

Rauff Reffai



Areas of expertise offered

- Implementation of corporate re structuring
- Improving Organisational Performance and Productivity
- Skills and experience in adapting programmes for local relevance and capacity improvement.
- Hands on experience in **Organisational Development** and HRD in Sri Lanka & overseas.

Some of the assignments successfully carried out during the recent past:(reverse Chronological Order)

- Building Role clarity and aligning Goals to performance (KPIs) : Dialog Axiata, NWSDB (2011-2012)
- HR Reviews(audits) MBSL,MCSL,TFC,SMB Leasing and Janashakthi Insurance Group (2009-2011)
- SME Cells in 5 Provinces/Regional Chambers: IFC World Bank 2009/11
- Lanka Hydraulics Institute: Role alignment and Performance Improvement : 2008
- Service Standards/KPIs: ADB Greater Colombo Water Supply and Sanitation Project(TA 4531) (2007/08)
- Improved Performance of the ETF Board: GOSL 2002-2004.
- Improving the Livestock Institutions in Sri Lanka ; UN FAO TCP/SRI/ 0169A 2001/2002
- Improved Performance and TQM Programme : The Bartleet Group of Companies: 1994-2000
- Successfully implemented the Soft ware Consultancy for the Ministry of Plan Implementation (IRDP) , NWP DZ Development & NIRP (Ministry of Irrigation) MDF 1993 /1994.

Academic and Professional Background

Master of Business Administration
Bachelor of Commerce (with Economics)
Member Chartered Institute of Personnel & Development (London)
Part Qualified CIMA (London)
Full Member Sri Lanka Institute of Marketing
Life Member Post Graduate Institute of Management (USJ)
Life Member Organisation of Professional Associations

- I am a Senior Management Consultant with Post Graduate Qualifications and extensive commercial experience who has sharpened his managerial/ consultative skills in challenging assignments, requiring strong interpersonal and coordination competences. Achieving significant improvement in performance and productivity of client organizations. Knowledge and fluency in English, Sinhala and Tamil

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On-going assignments

- Completing a 12 month assignment with NWSDB.(see above terms of reference)
- JICA RFP on Project Evaluation and Gap Analysis in the Eastern Province.

What could be the working arrangement?

Full Time/Part Time arrangements