

Our Core Competencies

<p>Organizational Development And Effectiveness</p>	<ul style="list-style-type: none"> • We support organizations to take stock of impact of their work and using these lessons to develop new organizational strategies and plans to maximize on impact • We facilitate change management processes in line with the new strategic direction of organizations by reviewing relevant strategies, structures, staffing, skills, systems, policies, organizational values, leadership and long-term sustainability plans. • We support organizational branding, profiling and visibility work by facilitating the development and implementation of effective communication and media strategies and policies
<p>Leadership and Management Support</p>	<ul style="list-style-type: none"> • We work with organizations to develop and deliver solid, real-world and personalized leadership development programmes that motivate and inspire fresh leadership while giving participants practical tools to improve their leadership performance. • We provide training, mentoring and coaching support to middle and senior management teams on effective leadership development including women leadership development. • We support management review processes and various audits to determine the organizational health status and develop a plan for managing potential risks and threats.
<p>Board and Corporate Governance Development</p>	<ul style="list-style-type: none"> • SPiD Consultancy works with both small and large organizations to establish strong boards based on principles of good governance, well-defined roles and responsibilities and a commitment to Board development to strengthen their oversight role.
<p>Training & Capacity Development</p>	<ul style="list-style-type: none"> • We provide tailor-made trainings and on-the-job skill enhancement programmes based on identified needs and opportunity assessments to enhance capacity of organizations and teams leading to improved performance • We work with organizations to build effective teams through guided discussions, strategic training sessions, team building, evaluations, coaching and collaborative reviews • Our participatory training approach ensures institutional ownership and helps to build in-house capacity for better sustainability
<p>Programme Development & Quality</p>	<ul style="list-style-type: none"> • Research - We have expertise in all aspects of designing and implementing both operations and pure research studies using a variety of frameworks, tailor-making these to the needs of our clients. • Impact Reviews & Evaluations - We support our organizations to carry out impact evaluations of their projects and programmes, helping them gain better understanding impact and lessons to inform management decision making on what works and what does not. • M&E Support - We support institutions to develop process-oriented systems that enable them to measure returns on their investments better. Through processes such as Social Audit, Results Based Management, Value for Money Approach and Cost Benefit Analysis we

	<p>facilitate organizations to measure their effectiveness, efficiency and impact</p> <ul style="list-style-type: none"> • Programme Development – We support our clients in developing coherent programmes and projects based on solid participatory analysis with stakeholders. We provide technical support on key processes such as HRBA programming, appraisals, baseline assessments, feasibility studies, evaluations and phase-out
Humanitarian programme cycle management	<ul style="list-style-type: none"> • We support organizations to review and develop systems and capacity for responding effectively to humanitarian situations, including conflict and disasters. • We provide training and technical support on integrating the Core Humanitarian Standards to strengthen Quality and Accountability in their humanitarian action • We support humanitarian programme design through needs assessments and research to inform programmes development and delivery • We support organizations to develop as well as review their staff safety and security protocols in line with their organizational contingency planning processes
Resource Mobilization & Financial Sustainability	<ul style="list-style-type: none"> • We work with organizations to build their internal systems and processes for financial management that includes financial policies and procedures, internal controls, contract management systems, funding planning and statutory compliance • We provide technical support to organizations in resource mobilization through developing fundraising strategies and plans, proposal writing and mapping of potential fundraising opportunities,
Business Planning and micro-enterprise development	<ul style="list-style-type: none"> • We facilitate business planning processes for entrepreneurs, companies, cooperatives, associations to ensure that they plans are fully considered, well focused, resilient, practical and able to deliver sustained revenue growth • We offer financial solutions on a wide range of business processes such as: Bookkeeping; Internal Audits, Reviews & Compilations; Financial Modelling; Market Analysis; Accounting Software Selection & Analysis; Design & implementation of Company Financial Policies & Procedures; Financial Management Training for Non-Finance Managers; Statutory and regulatory compliance, among others • We provide coaching and mentoring services to entrepreneurs in the micro-enterprise development sector