

6<sup>th</sup> February 2022

**TO WHOM IT MAY CONCERN**

**RE: Recommendation for Ms. Julia NANSUBUGA**

I have the pleasure of writing a reference letter in support for Ms. Julia Nansubuga's application to join your university to undertake her MBA studies.

I have known Ms. Nansubuga for ten years. Over these five years, I have had the pleasure of mentoring her and working with her. I have come to appreciate a number of unique attributes that make her a great candidate for this MBA program. Ms. Nansubuga is not limited by circumstances and will explore possibilities to make the best out of a situation. She is a very focused young lady with exceptional leadership skills attributes that are acknowledged by all those that come to know and interact with her. She is equally an enterprising person who is involved in a number of initiatives that seek to address the challenges that we face in our society. I have had the pleasure of mentoring Ms. Nansubuga on her career journey and I have seen grow through the different roles and challenges. She continues to exhibit great attributes of a business leaders with potential to scale the business world.

As a colleague at Refactory and Clarke International University, Ms. Nansubuga has been pivotal to the success and growth of the program. As the Lead facilitator on our leadership and personal growth module, she has continuously stood out as an exceptional facilitator. She is appreciated and respected by both colleagues and students on the program as a very focussed and intentional leader.

The MBA Program is a great opportunity for her to grow her potential especially in the area of business leadership. The MBA will provide her with great learning opportunities as well as ability to respond the challenges many of us face on the African continent.

I unreservedly recommend Ms. Julia Nansubuga to you for consideration. This program will enhance her competences and set her on a path of career progression.

Yours Sincerely



**Michael NIYITEGEKA**  
Program Director – Refactory

