

SHARP DEVELOPMENT SOLUTIONS (SDS) CONSULTING



Sharp
Development
Solutions Consulting



COMPANY PROFILE

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03 Mwanzi Road, Westlands Nairobi.

P.O. Box 64865-00620, Nairobi, Kenya

Email: info@sdsconsulting.org

Website: <http://www.sdsconsulting.org>

YOUR PROGRESSION, OUR ASPIRATION

1. INTRODUCTION

SDS Consulting is a regional consulting firm with its headquarters in Nairobi, Kenya and offering a broad range of tailored consulting services within both the private and public sectors. The SDS team brings on board over 25 years of experience in numerous fields at the national, regional and global ranks. We maintain a flexible team of employees and associates enabling us to immediately engage specific skills and expert resources in response to the essential needs of our clients. Guided by the SDS mantra, ‘Your Progression, Our Aspiration’, our pledge is to deliver **smart, sharp** and **state-of-the-art** solutions for our clients.

SDS provides consulting services in Organization Development, specializing in four areas. The first is **strategy** development, implementation and strategy review. The second is **programme** design, management and programme monitoring and evaluation. The third is, **financial** management, resource mobilisation strategies and marketing plans. The fourth is **human resource** management, performance management and leadership development. In addition, we offer a varied menu of engagements to our clients from **advisories, technical assistance and capacity development**. SDS Consulting has cut out its niche by upholding premier standards of professionalism, teamwork, integrity, and commitment in dispensing quality services.

The overarching SDS Consulting objective is *to create value for our clients, people and organizations*.

2. OUR PURPOSE

We exist as an organisational development solutions provider specifically to; **one**, offer home-grown and cost-effective development strategies, **two**, improve the efficiency, effectiveness and results of more than 1000 organisations in 5 years, **three**, develop a long-lasting impression and impact on the organisations and people we work with, **four**, establishing sustainable organisations with robust and resilient processes and structures and **five**, capitalizing on the success of the organisation and its people.

3. OUR DEVELOPMENT PHILOSOPHY

SDS Consulting is driven by its belief that sustainable solutions, loyalty and long term success must be based on consistency of service, rooted ethical practices and quality performance. We therefore advocate the continued preservation of professionalism, teamwork, integrity, and commitment as key principles of our philosophy.

4. CORE VALUES

The SDS values define how we conduct our business towards creating value for our clients, people and organizations. These include;

a) Professionalism

In conducting our business, we adhere to highest standards of quality and excellence.

b) Teamwork

Unity of purpose is a fundamental pillar that harnesses cohesion, communication and learning in our conduct of business.

c) Integrity

Our undertakings and engagements are bound by honesty, ethical obligations and willingness in the delivery of services to our clients.

d) Commitment

We continuously stay dedicated to the promise to our clients, *smart, sharp and state-of-the-art solutions*, and the principles upon which SDS consulting is built on.

5. WHAT WE OFFER

A. Programme Design, Management and Evaluation

Programmes are an organization's "life blood." Without well-designed, well-managed and well-monitored and evaluated programmes, most organizations cannot achieve their goals, fulfill their missions, or see their visions become a reality. A sound programme plan; provides a guide for effectively using human, material, and financial

resources, enables organizations to track and document progress, clarifies desired outcomes, and reinforces common understandings and shared vision among key staff.

The consultancy services we offer in this field are;

1. Programme conceptualization and designing
2. Undertaking programme baseline surveys
3. Programme mid-term and end term evaluation
4. Supporting programme implementation
5. Developing M&E work systems and frameworks

B. Human Resource and Performance Management

Human Resource and Performance management focus on the people dimension in management of organisations. Our services are as such inclined towards, their acquisition, development of skills, motivation for higher levels of attainments, as well as ensuring maintenance of their level of commitment are all significant activities.

Under this field, we offer a number of consulting services including;

1. Human capital capacity assessment
2. Human resource policies and procedures
3. Recruitment
4. Capacity building across a number of thematic areas such as;
 - a. Project management
 - b. Monitoring and evaluation
 - c. Change management
 - d. Business planning
 - e. Financial management
 - f. Urban planning
 - g. Resource mobilisation
 - h. Strategic management
 - i. Policy frameworks and policy advocacy.
5. Human resource planning
6. Performance management and appraisals
7. Human resource audit
8. Leadership development

C. Financial Management

The time and extent of the availability of finance in any organization indicates the health of a concern. Every organization requires finance for running day to day affairs.

This echoes our concern to ensure that these finances are prudently managed for the growth and development of organisations.

