



Strength to Grow

**Finnlemm Development Company**  
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### RECOMMENDATION

This is to certify that **JULIAN ROWA** successfully delivered the three-year strategic plan for Finnlemm Development Company Limited in January 2018. This he accomplished through an exceptional delivery in facilitation of the board of directors and the senior management team.

The company commends Julian for his intellect, technical knowledge of the subject, the capacity to effectively manage senior stakeholders and the complexities that arose during the process. His ALL inclusive approach, challenging demeanour (daring participants to be different) and cultivation of a fun filled work environment characterized his quest to deliver to high standards.

In a 4 part strategy delivery model, **JULIAN ROWA** sufficiently covered the Evaluation (context, background and institutional analysis), Situational Analysis (desk research and appreciative inquiry), Strategy Development (the new destination and the road map) and the Implementation Plan (work plan).

From the splendid work done, we have no hesitation to recommend him for similar assignments in the future.

Faithfully,

A handwritten signature in blue ink, appearing to read 'AM', is written over a horizontal line.

**Alex Murathi**  
Business Development Manager  
Finnlemm Development Company Limited