



Newtimes Business Solutions

Enterprise and Human Resource Development Consultants

Utalii Hse, Uhuru Highway, 3rd Flr, P.O. Box 55546-00200 Tel No: +254 20 2245425/2245853

Fax:+254 20 2246659 Nairobi, KENYA. Email: info@newtimesconsultants.com Web:www.newtimesconsultants.com

Corporate Profile

Company Registration No

418358

Our Motto

Inspiring Change

Our Mission

We contribute to enterprise and human resource development for sustainable economic growth in Kenya, COMESA region, Africa and the global perspective, through customized training and consulting solutions.

Our Vision

We will be the enterprise development and training consultants of choice in the region.

OUR Philosophy

Continuing change leads to progress and overall improvement of the welfare of humanity.

Our Guiding Principle

Continually taking business to the next level

Our Objectives

- We provide holistic human resource development through performance and productivity management training and consulting solutions
- We identify and implement training needs meant to help people achieve their performance potential
- We promote application of professional management and tested universal business development strategies as a response to change management
- We enhance organizational Capacity Building In the Region for continued economic growth and prosperity

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Our core values

Customer focus: We work out business solutions based on customer needs. We follow up customers to determine their level of satisfaction.

Continuous improvement: Based on the premise that no situation is ever perfect, we endeavor to continue improving our services in recognition of changing customer needs as well as changing operational environment

Professionalism: We strive to serve our customers guided by high standards of professionalism.

Integrity: We embrace the highest level of truthfulness not only to ourselves but also to our clients.

Simplicity: We strive to simplify training and application of continually changing management/leadership and business strategy theories as well as concepts for the benefit of all, irrespective of literacy background.

Social responsibility: We contribute to the welfare of society through our widely published writing contributions, as well as electronic/audio media entrepreneurship and business skills discussions.

Our Strategy

We build long-term partnerships with our customers. We help them in maximizing the potential of their business organizations. This is achieved through enabling them to implement a combination of enhanced capacity building processes and techniques. Further, we continually develop easy to understand and implement solutions that blend well with the constantly changing theory and practice of organizational management.

SPECIALIZED AREAS OF TRAINING & CONSULTING

- Business Leadership & performance management Training
- Organizational Development & Management of Change
- Customer Relationship Management training
- Organizational culture change and employee re-branding (driven by our unique 3 tier bottoms up **staff motivation and capacity building training program**)
- Human Resource skills straining & placement solutions
- Business strategy training & consulting solutions

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UNIQUE AND INVALUABLE EXPERTISE

- Pre-retirement Training & Consulting solutions
- Entrepreneurship & Business Skills Training Solutions

KEY ACCREDITATIONS

- The Chief Trainer/Consultant is a government approved Chief Trainer through the DIT - Directorate of Industrial Training
- The Chief Trainer/Consultant is a founder and Board Member of PTAK - Professional Trainers Association of Kenya.
- We are Members of Kenya Institute of Management
- The Chief Trainer /Consultant regularly trains in PTAK Trainer of Trainers -TOT programs since October 2009
- Directorate of Industrial Training (DIT) Approved Training Consultants
- The Chief Trainer/Consultant is a former Council Member and Lecturer of the Marketing Society of Kenya
- The Chief Trainer/Consultant has been a regular Company of the year award (COYA) Consultant, an annual project of Kenya Institute of Management - KIM since 2006
- The Chief Trainer/Consultant is a widely published business /inspirational writer and as well as Author of the Newtimes E-newsletter since September 2006

KEY PAST AND ONGOING TRAINING AND CONSULTANCY ENGAGEMENTS

In fulfillment of our mission, Newtimes Business Solutions provides holistic training and consulting solutions for corporate bodies and SME companies as well as Professional organizations and groups of individuals as outlined in some of the following 6 analyzed categories of solutions.



