



Recommendation Form Employer

Ph.D. Program, Africa International University

Indicate the concentration to which you are applying:

PhD in: Leadership and Governance

Name TIMOTHY KIPRUTO SUDI

Address 114-30705 KAPSOWAR

Phone 0720210220

Email TIMSUDI1@GMAIL.COM

Recommender

Africa International University requires applicants to submit letters of recommendation. The recommendation form is to be completed and returned in a sealed envelope to AIU whose address appears below or scanned and emailed to Admissions@aiu.ac.ke

Name: DR. ALFAYO KWATUHA

Title: MANGING DIRECTOR/CEO

Institution or Agency: INTELLIBIZ AFRICA LTD

Telephone 0718109196 Email AKWATUHA@INTELLIBIZAFRICA.CO.KE

May we contact you if we have additional questions? ☒ Yes ☐ No

Write as fully as you can about the candidate. We are looking for applicants with strong intellectual capacity and sufficient preparation to successfully complete the school's program.

1. How long have you known the applicant and in what capacity?

I have known Mr. Timothy Kipruto Sudi for over five years in my capacity as his employer. During this period, I have closely supervised his work and interacted with him on various professional assignments and responsibilities.

2. What do you consider the applicant's strengths?

Mr. Timothy Sudi possesses outstanding analytical and critical thinking skills, which are essential for advanced academic research. He demonstrates strong leadership qualities, integrity, and a deep commitment to ethical governance. His ability to communicate effectively, work collaboratively, and approach

complex issues with clarity and purpose are key strengths that will contribute significantly to his success in a PhD program in Leadership and Governance.

3. What do you consider the applicant's weaknesses?

While Mr. Timothy Sudi is highly focused and driven, he occasionally sets very high standards for himself, which may lead to taking on multiple responsibilities at once. However, he has shown continuous improvement in delegating tasks and prioritizing effectively. His self-awareness and commitment to personal growth have enabled him to turn this into an area of development rather than a limitation.

4. Describe an activity or program in which the applicant has been involved that displays his/her leadership ability or potential.

Mr. Sudi serves as our General Manager, Operations, and has occasionally acted as the Chief Executive Officer in my absence. In these roles, he has led several high-impact initiatives, including the successful restructuring of our operational workflows to enhance efficiency and service delivery. His leadership was particularly evident during a strategic transition period, where he coordinated cross-departmental teams, maintained staff morale, and ensured business continuity. His ability to lead decisively, inspire teams, and deliver results under pressure clearly demonstrates his strong leadership potential.

5. What do you feel would be the applicant's greatest difficulty in an intensive Doctoral program? Does the applicant need any additional preparation?

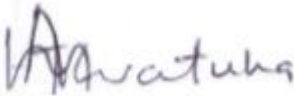
Given Mr. Sudi's demanding professional responsibilities as General Manager, Operations, his greatest challenge may be balancing the rigorous demands of a doctoral program with his work commitments which at times involves travelling out of the country for seminars and work. However, he has consistently demonstrated excellent time management and discipline, which will be crucial in navigating this challenge. In terms of preparation, he possesses a solid academic foundation and strong research interest in leadership and governance. No significant additional preparation is needed beyond aligning his schedule to accommodate the program's intensity.

Rate the applicant in the areas indicated below.

xx	Unable to Comment	Marginal (Lower 50%)	Average (Top 50%)	Good (Top 25%)	Excellent (Top 10%)	Superior (Top 3%)	Equal to the Best
Intellectual ability							X
Analytic frame of mind							X
Problem-solving skills							X
Time management skills							X
Quality of oral expression							X
Quality of written expression							X
Motivation and initiative							X
Leadership						X	
Organization							X
Sense of Humor						X	
Emotional maturity							X
Ability to work with others							X
Professional integrity							X
Research ability							X
Potential as a university lecturer							X

6. Please check one of the following: I ☒ strongly recommend ☐ Recommend ☐ Do not recommend the applicant.
7. Please make any additional comments about the applicant's potential or personal qualities which you feel would be helpful for the admissions committee.

Mr. Sudi is a highly principled and results-oriented professional with a deep sense of responsibility and a passion for transformative leadership. He approaches challenges with a strategic mindset and demonstrates a strong commitment to ethical governance and continuous improvement. His interpersonal skills, humility, and intellectual curiosity make him not only a capable leader but also a collaborative and thoughtful scholar. I am confident that he will make a meaningful contribution to both the academic community and the broader field of leadership and governance.

Signature  Date 30/7/2025
Day/Month/Year

Africa International University
P.O. Box 24686
Nairobi, Kenya
Tel: 254-2- 02603663/4, 725 841885
Email: Admissions@aiu.ac.ke