



09 September 2022

Reference for Dr Rama Naidu

As the lead Minister to address the scourge of Gender Based Violence in the Western Cape Province I had made a decision to host a series of webinars entitled Courageous Conversations for the entire Western Cape Government staff.

Dr Naidu was the facilitator for three of the four in the Series held for the Financial year 2021/22.

His opening statements were always rousing and he was able to motivate the audience and establish momentum for discussion and hold the space well.

Dr Naidu was always able to create both a safe and open environment for sharing ideas. Where other people saw differences he was always able to find and use similarities to establish a foundation for building bridges to consensus.

As a facilitator he was always skillful in being able to facilitate any opposing viewpoints between participants and was always able to offer constructive resolutions and ideas.

Sessions were always timeous and he was able to tactfully cut short any irrelevant discussions. He was able to maintain a consistent level of detail throughout the sessions.

Dr Naidu has the ability to listen carefully to the discussion and quickly analyze and compare comments. He was able to formulate good questions that helped manage the group discussions and even challenge the group where appropriate.

It was an absolute pleasure having Dr Naidu facilitate three sessions in the series of what could have been a very challenging dialogue series but through his skillful facilitation became a series of conversations many staff anticipated being a part of.

I would not hesitate in recommending Dr Naidu for any sessions requiring skillful facilitation.

Kind Regards

**SHARNA FERNANDEZ**  
**MINISTER OF SOCIAL DEVELOPMENT: WESTERN CAPE**  
**DATE: 8 SEPTEMBER 2022**