

SF/A/2/40 VOL.II

16<sup>th</sup> March, 2017

TO WHOM IT MAY CONCERN

**RE: RECOMMENDATION LETTER – ELIUD AND ASSOCIATES**

This is to confirm that National Social Security Fund (NSSF) engaged Eliud and Associates Management Consultants to carry out a Culture and Attitude Change Program which ran from May, 2014 up to June, 2015.

The objectives were as follows:-

- (i) Diagnose the existing culture and provide a quantifiable assessment of its Impact on the overall Strategic Performance of the Organization
- (ii) Define the desired culture that is aligned to Strategic Intent and facilitate the achievement of the Strategic Goals
- (iii) Identify Key Disparities between the Current and Desired Culture and provide recommendations to close the gap
- (iv) Assess the organisational competencies against those demanded by the Corporate Strategic Plan and provide stocktaking of the Competencies
- (v) Provide how to bridge the competency gap
- (vi) Develop a Roadmap that will guide the Implementation of the Culture and Attitude transformation Programme for the Organization amongst others.

The consultants performed to our expectations and we therefore, recommend them to any organization that may require their services.



**Dr. Anthony Omerikwa**  
**AG. CEO/MANAGING TRUSTEE**