



Organization Profile



Verge Advisory Partners

Building Extraordinary



What's **Inside**

- About Us
- Our DNA
- Services
- Credentials





Verge Advisory **Partners**

A Professional Services Firm Providing
Cutting Edge Services To Organisations
Through Client Centred Solutions
Aimed At Driving Up Their Performance
And Impact With A Focus On Strategic
Relevance In An Ever Changing World”.

About Us

Verge Advisory Partners LLP is your advisory services consultancy of choice Our team has **deep strategy, organisational design, organisational development and training process policy and transaction advisory** experience having served clients in various sectors.

We engage organisations to achieve goals Our firm supports organisations in the region (East Africa) as they act strategically to address critical constraints to strategy, organisation management, design, development, operations, and change Our integrated approach focusses on the interventions which bring in value to the broader purpose and missions of organisations Our ambition at Verge is to serve the unique needs of our clients on a one to one basis We are humble accessible flexible efficient and personal we make your business our business We are dedicated to professionalism and service with integrity.

We work and offer distinctive client centered services to meet our client's needs and in a style that ensures complete consistency with the organisation culture, values, operational norms, and most importantly, our client's vision We strive to remain on the cutting edge of our field by applying deep research coupled with state of the art methods and tools to support clients in their improvement efforts Our services support organisations, programmes, and leaders to enhance organisational effectiveness The diversity and scope of projects that we have supported for our credible clients give us a unique capacity to engage in multi cultural environments



We are committed to bringing our best people to accelerate value. We commit to sharing leading practices that will enable speed to value. We pledge to offer you insights that will help you achieve transformational change. We will collaborate, we will execute, we will offer informed and researched points of view while delivering measurable value. We will be there when and where you need us. We will use proven tools and methodologies that will help you achieve your goals.



Our Style Of **Working**

1

A collaborative approach that ensures active alignment with our clients' mission, vision and cultural operating norms (alignment to organization culture and teaming)

2

Cutting edge models and tools, and analytical engagement that is geared towards driving for the right results

3

An agile operating model that is conducive to rapid, but long-lasting results delivery and a relentless commitment to the client (fulfilling client objectives)

4

A transparent process that allows us to build buy-in with key stakeholders throughout the engagement.

What **We** Offer

- Trusted Objective Relationship
- Real Insight Delivered

- Sustainable and measurable results
- Embedded Service Quality

- Right **Team** || Right Place
- Relevant Industry Knowledge

- Deep Functional Expertise
- Open And Proactive Communication

Client Service

Excellence

Our **DNA**





Our Purpose Is **To Build Extraordinary**

Think Of The World's Most Complex Problems And Challenges, Situations In Which Decisions Are Difficult To Make And Actions Difficult To Take Challenges That Seem Insurmountable These Are Our Raison D'être We Believe That Every Challenge Presents An Opportunity Our Purpose Is To Help Organisations Use Challenges As A Platform For Achieving The Extraordinary, Unlocking Their Potential And Becoming The Best They Can Be We Are In The Business Of Building Extraordinary Organisations, An Extraordinary Society And An Extraordinary Firm That Can Serve People We Want To Make Lives Better Through The Advisory Services We Provide.

We Are In The
Business Of
Good

What Sets Us Apart

We Have A Unique DNA At Verge Advisory Partners. We Are Committed To Making Things Better. We Are There For Our Clients, Helping Them Create And Sustain Positive Transformation. We Are There For Each Other As Team Members We Are Committed To The Highest Standards And Ethics It Is This Culture That Sets Us Apart And Enables Us To Deliver Impact.

Human First

We Have Empathy For Who People Are, Not Just What They Do . We Care

In The Arena

The Only Way To Develop Deep Understanding And Grasp Of Issues Is To Be On The Ground With Those We Work With And For . We Are Committed To Working As Part Of Our Client Teams. To Share Their Ambitions And Goals. We Are Embedded.

Humble

A Learn It All Beats A Know It All Every Time.

