



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

- Organization Design & Re-engineering
- HR Strategy & Talent Pipeline
- Human Resource Audit
- Recruitment & Placement Services
- Job Analysis, Evaluation & Pay Structure
- Competency/Skills Analysis & Job Design
- Performance Management Modelling
- HR Plans, Policies and Guidelines

02

Training & Capacity Development

- Strategic Leadership & Decision Making
- Mental Health and Employee Well-being
- Team Building and High performing Teams
- Negotiation & Conflict Management
- Public Procurement & Contract Management
- Financial Literacy and Discipline
- Emotional Intelligence & Personal Mastery
- Stress Management and Counselling
- Labor Laws & Disciplinary Processes
- Corporate Governance & Ethics
- Supply Chain & Logistics Management

Our Practice Areas II

03

Organization Development

- Strategic Planning & SWOT/SWOC Analysis
- Team Development & Effectiveness
- Management & Leadership Consultation
- Building Future Leaders
- Working Environment & Employee Surveys
- Change Management Facilitation
- Culture Transformation, Leadership Alignment and Development
- Leading Teams in the VUCA World

04

Survey Management Services

- Service Delivery Surveys
- Business Analysis & Interpretation
- Employee Engagement Surveys
- Customer Satisfaction & Feedback
- HR Metrics & Workload Analysis
- Human Resources Audit

Our Practice Areas III

05

Monitoring & Evaluation

- M&E System Design & Implementation
- Process & Formative Evaluations
- Programme Performance Tracking
- Baseline Studies & Needs Assessments
- Mid-term, Output & Impact Evaluations
- Evidence-Based Decision Support

06

Project Design & Management

- Project Definition, Planning & Leadership
- Implementation, Control & Monitoring
- Strategic & One-off Project Support
- Stakeholder Management
- Delivery to Time, Cost & Quality
- Benefits Realization Management

07

Education Management Services

- Education Reform & Development
- Education Programme Evaluation
- Education Leadership & Governance
- Curriculum & Instructional Design
- ICT-Enabled Education Solutions
- Education Resource Mobilization

Our Practice Areas IV

08

Strategic Planning & Business

- Strategic Management & Planning
- Operating in Rapidly Changing Environments
- Business Performance Improvement
- Vision & Mission Alignment
- Employee Strategic Alignment
- Decision-Making Frameworks

09

Board Capacity & Governance

- Operating Models for Effective Boards
- Board Structure & Committee Design
- Governance & Risk Oversight
- Fiduciary Performance & Responsibilities
- Board Succession & Skills Planning
- Board-Stakeholder Communications



Our Practice Areas V

10 Business Ethics & Integrity

- Building Ethical Organizational Cultures
- Risk Mitigation Frameworks
- Anti-Corruption & Compliance Policies
- Integrity & Accountability Training

11 Customer Relationship Management

- CRM Strategy & Adoption
- Client-Centric Culture Building
- Client Relationship Excellence
- Sales & Stakeholder Management



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 / +255 713 144 148 / +255 713 323 708

