

**BondRich**  
ADVISORY GROUP LTD  
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**BONDRICH ADVISORY GROUP LTD**

**COMPANY PROFILE**

**Management Consulting  
&  
Training Solutions**



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BondRich Advisory Group Limited is a management consulting firm and training solutions provider headquartered in Kampala Uganda. The firm was established with a mission to provide transformational professional solutions that suites the ever changing needs of our clients.

## Our Vision

To be the Preferred Professional Services Firm in the East African Region.

## Our Mission

To provide transformational professional solutions that suites the ever changing needs of clients.

## Our core Values

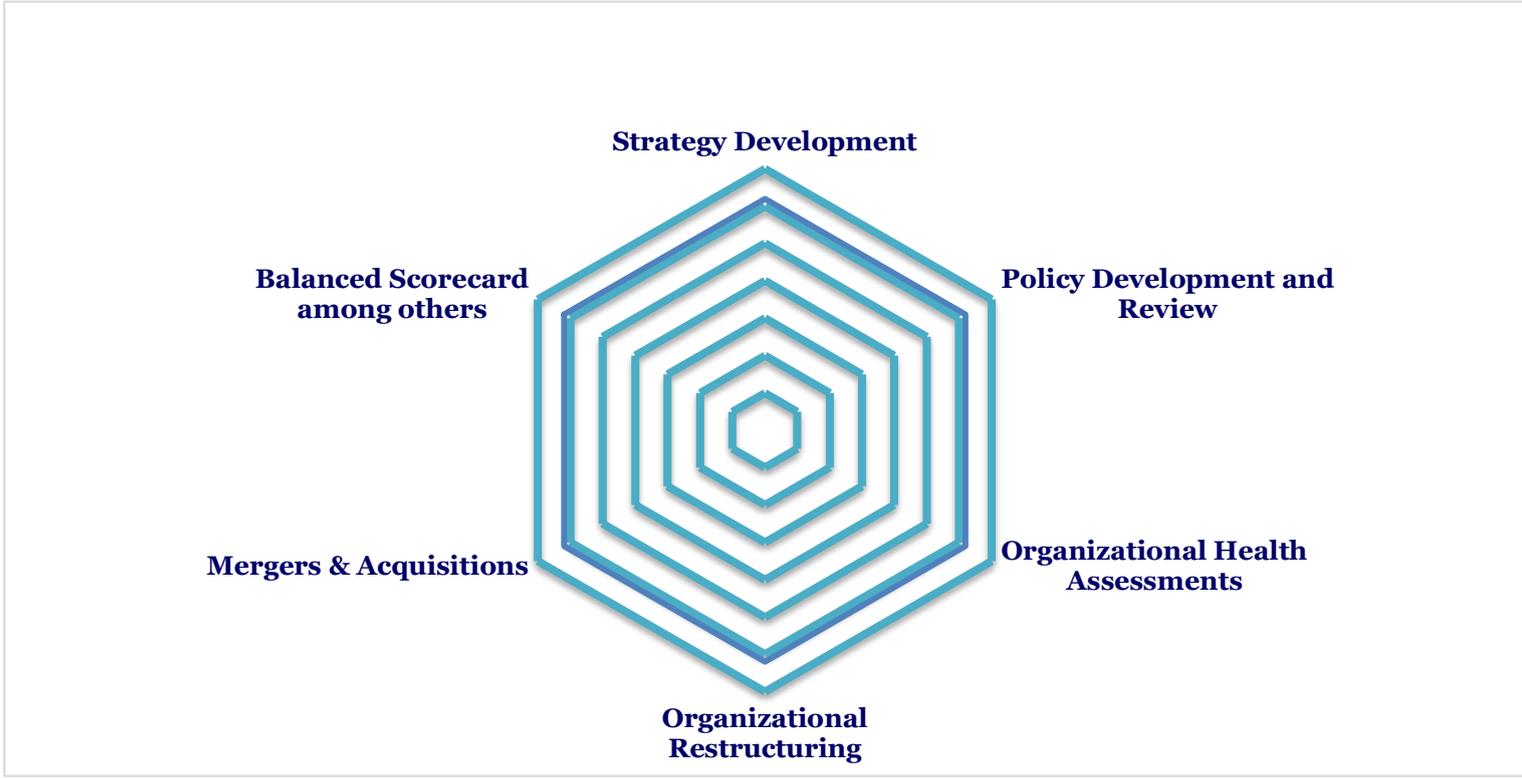
- **Professionalism:** We cherish our quality consulting team with a rich background of experience and academic success
- **Honesty:** We believe in openness and sharing of advice and insights with each other which communicates optimism and hopefulness to our clients.
- **Respect:** We treat everyone with care and dignity, pay attention to each other and treat every individual's contribution as a vital asset.
- **Teamwork:** We work together as a team to bring out the best solution to our clients
- **Diversity:** We welcome a variety of ideas and understand that each individual is unique and recognize a culture of respecting and sharing of knowledge.
- **Time management:** We recognize value for money by exercising conscious control of time taken to deliver quality solutions to our clients.