Honest

We Are Uncompromising In Our Integrity. We Uphold The Highest Ethical Standards. We Comply With Professional Standards And Laws. We Are Fair.

Believers

We Want To Make A Difference. We Have The Bravery And Desire To Tackle Challenges And Personal Leadership To Believe We Can Create Better. Cynicism Is Not Tolerated.

Excellent

We Give Our Best. We Go Above And Beyond. We Exceed Expectations. We Are Constantly Improving And Advancing.



Services



Performance Improvement **Advisory**

With businesses and institutions facing ever more complex challenges and issues, our Performance Improvement services help them to transform to sustain their growth and scale their activities.

Our teams work with businesses to identify opportunities to craft winning strategies, harness people's potential, improve daily operations, achieve cost efficiencies and effectively go to market. Performance Improvement is essentially about improving functions, systems, processes and procedures to improve overall outcomes. We therefore provide deep industry and sector expertise to bear in strategy, HR and organisational design, organizational development, operations, finance, customer and governance and risk.

A photograph of a smiling man with a beard, wearing a yellow jacket over a white t-shirt. He is looking towards the camera. The image is partially obscured by a large blue arrow graphic pointing upwards and to the right.

**We Aim To Improve The
Performance Of Businesses And
Organisations So That They Are
In A Better Position To Make A
Difference In Society.**

Development Sector Advisory Services (DSAS)



Global Inequalities Are Increasing. Disparities Today Are About The Same As They Were In The Early 20th Century. Many People Are Being Left Behind Due To a Lack Of Access To Opportunities And Persistent Forms Of Discrimination Which Leave Individuals, Families And Communities Marginalized And Excluded. Stakeholders Must Focus On The Inequalities In Our Society That Undermine The Agency Of People.

Our Development Sector Advisory Services (DSAS) Helps To Advance Sustainable Development Goals (SDGs) By Working With Players In The Development, Social And Religious Sectors. The Work We Do Under DSAS Helps To Further The Economic Well Being And The Quality Of Life Of Individuals And Communities We Work with Across Various Sectors And Facets Of Society Including Youth, Women And Persons With Disabilities, Agriculture, Governance And Justice, Healthcare, Entrepreneurship, SMEs And Trade, Climate, Water And The Environment To Transform The Lives Of People, For Better And For Good We Couple DSAS With Our Other Advisory Services Such As Strategic Planning To Provide Our Partners In The Development Sector With Holistic Solutions So That They Are Able To Deliver Impact And Accountability.

Transaction And Corporate **Finance Advisory**

Deciding to enter new markets, products and ventures takes courage and strategic boldness. It is not uncommon for strategic blunders to occur while doing this and it is therefore crucial that organisations are equipped with the requisite knowledge of the markets they wish to enter. We provide expertise to businesses seeking to enter Kenya and East Africa. Our team members have experience in advising clients on inbound and local investment decisions by providing services covering **market entry commercial feasibility studies, investment appraisals, market research, financial and business modelling, and business planning, valuations (pre and post-funding), funding options assessment, economic appraisals and price planning.**

Our teams assist clients in cashflow planning, working capital analysis, cash optimization assessment, forecast and business plan reviews and business continuity planning



Verge Advisory also works with clients to optimise portfolios, unlock synergies, identify and drive efficiencies, improve predictability and stabilize returns so that firms can fulfil their potential.



