

# **BondRich**

## **ADVISORY GROUP LTD**

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## **COMPANY PROFILE**

### **CONTACT US**

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# **Management Consulting & Training Solutions**

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## Who we are

BondRich Advisory Group Ltd is a Human Resource & Management Consulting firm specializing in the provision of Human Resource and training solutions to clients in both profit and non-profit sectors. The firm was established with a mission to provide customized transformational solutions that suites the ever changing needs of clients.

Bondrich Advisory Group offers highly advanced and innovative range of HR solutions including but not limited to; Headhunting & Executive Recruitment, Corporate Training, Human Resource Outsourcing, Payroll Management, Human Resource Compliance Audits & Job Evaluation, Human Resource Policy Development and Reviews as well as general management consulting solutions.

### **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 Team



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# Why Bondrich?

## GROUP PRESENCE

We are a diversified group with presence across the entire country and footprints in the East African region.

## LONG TERM RELATIONSHIP

Our solutions provide a long term impact to the business which guarantees business continuity

## CUSTOMISED SOLUTIONS

Our solutions are customized based on our clients' business requirements



## WIDE NETWORK AND DIVERSITY

We have a wide spread network across multiple sectors, regions and levels. Proven track record of placing candidates of multiple nationalities

## ROI

Our quality driven solutions justifies our clients' recruitment spend

## TIME BOUND SERVICE

We value time and hence our solutions are time bound keeping in mind our client

# Our Areas of Expertise: Human Resource Management



## HUMAN RESOURCE CONSULTING & TRAINING SOLUTIONS

- Executive Recruitment
- Headhunting
- Job Posting HR Outsourcing
- Field Sales Management
- Corporate Training
- Casual Labour Management
- Resume/CV Database Access
- Organizational Development

# Our Distinctive Service Offerings

- Extensive Experience in recruiting Skilled workers for technical, managerial and executive positions
- Extensive experience in managing casual workers for large matrix organizations as well as small and medium-sized companies.
- Well connected among the Local, Regional and International Talent especially Indian nationals working in Africa, Middle East and South East Asia.
- Strong Social media presence and networking relationship with Global Talent Management Firms across Africa and Asia

## Functions we excel at in Recruitment

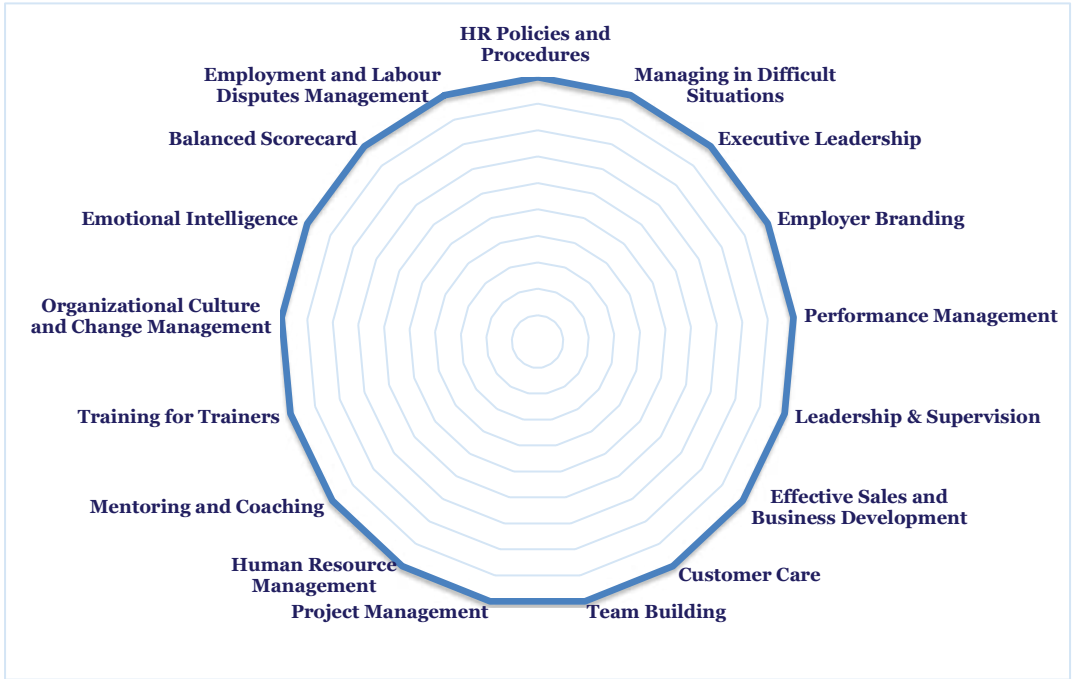
- Finance & Accounts
- Sales & Marketing Operations
- Information Communication and Technology
- HR and Administration
- Technical
- Project Management
- Manufacturing and Production
- Quality Assurance & Research & Development
- Procurement and Supply chain/Logistics

## Levels of Recruitment Expertise

- Board Positions
- Executive Positions
- Senior Management Positions
- Middle Management Positions
- Junior Management Positions
- Entry Level/Non Managerial Positions

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# CORPORATE TRAINING SOLUTIONS



## 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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## Strategy Development

Balanced Scorecard  
among others

Policy Development  
and Review

Mergers & Acquisitions

Organizational Health  
Assessments

Organizational  
Restructuring



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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.



## Performance Managemnt

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.



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.



## Our People

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

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 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).

## **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.



# Industries we serve

We provide our services to the following sectors

A

Manufacturing

D

Healthcare

G

Financial Services

J

Oil and Gas

M

Hotel & Tourism

B

Retail & Wholesale

E

FMCG

H

Media and Communication

K

Technology

N

Construction & Real Estate

C

Telecommunication

F

NGO

I

Transport and Logistics

L

Public Sector

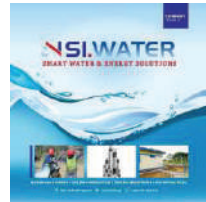
O

Education and Sports

## Other Industry Sectors of expertise

✓ Agro Based Industries	✓ Cosmetics & Personal care
✓ Automobiles Industries	✓ Foods and Beverage Industries
✓ Industrial Machinery and Equipment	✓ Foam, Garments and Textile Industries
✓ Steel Industries	✓ Energy and Mineral Industries
✓ Plastics & Packaging Industries	✓ Electricals and Electronics
✓ Pharmaceutical Industries and Healthcare Organizations	✓ Vegetable Oils and Laundry Industries
✓ Consumer Goods & Household Product Sector	✓ Chemical Industries and Paints
✓ Construction Industries	✓ NGO's and Charities

# Our Partners





## Afri Oral Care and Allied Industries Ltd



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# Awarding & Receiving Certificates after Trainings



# Employee Training Sessions





**Stakeholders Engagement**



**Moments after our Trainings**



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**Team Building Engagement**

## Meeting with Casual Workers



## Employees after a Training Session



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**CONTACT US  
TODAY!**



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