurement activities.

Client Ecosystem, Strategic Alliances & Call to Action

Client & Industry Sector Matrix

SNo	TARGET SECTOR	REPRESENTATIVE INSTITUTION TYPES
1	Public Sector & Regulatory Bodies State Enterprises Transport Lines	Government Ministries, Authorities (e.g., TPA, TCRA) & Executive Agencies, Port Authorities (e.g., ATCL)
2	Financial Services & Insurance	- National & Regional Commercial Banks - State & Private Insurance Corporations (e.g., NIC) - Social Security Funds & Financial Regulators
3	International Development & Donors	- Multilateral Development Banks (AfDB, World Bank) - UN Agencies, Bilateral Aid Agencies & INGOs
4	Corporate & Trade Associations	- Energy, Logistics, & Supply Chain Enterprises - Energy, Logistics, & Supply Chain Enterprises - Trade Unions, Employers' Federations & Academia

Strategic Tech Partnership: Sub-Sahara Institute & Zanga Metrics

Sub-Sahara Institute has formed an analytical partnership with **Zanga Metrics** to provide data-driven insights and diagnostic management platforms.



SUB-SAHARA INSTITUTE



Human Capital Expertise
Integrating our deep regional human capital expertise with advanced analytics.

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ZANGA METRICS



Advanced Analytical Software
Powering real-time dashboards, data-driven insights, and reliable monitoring.

By integrating **Sub-Sahara Institute's** human capital expertise with **Zanga Metrics'** advanced **analytical software**, our clients gain access to real-time executive dashboards, data-driven workforce insights, and reliable monitoring of strategic outcomes.

Key Advantages:

✓ Evidence-Based Decision-Making ✓ Automated M&E Tracking ✓ Custom Talent Analytics & HR Diagnostics



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Zanga Metrics

PARTNERSHIP IN DATA-DRIVEN LEADERSHIP

Call to Action: Build Capability That Delivers Results

Sub-Sahara Institute (T) LTD stands ready to partner with your organization to address strategic challenges, re-engineer operational processes, and build a high-performing workforce.

Whether preparing for strategic planning cycles, conducting institutional audits, executing Train-the-Trainer (ToT) initiatives, or evaluating multi-million dollar development programs, our experts bring the experience required to deliver measurable impact.



Integrating Knowledge Capabilities

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