



**David Dalton**  
Executive Director

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“Caplor Horizons were awarded the tender for the ‘Organisational Culture’ work-stream for Self Help Africa in late 2022.

The Caplor Horizons team came in at a pivotal time when we were finalising our 2023-2027 strategy process. They began their work with us at a time of significant transformation, when the organisation was dealing with the implications of a merger with United Purpose which meant a doubling in size and scale. In addition to the merger and strategy, a change in brand was being worked through at the same time. Caplor Horizons navigated the complexities and challenges of a group of entities and rapidly took steps to understand the baseline situation. They did this with ease and managed to be very inclusive and transparent throughout the process. Their attention to detail was impressive but at the same time they reflected on the bigger picture throughout - one team, one culture, one shared vision. Caplor Horizons worked with our staff at country office level, head office, with our Group Board and other entities. They brought an impressive array of skills and a huge amount of patience. The fact that they managed to keep momentum and deliver on the first phase of the organizational culture change and transition project is testament to their doggedness and willingness to deal with the real issues.

Now firmly ensconced as a key partner Caplor Horizons, has also been involved in working with our Worldwide Global Schools team. Furthermore, alongside this and phase two of the organisational wide culture project, they are now working to support our governance; they have assisted in reviewing the skills mix on the board and will lead the board’s renewal process.

Caplor Horizons have now built up a level of trust and knowledge, going ‘beyond the call of duty’ in various respects. They can help bring the merged organisation to the next level and deliver upon our ambition utilising our skills and experience many of which were unearthed by Caplor Horizons in their work to date.”