

**To whom it may concern**

In 2011 I worked with Scelo Mbatha to design and deliver 7 day Leadership Development Programme for Menzies Aviation Plc. The aims of the programme were to provide a group of 12 International Managers with a unique experience of Africa at the same time developing their leadership and cross cultural team working capability.

The programme involved an orientation in Durban, transport to Umfolozi Game Reserve, a 3 day wilderness trail and a community challenge / homestead stay in Hlambanyathi village. All aspects of on the ground preparation for this programme was organised by Scelo Mbatha.

This included arranging accommodation, transport and trail activity. It involved leading the wilderness trail and delivering all catering for the party once in Umfolozi. For the second part of the week it involved ensuring all the materials were ready at the pre school. The community challenge involved a refurbishment and upgrading of the pre school and grounds. The team stayed at Scelo's family homestead. All sleeping accommodation and meals were delivered by him and his family.

Several money transfers of up to R15000 were received by him and he managed budgets and local procurement.

The week was a tremendous success from everyones view point. The Menzies team had a unique and memorable experience both in the wilderness and in the community. Scelo's family were very happy to host an international group. The community and school staff and children benefitted from significantly improved facilities. Cooking facilities were provided as part of the refurbishment and a food programme was established funded by Menzies Aviation and run by Scelo and the school staff.

All organisation was thorough and attention paid to detail. Communication from Scelo was timely and informative of progress. He handled the group very well building strong relationships which endure today through facebook and his business. He had everyones trust both on the trail and in matters concerning the community. His ability to translate English and Zulu meant that barriers were easily dismantled and wider relationships established. He and his family paid particular attention to hosting the group at their homestead and nothing was too much trouble to provide.

The trip was successful enough for Menzies Aviation to fund a second group in 2012. Again the format was similar with further community and school development. The food programme continues today.

I can only recommend Scelo, his company and his family. I am hoping to organise another group visit with a different company in 2015 and have no hesitation in working with Scelo again to plan and execute the trip. Infact I'm really looking forward to working with him again.

Richard knight

Founder / CEO MaasaiCamel Ltd.