Our People & **Talent Offerings**



Change **Management**

- Develop Change Case & Strategy (Including Cultural Change)
- Change Readiness
- Change Management Strategy
- Develop & Deploy People Transition Plan
- Stakeholder Management & Communication
- Develop & Deploy Communications Strategy For Change
- Develop Change Management Capability



HR **Transformation**

- Develop Change Case & Strategy (Including Cultural Change)
- Change Readiness
- Change Management Strategy
- Develop & Deploy People Transition Plan
- Stakeholder Management & Communication
- Develop & Deploy Communications Strategy For Change
- Develop Change Management Capability



Organisation **Design**

- Organisation Strategy/Business/Operation Diagnostic
- Organisation Visioning
- Organisation Design And Development
- Governance & Delegating Model
- Job Analysis (Job Evaluation, Job Grading And Job Descriptions)
- Workforce Planning, Analytics & Deployment
- HR Policies And HR Processes Design & Deployment



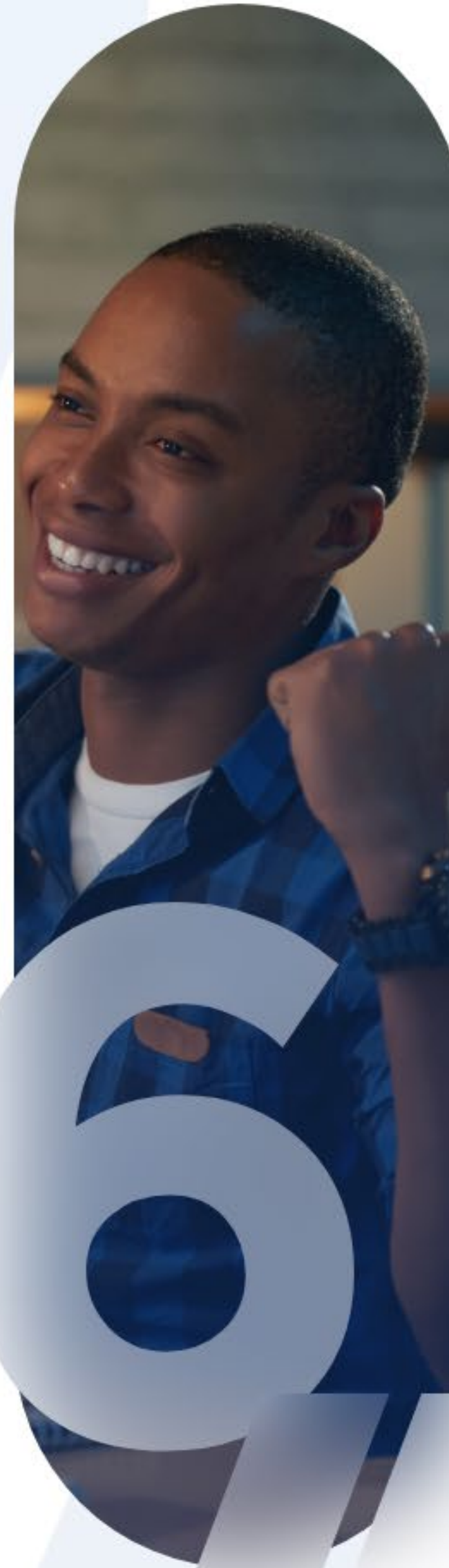
Talent **Management**

- Competency Systems
- Talent Acquisition
- Performance & Total Rewards
- Career & Succession Planning
- Mobility & Deployment
- Leadership Development
- Learning & Development
- Talent Strategy & Analytics



Rewards

- Reward Strategy
- Compensation & Benefits Survey
- Compensation & Benefits Structuring
- Compensation Banding
- Executive Compensation
- Incentives- Long Term & Short Term
- Voluntary Retirement Scheme



Performance **Management**

- Performance Management System
- Performance Metrics
- Organization & Department Scorecards
- Kras/Kpis

HR Process **Efficiency**

- HR Processes Efficiency & Effectiveness Assessment
- Internal HR Controls Management
- Enabling Effective Performance
- Driving Employee Engagement
- Benchmarking Of HR Processes And Metrics
- Effective Internal And External Communication
- HR Information System & Implementation Support





Credentials



Case Study

Client: UN-Habitat

Service: Review of Management Systems and Processes for UN-Habitat

Location: Nairobi, Kenya



Case Study

Client: Universities Fund Board

Service: Development of the Strategic Plan

Location: Nairobi Kenya



Case Study

Client: Actuarial Services East Africa Limited (ACTSERV)

