

13 March 2024

Ref: Recommendation DMSA

## TO WHOM IT MAY CONCERN

I am writing to highly recommend DMSA for their exemplary work in conducting an Employee Climate and Leadership Survey, as well as facilitating MANCO feedback sessions for our organization.

Throughout our engagement, DMSA demonstrated a deep understanding of organizational dynamics and an exceptional ability to collect and analyze data effectively. Their survey methodology was comprehensive, ensuring that all relevant aspects of our organizational climate were thoroughly evaluated.

Moreover, DMSA exhibited strong leadership in facilitating MANCO feedback sessions, effectively guiding discussions and ensuring that all voices were heard. Their insights were invaluable in helping us identify areas for improvement and develop actionable strategies to enhance employee engagement and leadership effectiveness.

Overall, I am very impressed with DMSA's professionalism, expertise, and commitment to delivering high-quality results. I would not hesitate to recommend them to any organization seeking to gain valuable insights into their workforce and enhance their leadership capabilities.

Sincerely,

*P. Yende*

**SEM: Corporate Services**

**Ms Pearl Yende**