An array of the services we offer under this field include;

1. Strategic financial assessments and planning
2. Auditing
3. Investment planning
4. Business development
5. Development of business plans

D. Strategy development and implementation

Strategic planning is the process by which leaders of an organization determine what it intends to be in the future and how it will get there. Our strategy development and implementation services are tailored to ensure that organisations are able to **one**, develop strategic intents for the organization's future, **two**, determine the necessary priorities, procedures, and operations to achieve the developed intents and **three**, effect the procedures and operations in accordance to the plan.

Under this field, we offer services in;

1. Development of strategic and master plans.
2. Formulating concept notes to inform strategy development.
3. Policy development
4. Institutional planning

E. Resource Mobilisation and Marketing

Resource mobilisation is the process of collectivizing both tangible and intangible means to continuously fuel an organisations short-term to long-term plans. Resources are the heart of any organisations and as such an integral part to the achievement of any set goals. We realise that given; growing competition in the market, risks and uncertainties and the continuous need for growth and development, organisations require innovative and creative strategies to grow their resource base. Driven by the overarching pillar, business development, we develop tailor-made and sustainable resource mobilisation strategies.

In addition, we recognise that it is critical that the strategic intents of an organisation and its achievements are flagged. This is not only to popularise organisations to their clientele but also to clarify why they exist. Our concern is to generate suitable marketing solutions that upturn the visibility of organisations while attracting likeable partnerships.

6. CLIENTS Portfolio

SDS Consulting has worked with diverse clients in the not-for-profit sector, private sector and governments. This comprises of; multi-lateral agencies, bi-lateral agencies, development partners, international and local NGOs, foundations, government ministries and county governments. Some of our recent assignments are listed in the table below.

CLIENT	CONSULTANCY
❖ Catholic Relief Services	○ Capture research of the WASH sector investment in Kenya
❖ Medicines du Monde	○ Health System Diagnosis and Programming Strategy Development in Bosaso, Somalia
❖ UNHABITAT	○ Evaluation of the strategic advisory component for urban development
❖ OXFAM	○ End Term Evaluation of the Unwrapped Health and Livelihoods project in Lower Shabelle region, Somalia
❖ SIDA	○ Evaluation of the Development Partners Group on Land in Kenya (DPGL) ○ Power Analysis Study
❖ SOS Children Villages, Southern Sudan	○ Humanitarian Situation Analysis
❖ AMREF	○ Household baseline survey for the Community Based Health Care program ○ Mid-term Evaluation for the Regional SRHR/MNCH Program (East Africa)
❖ Concern Worldwide	○ Coordinated Research on the Influence of HIV/AIDS Stigma and discrimination on Quality Education for Most vulnerable children in Nyanza
❖ Ministry of Land Housing and Urban Development, Kenya	○ Designed the implementation framework for the National Urban Development Policy
❖ Ministry of Devolution and Planning, Kenya	○ Human Resource Audit for both uniformed and non-uniformed staff in the National Youth Service (NYS). ○ Strategy Design of the NYS 'Five-Point Vision'
❖ Kenya Community Development Foundation (KCDF)	○ Capacity Development of KCDF Grantees in Financial Management, Policies and Procedures.
❖ Civil Society Urban Development Platform (CSUDP)	○ Development of the Strategic Plan 2015-2019. ○ Technical assistance in institutional transitioning and realignment. ○ Developing resource mobilization strategies as well as supporting

	<p>preparation of a four-year funding proposal to the Embassy of Sweden.</p> <ul style="list-style-type: none"> ○ Capacity building of CSUDP implementing partners in the areas of financial management, monitoring & evaluation and consolidating success stories. ○ Capacity building of CSUDP Local Urban Forums (LUFs) in the areas of; project management, monitoring & evaluation, urban planning and financial management. ○ Development of business development strategies and action plans.
<ul style="list-style-type: none"> ❖ The Family Bank Foundation (TFBF) 	<ul style="list-style-type: none"> ○ Institutional Planning and Organization Development ○ Development of strategic and master plans ○ Design and technical assistance in the implementation of its four programmes in; education, health, agri-business and enterprise development.
<ul style="list-style-type: none"> ❖ Joyful Women Organisation (JoyWo) 	<ul style="list-style-type: none"> ○ Strategic Plan development
<ul style="list-style-type: none"> ❖ IGAD 	<ul style="list-style-type: none"> ○ Joint formulation of programme work plans and schedules for the immigration policies programme.

7. CONSULTANTS EXPERIENCE