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1. CORPORATE/MEDIUM ENTERPRISE TRAINING & CONSULTING SOLUTIONS

| Client | Particulars | Dates | Contacts |
|---|--|---------------|--------------------------------|
| First Reinsurance Co. Ltd | Participating in a 3 day Strategic Leadership & Management Workshop | December 2011 | Claims Manager |
| Kenya Tourist Development Corporation | Organizational culture Change/employee Re-branding training solution – Foundation Business Leadership for Mid-Managers & Professionals – 18 participants | December 2011 | HR Manager |
| Kenya Tourist Development Corporation | Organizational Culture Change/employee Re-branding Training Solution – Staff Motivation and Capacity Building Training For Non-Management Staff – 14 employees | November 2011 | HR Manager |
| CIC Insurance Group Ltd & Africalla Kenya Ltd | Participating in a 3 day Customer Relationship Management Strategy Training program | Sept 2011 | HR Manager |
| Ministry of Education ACTIF – Association of Cotton and Textile Federation | Participating in a 3 day Grant Management Training program | Sept 2011 | Resource Mobilization Officers |
| Kenya Wildlife Services & RIDO Savings & Credit Co-pt Society (Uganda) | Participating in a 3 day Proposal Writing and Resource mobilization training program | Sept 2011 | Resource Mobilization Officers |
| CIC Insurance Group Ltd. | Motivational Training Program for 56 Marketing Executives | July 2011 | HRM or BDM |
| Assa Abloy E.A. ltd | Managing Change & Business Skills Training | May 2011 | CEO |
| AMREF Training Centre (Thru' The Chief Trainer) | Organizational Strategy, Effective Communication and Team Building/Management | May 2011 | Training Manager |
| Cooperative Insurance Company Ltd (CIC Ltd) | Customer Relationship Management Training for customer relations staff | Feb 2011 | HRM |
| Mullard Fire Protection Ltd | Customer Relationship Management Training for Key sales staff | Feb 2011 | CEO |

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|---|--|------------|---------------------------|
| Simbi Roses (Sansora Invests. Group) | Training 21 senior management staff on organizational leadership and performance management skills for 3 days, Thika | Nov 2010 | CEO |
| Medilink Limited | Training entire team of 11 staff on excellent customer care skills | May 2010 | CEO |
| Sasini limited | Training sales team on Intrapreneurship skills | April 2010 | Marketing Manager |
| GIMCO Limited | Training the entire management team of 24 staff on Business leadership and performance management through our unique Staff Motivation and Capacity Building Training for 3 days, Nairobi | March 2010 | CEO Or General Manager |
| British American Insurance Company Ltd | Training Leading Sales team of 30 on business Leadership skills | Feb 2010 | G M Agencies |
| Pacific Insurance Brokers E.A. Ltd. | Staff Motivation and Capacity Building Training - . Junior staff, at Pacific Training Centre | April 2009 | General Manager |
| Pacific Insurance Brokers E.A. Ltd. | Staff Motivation and Capacity Building Training - ., Supervisory Middle Management staff at Pacific Training Centre, Nairobi | April 2009 | General Manager |
| Pacific Insurance Brokers E.A. Ltd. | Staff Motivation and Capacity Building Training - . Senior Managers, at Pacific Training Centre, Nairobi | May 2009 | General Manager |
| Corporate Insurance Co. Ltd | Staff Motivation and Capacity Building Training For Senior Managers, at Bounty Hotel, Nairobi | Feb 2009 | HRM |
| Basco Products Ltd | Customer Care Management Coaching | Aug 2008 | HRM |
| Kenya Reinsurance Corporation and | Staff Motivation and Capacity Building Training for general staff at Bounty Hotel | Aug 2008 | HRM |
| Co-operative Insurance Co. Of Kenya Ltd (CIC) | Staff Motivation and Capacity Building Training for general staff at Bounty Hotel | Aug 2008 | HRM |
| Kenya Tourists Development Corporation (KTDC) | Staff Motivation and Capacity Building Training for general staff at Bounty Hotel, Nairobi | July 2008 | HRM |
| Corporate Insurance | Staff Motivation and Capacity building training (15 | May 2008 | HRM |

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|----------------------------------|---|--------------|------------------|
| Company Ltd | Branch staff) –, Bounty Hotel, Nairobi | | |
| AMREF Training School | Team Building and management training (15 Proj Managers) | May 2008 | Training Manager |
| Corporate Insurance Co. Ltd | Staff Motivation and Capacity building training (20 Company supervisors and middle managers) | April 2008 | HRM |
| Corporate Insurance Company Ltd | Staff Motivation and Capacity Building Training 24 staff at Bounty Hotel, Nairobi | February 200 | HRM |
| Dunlop Industries Ltd. | Staff Motivation and Capacity Building Training, (staff) at Ngong Hills Hotel , Nairobi | Sept 2007 | GM |
| Parastatal Pension Fund Tanzania | Strategy Development Process and Sales Marketing Training | June 2006 | Training Manag |
| Equity Bank | Replication of the COYA award, 9/32 branches | June 2006 | Training Dept. |
| Equity Bank | Staff satisfaction survey - various branches | June 2006 | Training Dept. |

