



SUB-SAHARA INSTITUTE LIMITED.

Management Consulting & Organisational Development

COMPANY SERVICES

Services Overview · 2026

Management Consulting • Organizational Development • Capacity Building • Institutional Research

www.subsaharainstitute.co.tz

About Sub-Sahara Institute

Sub-Sahara Institute Limited is a Think and Do Knowledge Powerhouse based in Dar es Salaam, Tanzania — providing high-quality management consulting, organizational development, training, and research services to public and private sector clients across East Africa and beyond.

Management Consulting

Organizational Development

Capacity Building

Institutional Research

Our Practice Areas — A list of services offered by Sub-Sahara Institute.

Our Practice Areas I

01

HR Strategy & Advisory

- Organisation Design and Re-engineering
- Job Analysis, Evaluation and Pay Structures
- Labour Agency Services and Work Permit Processing
- Competency and Skills Analysis and Job Design
- Performance Management Modelling
- Culture and Employee Engagement Surveys
- Organisational Change and Development
- Needs and Capacity Assessments
- Institutional Development and Strengthening
- Human Resource Forecasting
- Scheme of Service Development and Career Paths
- Human Resource Strategy and Talent Pipeline Development
- Human Resource Audit
- ICT Systems for Human Resource Management
- Recruitment and Placement Services
- HR Plans and Policies
- Technical and Functional Training Plans
- Technical Assistance to Government and Development Agencies

02

Training & Capacity Development

- Mentoring and Train-the-Trainer Approaches
- Cultural Change Management Strategies
- Strategic Leadership and Decision-Making
- Labour Laws and Handling Disciplinary Cases
- Training for Trade Union Leaders
- Conflict Management
- Training for Supervisors
- Supply Chain, Shipping and Logistics Management
- Financial Resource Mobilisation and Management
- Integrated Strategic Planning and Management
- Building High-Performance Teams
- Emotional Intelligence and Personal Leadership Mastery
- Coaching for Managers
- Negotiation Skills
- Work-Life Balance and Psychological Safety
- Strategic and Business Communication Skills
- Corporate Governance and Business Decision-Making
- Public Procurement and Contract Management

Our Practice Areas II

03

Organisation Development

- Strategy Development and Execution
- Team Effectiveness and Collaboration
- Leadership and Executive Advisory Services
- Employee Engagement and Organisational Climate Assessments
- Training, Executive Education and Capability Building

04

Survey Management Services

- Service Delivery Diagnostics
- Business Intelligence and Data Analytics
- Employee Engagement and Culture Diagnostics
- Customer Experience and Satisfaction Measurement
- Workforce Analytics and Human Capital Intelligence
- Human Resource Audit and Organisational Effectiveness Review

Our Practice Areas III

05 Monitoring & Evaluation

- Digital Monitoring, Evaluation and Learning Systems
- Performance Measurement and Results Management
- Programme, Policy and Impact Evaluation
- Institutional Performance and M&E Capacity Strengthening
- Needs Assessments, Baseline Studies and Organisational Diagnostics
- Business Intelligence and Decision Support

06 Project Design & Management

- Project Design and Investment Planning
- Project Execution and Performance Management
- Strategic Programme and Portfolio Management
- Programme Governance and Stakeholder Engagement
- Project Delivery Optimisation
- End-to-End Project Advisory Services

07 Education Management Services

- Education Policy and Sector Reform
- Education Monitoring, Evaluation and Research
- Human Capital and Leadership Development
- Education Resource Mobilisation and Partnerships
- Curriculum and Learning Innovation
- Institutional Strategy and Governance
- Digital Education and Systems Transformation

Our Practice Areas IV

08

Strategic Planning & Business

- Strategic Prioritisation and Value Creation
- Business Transformation Frameworks
- Strategic Alignment and Performance Culture
- Strategy Execution and Performance Management
- Organisational Agility and Change Leadership

09

Board Capacity & Governance

- Board Governance Frameworks and Operating Models
- Board and Committee Advisory
- Board Competency, Succession and Leadership Development
- Governance, Risk and ESG Advisory
- Strategic Oversight and Fiduciary Governance
- Governance Integration and Combined Assurance
- Board Evaluation and Governance Performance Reviews

Our Practice Areas V

10

Business Ethics & Integrity

- Ethical Leadership and Workplace Integrity
- Integrity Culture and Organisational Performance

- Ethics and Compliance Frameworks

11

Customer Relationship Management

- Customer Experience (CX) and Relationship Management
- Strategic Stakeholder Engagement

- Business Development and Commercial Capability



GET IN TOUCH

Ready to start? Contact us for a free consultation

Sub-Sahara Institute Limited · Dar es Salaam, Tanzania

www.subsaharainstitute.co.tz · info@subsaharainstitute.co.tz

[+255 686 854 0646](tel:+2556868540646) / [+255 713 144 148](tel:+255713144148) / [+255 713 323 708](tel:+255713323708)