1. **CONSULTANT’S ORGANIZATION**

Starrich Consulting International is a management consultancy company with registration number 497933 which was founded in 2021 at Dar es Salaam Tanzania with the vision to become the most preferred management consultancy company in East and Central Africa.

Currently the company has various services such as short course training programs with over 330 various online and onsite courses found at www.starrich.co.tz, management consultancy covering different disciplines, recruitment services which can be found through our unique job portal known as www.jobcenter.co.tz, organization management system setups, business planning services, marketing research, investor searching, HR auditing services, website designing, website audit and SEO, business advice and language editing.

Starrich has a pool of experienced and qualified consultants possessing sufficient education from bachelor degree to PhD levels who work across various professional fields with sufficient experience in both public and private sectors as well as local and international context of service delivery.

Starrich has membership to various international organizations such as;

1. Managament Study Guide
2. International Human Resource Community

Also we offer excellent services, our company has partnered with different international companies such as;

1. Ward Academy UK
2. SAHARA Group Investment, Technology, Education, Trading and Consultancy – Turkey
3. Higherway Academy- South Africa
4. Corporate Institute of Strategic Research CISR
5. **COMMENTS AND SUGGESTIONS ON THE TERMS OF REFERENCE**

1.0. Background

The situational analysis carried out during development of the Corporate Strategic Plan (CSP) 2021/2022 – 2025/2026 identified a number of strategic deficiencies that reduce TANESCO's effectiveness and efficiency to contribute to economic growth and development as mandated. Some of them are closely associated with supervisory performance of the organization. Some of the actions towards addressing notable deficiencies include implementing Supervisory skills and Leadership Program.

The Company recognizes the inevitability and vitality of effective performance supervision. TANESCO recognizes the need to realign its Management ability to improve the efficiency of its business operations and internal processes.

The Government of the United Republic of Tanzania has set aside funds for the operation of the TANZANIA ELECTRIC SUPPLY COMPANY LIMITED during the financial year 2024/2025.

It is intended that part of the proceeds of the fund will be used to cover eligible payments under the contract for the Provision of Consultancy Services for Training Leadership & Management Skills to enhance succession plan.

**Comments:**

*The background information is clear. Starrich Consulting International is a reputable organisation indeed qualified and is able to execute the was as per the Terms of Reference. Starrich Consulting International regards itself as very conversant with the requirements stated and subject matter of this assignment. Consultants at Starrich Consulting International previously carried out similar projects in the country and has extensive experience in professional practice, consulting, policy development, clients improvement programs, carrying out surveys and studies, capacity needs assessment, developing strategic planning, research and training in various organization fields. It has also a pool of professionals with diverse expertise who are well conversant with training needs assessment and leadership training of management cadre as per requirements of this expression of interest. If awarded the contract, Starrich Consulting International consultants shall us their competencies, resonable care and diligence in ensuring that this assignment is completed successfully, within the agreed time and as per ToR and thereby maintain and enhance the Starrich Consulting International image and reputation among Tanzanian Firms.*

1.1. Objective

Objective of the assignment are;

Genaral Objective:

* To create skilled, confident, and capable Leaders who can motivate and inspire employees, solve problems, provide reliable advice, and support organizational success.

Specific Objective:

* To Provide Leadership and Management Training to TANESCO Management (Executive Management Team, Directors and Managers).

Comments:

*These objectives are clear in such a way that they can be trained and attained. Starrich Consulting International is able to offer this training titled Leadership and Management Training aimed to create skilled, confident, and capable Leaders who can motivate and inspire employees, solve problems, provide reliable advice, and support organizational success. Starrich Consulting International expert Consultants will equip Executive Management Team, Directors and Managers with advanced leadership and management skills to enhance their capability to motivate and inspire employees to drive organization success. By customizing content to address specific challenges and providing ongoing development opportunities, Starrich Consulting International ensures that participants not only gain essential skills but also sustain and build upon them over time. Starrich focus on practical application and measurable outcomes guarantees that the objectives of enhancing succession plan and supporting organizational success are met with precision and impact.*

2.0. Course Overview

2.1. Course Title “Leadership and Management Skills to enhance succession plan”

2.2. Duration 365 days

2.3. Targeted Audience “400 members of TANESCO Management”

2.4. Course Description

This assignment entails implementing a Leadership and Management skills program geared towards Change Management for TANESCO Leaders. The aim is to ensure standardized methods, tools and procedures are employed for efficient and prompt handling of strategic matters.

**Comments:**

*Based on our experience on this task, the period of twelve months after signing of the Contract and Kick-off meeting is enough to accomplish the task. The most important things consultants would wish is cooperation from the Mnagement staff of TANESCO because the nature of the task is demanding and has long process from reveiwing and conducting a Leadership Gap Assessment of the current Situation in order to develop training programs and module. Then the task of institutionalize the process of mind-set and behavioral change towards supporting TANESCO new vision and mission and core values as well as training all Management staff for common understanding of the new management skills hence finalized by the project report. If contracted this assignment, all tasks will be conducted in a very professional way and at a reasonable budget.*

3.0. Consultancy Experience

3.1. General qualifications

Team Leader: Should possess a Master’s degree or PhD in Public Administration/ Business Administration Economics, Management or Finance.

Four (4) Experts/trainers; Should possess Master’s degree in Public Administration/Business Administration/Economics, Management or any relevant discipline.