

**TRAINING**

**CORPORATE  
ADVISORY**

**CAPACITY  
DEVELOPMENT**

**CONSULTANCY**

**RESEARCH**

# COMPANY PROFILE

NITA Registration NITA/TRN/975



# Executive Summary

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We have the profound pleasure to invite you to feel what Pan African Institute of Management and Governance (PAIMG) is through this profile.

Our overriding philosophy through all our programs and services is 'Interact, Innovate and Transform!'

In other words: learning and interaction with counterparts and our consultants from across the globe, and the innovations that emerge, will always contribute to transforming organizational growth.

The utilization of practical and interactive learning methods in our courses remains critically important, and we are certain that your participation in our training programmes will yield tangible results upon your return to the workplace.

Pan African Institute of Management and Governance stands for persistence and stability. The focus of Pan African Institute of Management and Governance has always been on thought leadership. This effort is reflected in numerous international management conferences as well as close cooperation with leading research institutions.

Similarly, our consultancy approach is aimed at solving the world's greatest challenges by inspiring powerful minds to create bold solutions as we provide a differentiated offerings resulting in value-for-value returns.

Our values are Confidentiality, Integrity, Efficiency and Timeliness in Service Delivery, Professionalism and Teamwork, Social and Environment responsible and Respect for Humanity and Non-discrimination resonate across the breadth of the work we deliver across the globe.

We very much hope to walk with you as we seek to grow together and deliver the results we all mutually aim at.

Warmest regards,

Mr. Lucas Ondong'  
Director,  
Pan African Institute of  
Management and Governance





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# BACKGROUND

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Pan African Institute of Management and Governance (PAIMG) is a Global training and management consultancy Institute incorporated in Kenya and serves a broad mix of private, public and social and development sector institutions. We specialize in strategy by helping our clients to make transformational improvements to their performance and realize their key objectives-. With a formidable team of renowned, highly qualified and experienced consultants, we have built an Institute uniquely equipped to deliver outstanding results regardless of its complexity. We are also affiliated to other like-minded teams across the world for a complete coverage and reference when undertaking critical assignments including benchmarking activities.

Our work is founded on a rigorous understanding of every client's institutional context, sector dynamics, and macroeconomic environment. For this reason, we put immense investment in our capacity and institutional systems. We study markets, trends, and emerging best practices, in every industry and region, locally and globally.

We continually work to update our resources, systems, staff capacity and knowledge base in tandem with the changes in the needs of our clients in order to always keep them satisfied with our solutions. No matter the challenge, we focus on delivering practical and enduring results and equipping our clients to transform and grow. We do also monitor the progress of our clients upon closure for development feedback as value addition and also for our own improvement.

We serve clients at every level of their organization, whether as a trusted advisor to the top management or as hands-on coach for front line employees. We partner with clients to put recommendations into practice and work directly with them over the long-term, to help them develop workforce skills, drive operational transformations, and also apply new working methods.





## VISION

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To be Africa's leading Center of Innovation and Excellence in Training, Capacity Building, Research, Management and Governance Advisory Services.



## MISSION

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To build the capacity of individuals, organizations, institutions and networks for good governance and effective management through provision of Training, Capacity Development, Research and Advisory Services.

## CORE VALUES

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PAIMG is committed to the following Core values:



Confidentiality and Integrity



Efficiency and Timeliness in Service Delivery



Professionalism and Teamwork



Social and Environmentally responsible



Respect for Humanity and Non-discrimination



# OUR PRODUCTS & SERVICES

**PAN AFRICAN**  
INSTITUTE OF MANAGEMENT AND GOVERNANCE LIMITED

Details of the **four** broad thematic areas are as follows

**1**

## Training and Capacity Development Programmes

- Governance and strategy
- Leadership, management and development
- Government and policy
- Human resources
- Project management and evaluations
- Financial management, accounting and audit
- Communications
- Procurement, logistics and supply chain
- Coaching and mentoring
- Risk management and regulatory compliance center

**2**

## Consultancy Services

- Benchmarking, Policy and Guidelines
- Strategy and Change Management
- Conducting Board Evaluations
- Development of Board Manuals and Charters
- Operations and Logistics
- Technology and ICT
- Leadership and Transformation
- Project Monitoring and Evaluations
- Humanitarian
- Corporate Finance
- Environment and Sustainability

*Our consulting services focus on our clients' most critical issues and opportunities. We bring deep, functional expertise, and holistic perspective to capture value across boundaries and between the silos of any organization. We have proven a multiplier effect from optimizing the sum of the parts, not just the individual pieces*

**3**

## Research and Insight Services

- Feasibility Studies
- Baseline Surveys
- Mid-Term and End-Term Evaluations
- Security, Risk and Block chain
- Market and Trade Research
- Customers and Channels
- Gender Mainstreaming surveys.