Service: Development of the Strategic Plan

Location: Nairobi, Kenya



Case Study

Client: Kenya Wildlife Service

Service: Development of a 5-year Strategic Plan for Kenya Wildlife Service and a Business Plan for Kenya Wildlife Service Training Institute (KWSTI)

Location: Nairobi, Kenya



Case Study

Client: Karen Country Club

Service: Performance of a job evaluation, salary survey and benchmarking exercise

Location: Nairobi, Kenya



Case Study

Client: Carolina for Kibera (CFK)

Service: Job evaluation, grading and HR Manual development

Location: Nairobi, Kenya



Case Study

Client: Kenafric Industries Limited

Service: Development of Competency Frameworks

Location: Nairobi, Kenya



Case Study

Client: Cargill Kenya

Service: Job evaluation and grading

Location: Mombasa, Kenya



Case Study

Client: Cytonn Investments

Service: Board of Directors Strategy and organizational Development Training

Location: Nairobi, Kenya



Case Study

Client: The National Assembly

Service: Strategic Leadership, Authority and Capability Training

Location: Nairobi, Kenya



Case Study

Client: Online Professional Workers Association of Kenya

Service: Development of a Board Charter and Code of Conduct

Location: Nairobi, Kenya



Case Study

Client: ThinkPlace Kenya Limited

Service: Development of HR Manual, Employee Handbook and Job Evaluation Exercise

Location: Nairobi, Kenya



Case Study

Client: Faraja Foundation

Service: Development of the Strategic Plan

Location: Nairobi, Kenya



Case Study

Client: LRC Foundation

Service: Development of the Strategic Plan

Location: Nairobi, Kenya



Case Study

Client: Cafod & Trocaire

Service: Development of a Theory of Change

Location: Juba, South Sudan



Case Study

Client: Maisha Ventures Ltd

Service: Development of the Strategic Plan

Location: Nairobi, Kenya



Case Study

Client: Proctor and Allan

Service: Growth Navigator Training
(Strategy Training)

Location: Limuru, Kenya



Case Study

Client: East African Science and
Technology Commission (EASTECO)

Service: Development of a five-year
Strategic Plan for the East African Science
and Technology Commission

Location: Kigali, Rwanda



Case Study

Client: Amani Institute

Service: Impact in a Changing World:
Fundamentals of Effective Fundraising
Training

Location: Nairobi, Kenya



Case Study

Client: inABLE

Service: Development of the Strategic Plan

Location: Nairobi, Kenya



Case Study

Client: Aspen Network of Development
Entrepreneurs (ANDE)

Service: Training on Due Diligence

Location: Nairobi, Kenya



Case Study

Client: Adventist University of Africa

Service: Youth Entrepreneurship Skills (YES)
Pilot Program Trainer

Location: Kajiado, Kenya



Case Study

Client: Aiducation International

Service: Trainer

Location: Nairobi, Kenya



Case Study

Client: Safaricom Plc

Service: Non-Executive Director
Remuneration Survey

Location: Nairobi, Kenya





Case Study

Client: Africa One Health University Network (AFROHUN)

Service: Job Evaluation and Salary Survey and Benchmarking

Location: Kampala, Uganda



Case Study

Client: Bellazuri

Service: Development of costing and pricing

Location: Kampala, Uganda



Case Study

Client: Ministry of Finance South Sudan

Service: Facilitation for the development of State Development Plans

Location: Juba South Sudan



Case Study

Client: Kenya Nut Company Limited

Service: Review of the retail distribution strategy

Location: Thika, Kenya



Case Study

Client: Salaries and Remuneration Commission (SRC)

Service: Job evaluation of the Public Service (National Government Ministries)

Location: Nairobi, Kenya





Verge Advisory Partners

B u i l d i n g E x t r a o r d i n a r y

Telephone: +254 727 092 969/ +254 737 202 461

Email: info@vergeadvisorypartners.ke