## Our Areas of Expertise: Human Resource Management

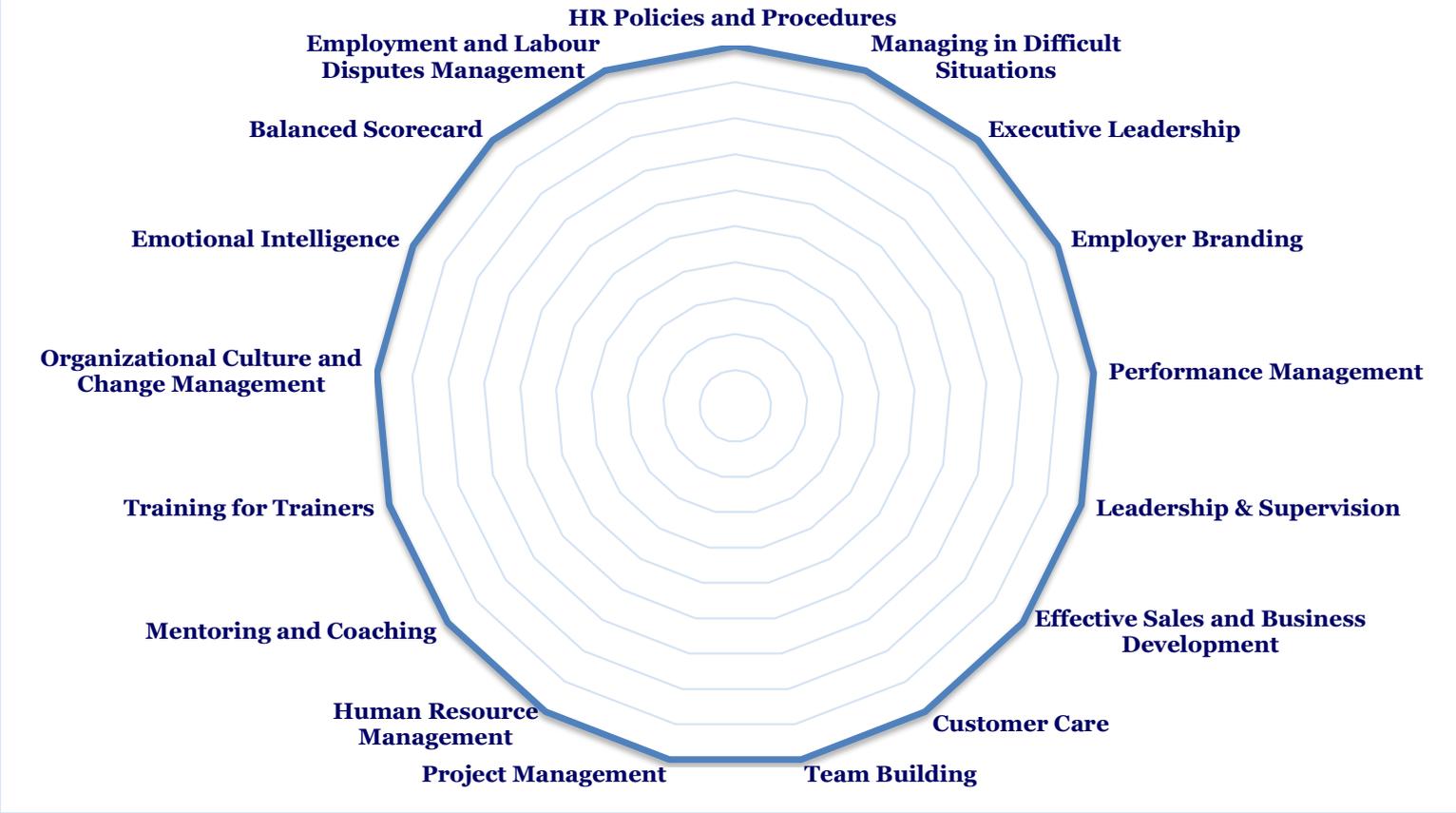


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# Our Areas of Expertise



## CORPORATE TRAINING SOLUTIONS



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# Our Resourcing Solutions

## **Executive Recruitment**

We assist our clients in building effective teams and generating shareholder value via excellence. We seek out excellent executives who are mindful of the clients' needs and the culture of the organization. We work closely with clients to fully understand their search requirements to deliver a successful search outcome.

## **Headhunting**

Our recruiters know where to look for the best candidates for our clients. For references and recommendations, we have a large network of industry contacts. We carefully assess our prospects using our rigorous screening criteria and only approach those with the greatest potential.



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# Training Solutions

Our qualified trainers together with experts from various partner organizations conduct **specialized** and **customized training** in different specialties. We provide end to end training in various technical and management disciplines.

Our Training solutions cut across sectors including but not limited to manufacturing, Non-governmental organizations (NGO's), Commerce, Education and Technology.

We offer a **flexible training schedule** to our clients to allow them concentrate on their routine tasks and at the same time achieve their professional development goals. Our trainings can be facilitated online using our **well-equipped digital training lab** or physical using our **spacious training center**.

## Trainings offered with experts from various partner organizations Include;

### Training Solutions

Digital Marketing & Effective Sales Skills	Online Shop Development Skills
Customer Service Excellence Skills	Mental Health Management Skills
Customer Relationship Management Training	Healthcare Management Skills Training
International Marketing Strategy	Sexual & Reproductive Health