**4**

## Human Resource Advisory Services:

- Recruitment
- Psychometric testing
- Job Evaluations
- Talent Management Solutions
- Competence Assessment
- Workforce Analytics
- Performance Management
- Workforce Optimization and Strategy
- Human Resource Audits and Reviews
- Organizational restructuring and re-engineering
- Human resource outsourcing

# ASSIGNMENT APPROACH

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We believe that our clients' success is our success; we believe in professionalism. We consistently maintain high standards for services. We always labour to bring the best team of consultants and trainers to bear on every single project. We design each task and through our deliverables help agencies explore extraordinary opportunities, manage and sustain growth, and maximize efficiency.



# DETAILS OF COURSES

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## Governance and Strategy

- Corporate Governance for Boards and Senior Executives
- Executive Leadership and Corporate Governance
- Governance, Risk Management and Assurance
- Detection, Forensic Investigation and Prosecution of Fraud and Corruption
- ICT Strategy, Governance



## Procurement and Supply Chain

- 3Ps of Public Sector Procurement: Principles, Practices & Performance
- The Fundamentals of Procurement Management & Fraudulent Analytics Strategies Workshop
- Electronic Government Procurement: Making it Work
- PPP Procurement and Contract Management
- Public Sector Procurement for Works and Consultancy Services
- Strategic Leadership in Supply Chain Management

## Organizational and Human Resource Development

- Human Resource Audit
- The Corporate HR Professional
- Managing the HR Function
- Recruitment and Selection
- Succession Planning, Talent and Performance Management
- Strategic HR: Aligning with the Corporate Vision
- Dispute Resolution and Negotiation with Employees and Trade Unions
- Balance Scorecard
- Human resource outsourcing

## Insurance and Risk Management Programs

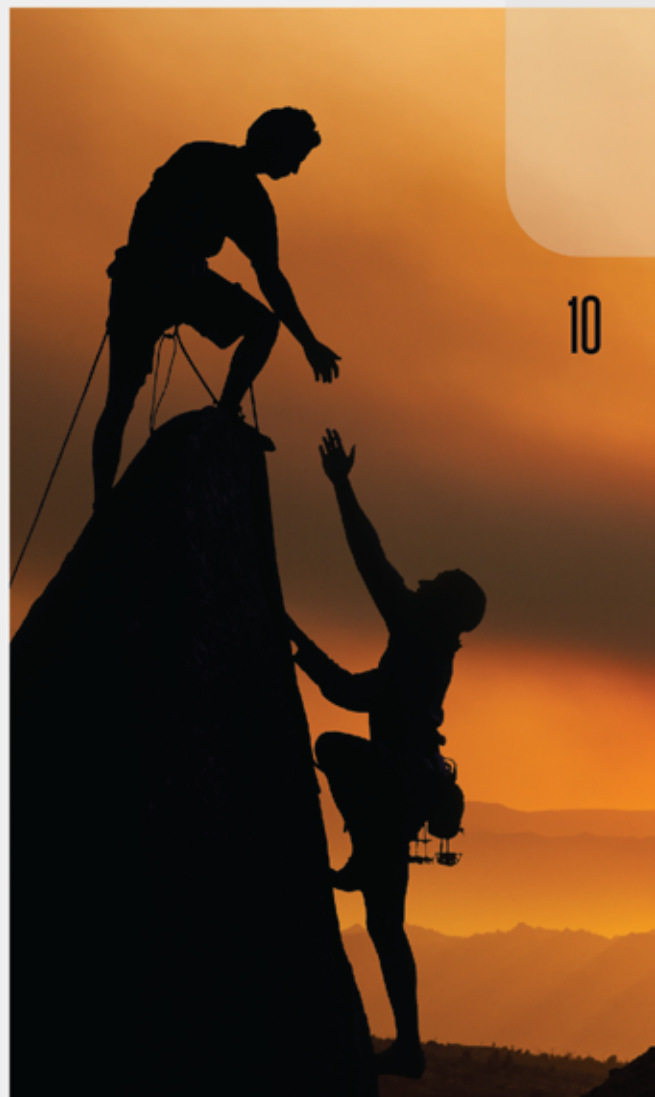
- Records Management in Insurance
- Claims management in micro insurance
- Management of Motor Insurance Underwriting and Claims
- Enterprise Risk Measurement and Modelling in Insurance and Finance
- Insights into Insurance Fraud Prevention and Management
- Insurance and Cyber Risks: Applications & Solutions
- Bancassurance
- Excellence in Customer Service

