

World Initiative for Soy in Human Health

WISHH Conference, Safari Park Hotel ,

Nairobi, Kenya

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PCR D Consulting

BUSINESS ADVISORY SERVICES



STRENGTHENING BUSINESSES
THROUGH CAPACITY BUILDING

Objective

To increase business growth and management skills through capacity building for small business owners and employees

Assumptions

- Business expansion can be a difficult process
- There is inadequate management knowledge
- There is need to adapt to changing financial management practices
- Skills to develop new, marketable, quality product lines are essential
- Long term business planning is critical

What is Capacity Building?

- An approach to institutional development that aims to instill commitment and improve fundamental management and technical skills within an organization, thereby making the institution more effective and sustainable.
- Efforts to strengthen capabilities of organizations so that they can perform and deliver in accordance with their stated purpose

Capacity Building is much more than training and includes the following:

- **Human Resource Development (e.g. Training)**
 - **The process of equipping individuals with the understanding, skills and access to information, knowledge that enables them to perform effectively.**

Organizational Development,

- the elaboration of management structures, processes and procedures, not only within organizations but also the management of relationships with stakeholders (stakeholders relationship)
- Any effort to improve an organisation's performance and effectiveness.
- A response to change, a strategy intended to change the beliefs, attitudes, values and structures of organizations so that they can better adapt to new technologies, markets and challenges

Institutional and legal framework development,

- Aims at promoting and facilitating the establishment of a thriving business environment
- Making legal and regulatory changes to enable companies enhance their capacities

The approach we have adopted

- Training to develop relevant skills
- Sharing best practices
- Providing reference materials
- Developing action plans

Expected outputs

- Knowledge increase in business areas
- Skills in new product development
- Marketing knowledge

Why Train?

- **Training improves staff performance,**
 - which makes your business more productive, more competitive and more profitable
- **To retain an edge over competitors,**
 - companies have to keep abreast of industry changes, technological advances
- **Keeps your business up-to-date**
 - with the latest industry and global marketplace developments.

- Quality Service and products
- Improved stakeholder relations
- Effective cost control

Key Management Capabilities for Businesses:

- Quality Management and Continuous Improvement
- People Management
- Knowledge of Globalization Trends
- Customer Care/Communication
- Networks and Alliances
- E-commerce and IT skills

- Strategic planning
- Financial management
- Marketing Management
- Human Resources Management
- Operations Management
- Production
 - Scheduling
 - Inventory management
 - Cost control
 - Good manufacturing practices(GMP)
 - Health & Safety
 - Value adding chain etc

The 5-step training process:

- Step 1:** Conduct an initial assessment of training needs
- Step 2:** Determine who should be a part of the training
- Step 3:** Design customized training programme to meet company needs
- Step 4:** Conduct training
- Step 5:** Action Planning

Companies that have training culture report the following benefits:

- Improved quality
- increased productivity
- responsiveness to change
- less wastage
- reduced maintenance and repair costs
- greater commitment from staff and improved morale.
- Better customer satisfaction

Seven Elements of Organizational Effectiveness:

- **Governance:**
 - The provision of leadership and direction to an organization.
- **Management practices:**
 - The mechanisms intended to co-ordinate the activities and facilitate processes within an organization.
- **Human resources:**
 - Management of staff who have the skills, motivation and opportunity to contribute to an organization.
- **Financial Management:**
 - The resources required to manage goods and services needed to conduct an organization's affairs

- **Service delivery:**
 - The products and services carried out by an organization that are appropriate, cost-effective and meet customer needs.
- **External relations:**
 - External stakeholders relations
- **Sustainability:**
 - The long-term continuation of an organization,
 - Identifies and measures the extent to which an organization will continue

One of the challenges of training is deciding who exactly do you train in your organization and when you train them.

The answers are:

- a) everyone, and,**
- b) all the time.**

**PARTNERS IN COMMUNITY
RESEARCH & DEVELOPMENT (PCRD)**

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VISION

- **A society in which all citizens are empowered to contribute to sustainable social economic development.**

MISSION

- **To provide support to organizations and institutions to deal with social challenges and enhance sustainable social economic development through capacity building activities, research and consultancy.**

OUR ACTIVITIES

Management and Business Training

- PCRD Consulting
 - specializes in providing training programmes which are periodically evaluated through our continuous links with the public and private sectors.
 - Our training reflects the latest in management initiatives and innovations and offers institutions, public and private, opportunities to learn new skills, ideas and techniques in management.

Research & Consultancy

PCRD Consulting undertakes

- Evaluations / needs assessments to determine the most appropriate interventions for various organizations and businesses.
- Various activities to identify the best practices in public, private and civil society sectors

- Promotion of social responsibility practices in companies and organizations.
 - Assists in developing
 - Social Responsibility practices,
 - HIV/AIDS work place strategies and
 - identifying community activities that need assistance.

- Baseline surveys in various fields to develop the most appropriate interventions to promote development, enhance performance and/or solve various problems.

Events Management

- PCRD Consulting undertakes events facilitation, which includes design and facilitation of interactive and stimulating conferences, seminars, retreats and workshops

Community Development Activities

- PCRD partners with national and international organizations to undertake community development activities in areas such as
 - Health (including HIV/AIDS), Governance, Social Responsibility and Business Development.
- It encourages communities to respond to diverse social challenges facing them through consultative processes that ensure active participation by all stake holders.

Some of the activities undertaken include:

- MILGAP: A UN-HABITAT programme, with funding from the Ford Foundation and covering the three East African Countries. It identifies, recognizes and supports innovative practices in local governance.
- Various training programmes for both private and public institutions.
- Baseline surveys in Health
- Designing of a programme to identify and recognize private sector companies that support outstanding community activities (*Corporate Social Responsibility-CSR Awards*).
- Development of strategic plans for various organizations, including Government departments.
- Development of procurement plans for organizations

Our Contact details



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