International Business Strategy	Public Health
Fundraising and Resource Mobilization Skills	Human Resource Management Skills
Climate Change Management Skills	Occupational Health, Safety and Environment Essentials
Food Security and Nutrition Health	Interviewing and CV Writing Skills
Gender Equality and Development	Leadership and Supervisory Skills
Computer Skills Training for Beginners	Credit Management Skills Training
Tally Computerized Accounting Software Training for Biginners	Logistics and Supply Chain Management Skills
Computer and Data Security	Warehouse and Inventory Management Skills
Mobile App Development Training for Beginners	Quality Assurance and Quality Control Skills
Basic Internet Skills Training	Result Oriented Management Training
Graphic Design Skills	Performance Based Team Building
Website Development Training	High Impact Performance Management Skills
Gmail Training for Beginners	SACCO Management and Development Skills
Google Classroom Training for Teachers	Understanding Data Analysis with SPSS for Beginners
Google Suit Skills Training	Public Speaking and Presentation Skills Training
Microsoft Office Skills Training	Research and Proposal Writing Skills
E-Commerce Skills Training	Business Startup and Management Skills
Concept Paper Development Skills	Enterpreneurship Skills Training
Data Collection & Report Writing Skills	Project Planning & Management Training

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# Performance Management

We assist our clients in improving their work environment by developing the appropriate performance management system, recommending the appropriate system, coaching leaders, and guiding them through the implementation process.



# Payroll Management

BondRich Payroll solutions are designed to save up time for our clients to concentrate on their main company operations. We prepare payroll for our clients in accordance with all applicable tax laws and statutory requirements. Our professionals are well-versed in and knowledgeable with payroll processing systems for large and complex organizations, while also considering the needs of our clients.



