

## TO WHOM IT MAY CONCERN

**Oikonomos**  
foundation

Reference: Zomba, Malawi, 28 September 2009  
mc/sa/090928

Subject: LETTER OF RECOMMENDATION

Dear Sir, Madam,

We would like to recommend Manna Consulting as a professional and involved partner in providing capacity building and organisational development services.

Mr. Paul Anderson, Consultant for Manna Consulting, has guided us through a Strategic Planning process that shaped the future direction for Young Malawi Enterprises (YME). Young Malawi Enterprises is a Job & Business Centre that provides apprenticeship & job mediation services and business development services to students and graduates of affiliated vocational education institutes.

Although an independent organisation, various independent vocational training schools are represented in the Board of Young Malawi Enterprises. This requires a lot of diplomacy and the ability to understand and deal with the various –even conflicting – interests of the stakeholders. Manna Consulting has proven to handle this in a professional way: the consultant gave participants enough room to participate in discussions but could also create consensus in a way that it is the logical outcome of a group process. Moreover, the consultant is very well able to separate essentials from matters of secondary importance – important to keep momentum during the strategic planning workshops.

P.O. Box 231  
3880 AE Putter  
The Netherlands

tel: +31 (0) 301 37 56 61  
fax: +31 (0) 301 37 56 66

The consultant has clearly shown his ability of taking up very quickly specific matters like -in this case- vocational education and job & business development. This ability is proven to be extremely supportive for providing OD services at organisations operating in very different sectors.

Manna Consulting has delivered a very readable and structured Strategic Plan. Although it was presented as a draft final report, hardly any adjustments had to be made in order to present it toward the donor community. The strategic planning process could be completed within three months.

The Strategic Planning process of Young Malawi Enterprises, facilitated by Manna Consulting, has resulted in a renewed commitment of donors for the coming years.

Taking into consideration the process of strategic planning, the conscientious manner of facilitation, its outcomes in terms of reporting and the results in terms of renewed donor commitment, we can recommend Manna Consulting as a strong and reliable partner in Organisation Development services.

Sincerely,

Oikonomos Foundation (MW)



Wim van den Bos  
Consultant