## Government and Policy

- Leaders in Transforming Public Service Delivery
- Translating Policy into Legislation
- The Complete Legislative Drafter
- Legislative Drafting: Essential Skills
- Devolution and Leadership Skills Development
- The Legislative Process and Effective Bill Drafting
- County Assembly Service Boards
- County Assembly Committees
- Best practice for good Governance and Effective Human Resource Management for County Public Service Boards
- Industrialization, Resource Mapping and Planning for County Governments summit
- Registry Management & Records Management
- Monitoring & Evaluation for Legislative work
- Parliamentary Outreach & Public Participation
- Decentralizing Kenya's Health Management System:
- Transformational Leadership and achieving Food Sustainability in Counties case studies and success stories
- Security Management in the Legislative Setting

## Leadership, management & Development

- Leadership and Team Development for Managerial Success
- Transformational Leadership & Development
- Performance management
- Management Skills for Secretaries & Administrative Support Staff
- Change Management and Team Building
- Leadership and Management Skills for Supervisors
- Management development for Executives
- Making the transformation from Manager to Leaders
- Women in Leadership
- Value Based Leadership and performance management
- High Performing Teams
- Leadership, Public Management & Governance
- Corporate restructuring and re-engineering



## Financial Management and Audit

- Strategic Change Management
  - Management development & Mastering Finance for executives
  - Developing High Performing Teams
  - Team Goals with corporate strategy
  - Managing people and Strategy: Aligning Team Goals with corporate strategy
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- Public Financial Management: Issues & Solutions (PFM Act)
  - Managing the Cash Cycle: Accounts receivable and payable Best Practice
  - Budgeting, Planning and management reporting
  - Payroll management and Effective payroll controls
  - Integrated Financial Management Systems: Strategy & Implementation
  - Effective Revenue Collection, Credit Control & Debt Management
  - Value for Money Audit
  - Forensic Auditing & Financial Fraud Detection
  - Risk Based Audit
  - International Public Sector Accounting Standards (IPSAS) and International Financial Reporting Standards (IFRS): THE CONVERGENCE POINT;
  - Best Practice Financial Management & Reporting on IPSAS/IFRS
  - Cash & Treasury Management
  - Strategic Financial Management & Effective Budget Execution
  - Specialized financial training for NGO's, SACCOS, insurance, banks etc

# Project Management and Evaluation

- Project Management of Development Projects
- Financial Management of Development Projects
- Essential Project & Programme Management Skills
- Evaluation & Impact Assessment of Policies & Projects
- Results-Based Monitoring & Evaluation

# Communication

- Public relations and Working with the Media
- Marketing and Communications Excellence
- The Writing and Presentation Skills Toolkit
- Business Writing with Impact
- Writing and Delivering Speeches and Presentations with Impact

# Mainstreaming Programs

- HIV/AIDS
- Alcohol and Substance Abuse
- Gender Mainstreaming
- Disability Mainstreaming

## WHY ARE WE OUTSTANDING?

### **Expert Facilitators and Consultants:**

Our expert facilitators, trainers and consultants are first class, cutting across various sectors of the economy and industry. All our trainers are experienced practitioners, professionally certified, dedicated and specialized in their respective fields. Our corporate motto is ' Total Customers Satisfaction'. We carry out our task with integrity and full commitment. We continue to keep abreast with industry developments through individual and ongoing continuing education, in-depth training and consulting that your organization demands and deserves.

PAIMG associates include experts in project management, evaluations, governance, capacity development, performance management, people management, negotiations, conflict resolution, peace building, leadership team building, social development, human rights, civic education, social change program management, environment, livestock, dairy, agroforestry, operations, finance, strategic management, risk, public policy and sustainability. They have an impressive track record attested by successes in all the previous assignments they have done with excellent references by the clients.

### **Vast Experience:**

Our vast experience in conducting trainings and consultancies in leadership and management together with a wealth of research knowledge in the chosen fields of professional practice make us specially qualified to be your preferred trainer.

### **Guaranteed high-impact - high-energy delivery:**

All our solutions are attuned to market and clients' needs. Essentially, we put our customers first as we go the extra mile to ensure they are satisfied.

### **Reliability:**

We are in the business with you as your preferred long-term partner and you will continue to count on us in time of needs.

# SUCCESS STORIES



# SUCCESS STORIES







# Our contacts

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