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# Our People

Considered as the most valuable assets, our consultants have a broad diversity of educational and professional backgrounds.

We are passionate about making excellence possible through delivery of high impact professional solutions.



## Apprenticeship Program

Considering the rapidly emerging changes in technology, there is high competition for skilled talent. At BondRich, we work with academic institutions to support graduate professionals in the relevant fields and build their potential to enable them occupy future critical roles. We offer structured learning experiences by providing on-the-job training to students and graduates in various professional disciplines



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# More BondRich Solutions

## HR Outsourcing Solutions

For our clients, BondRich Staff Outsourcing solutions improve organizational flexibility, efficiency, productivity, and cost savings. As a partner, we internalize our clients' needs and provide services that meet their specific needs. We take responsibility for the management of the entire outsourcing cycle in compliance with the contractual obligations. By outsourcing certain tasks, internal HR staff members can focus on other core initiatives, hence turning fixed costs into variable.

## Job Evaluation.

We help you determine the worth of a job in comparison to other jobs within the organization using globally accepted systems. Depending on the size of your organization, our consultants with varied experience in different systems understand which system to recommend for a job evaluation with your organization. Specifically, our job evaluation team is well versed with **Paterson** job evaluation and grading systems.

## HR Audit

BondRich Advisory Group emphasizes that human resources departments should be audited on a regular basis to keep up with employee expectations and retain essential workers. In order to attain HR excellence, we create a complete tracker of opportunities and threats as well as strengths, and weaknesses for use by top executives in making informed decisions.

## Policy development and Review

At BondRich, we assist you in strengthening internal policies and procedures for your firm, such as development of HR Management policy and providing tools for its successful implementation. We collaborate with you to understand business needs and build policies and systems that are in line with the statutory provisions and human resources standards.

## Organizational Health assessment

Achieving profitability and donor confidence in an increasingly competitive environment requires an organization to strengthen its internal systems and improve external relationships. At BondRich, we assist you improve the health of the organization by assessing the capacity of the systems and stakeholder relationships and generate recommendations for improvement. The findings of an organizational health assessment aid in improving operational effectiveness and strengthening the organization's capacity to meet its duties in a cost-effective and sustainable way. We employ appropriate tools consistent with the nature and size of the organization including; stakeholder analysis, SWOT analysis, questionnaires among others.

## Organizational Restructuring

We assist you re-organize the business model of your organization from the planning phase of the transformation to the implementation and evaluation phase of the restructuring cycle. We use appropriate methodologies depending on the nature of the restructuring assignment (Terms of reference).

# Bondrich Digital Solutions

## Mobile App Development

We have considerable experience designing mobile apps for both the ios and Android devices. Our developers are well exposed in the business, and they know how to boost the performance of your app by taking advantage of each app's specific characteristics.



## Website Design and Hosting

We design large, responsive websites that are simple to update and manage, allowing you to be visible across all digital devices. We can develop our own framework or build on top of existing platforms to deliver solutions that suits client requirements. We do not just develop websites but our digital experience team help you choose frameworks and designs that are sustainable and suitable for your business needs.



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# Bondrich Digital Solutions Cont'd

## Customized Software Development

We help you transform your business with technology that matches your specific needs, timeframe, and budget. At BondRich, we work with the newest technology and latest software development advancements to deliver maximum value to our clients. Our team in partnership with our partners have all the necessary skills and expertise to handle the development of software solutions that can transform your business to the next level.

## E-Commerce

At BondRich, we have the expertise and resources to help your company improve its marketing efforts, through provision of online solutions that can enable you sell your products and services worldwide, even when the doors of your business premises are closed. Our E-Commerce Solutions makes it safer and easier for your customers to make purchases through your website and other digital platforms.



## Computer Training

We assist small business owners by equipping them with computer technology skills to enable them adapt to the present trends in the digital revolution and take advantage of technology to develop their enterprises. We offer basic computer training to individuals and small business entrepreneurs in the use of Microsoft office, internet use, social media use and online marketing among others.

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# Our Partners