2. INVOLVEMENT IN PROFESSIONAL AND MANAGEMENT/LEADERSHIP DEVELOPMENT

| | | | |
|---|--|----------------------------|---------------------------------|
| Professional Development | The Chief Trainer is a regular trainer of trainers (TOT) under the auspices of in-house and open training programs of Professional Trainers Association of Kenya – PTAK. Recently involved in training of trainers for Nairobi Water Company Ltd, Co-operative Bank and Kenya Red Cross amongst others. | Ongoing since October 2009 | Secretariat |
| DIT – Directorate of Industrial Training | Participating in curriculum development - Floricultural Industry proficiency development course | October 09 to- Dec 2009 | DIT - Head of Curriculum |
| KIM – Kenya Institute Of Management (Thru' Chief | COYA consulting | May/June 2009 | COYA Office |

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| Trainer/Consultant) | | | |
| Kenya Institute of Management (KIM) | COYA Consultancy | June 2007 | COYA Office |
| Marketing Society of Kenya | Lectures on Financial awareness for Markets (30 participants) | Oct/Nov 2007 | Secretariat |
| Marketing Society of Kenya | Lectures on Consumer Markets | Feb 2007 | Secretariat |
| Kenya Institute of Management (KIM) | COYA consulting Has Involved evaluation and reporting on numerous clients such as Kenya Wildlife Service, British American Insurance Co, Kenyatta National Hospital, Fina Bank, Family Bank, Equity Bank, ABC Bank, Kenya National Law Reports, Jet link ltd, Deacons ltd, Kenya National Human Rights Commission etc. | Since 2006 | COYA Office |
| Continued Research thru' Chief Trainer/consultant | <ul style="list-style-type: none"> • Has continually published invaluable business leadership and management development articles in all leading dailies and management/professional journals in Kenya since 2006. • Has also authored and published the bimonthly Newtimes E-newsletter since Sept 2006 • Has written an invaluable personal development text which will soon appear local & regional Bookstores | Since 2006 | Check @ Newtimes URL |
| | Occasional Radio TV/Interviews/presentations on Entrepreneurship & Business Development for a Royal Media FM station & Also KBC TV | Since 2006 2007 | |

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2. CONTRIBUTION TO ENTREPRENEURSHIP DEVELOPMENT

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|--|---|-----------|--|
| Publishing Through The Chief Trainer/Consultant | An international research on entrepreneurship development titled “ The impact of training and Education on Entrepreneurship development in Nairobi, a case study of Barclays Bank Business Club | July 2007 | Business in Africa Journal |
| Conference Participation through the Chief Trainer/Consultant | Presentation of above research to an entrepreneurship conference whose theme was ‘ fostering Entrepreneurship and SMEs in Africa, at USIU, Nairobi | May 2006 | Entrepreneursh & Business Dev Dept. USIU Nairobi |
| Kenya Institute of Management – KIM (Thru’ Chief Trainer/Cons | SME Curriculum Development GOWE (Growth Oriented Women Enterprises) a project of African Development Bank Managed by IFC | Oct 2006 | SME Dept KIM |
| Ministry of Youth Affairs (Thru’ Chief Trainer/Cons | Guiding the ministry on structured Implementation of the youth enterprise fund and Promotion of Youth Entrepreneurship in Kenya | Sept 2006 | Chief Economist and Kenya Times Newspaper Sep 19 & 24 th 2006 |

4. ENTREPRENEURSHIP TRAINING, CONSULTING & DEVELOPMENT SOLUTIONS

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|--|---|------------|---------------------|
| Family group of Allan and George Waititu of Equity and Steadman Group respective | Entrepreneurship and Business skills training at Wambugu farm, Nyeri | Aug 2008 | George Waititu |
| Ngugi Family Welfare Association | Entrepreneurship, Strategies and Business Plan development Training for this union of generations of blood relatives, Nairobi - | April 2007 | Elizabeth .N. Ngugi |
| Naivasha Constituency/Hon Jayne Kihara, MP | Entrepreneurship Promotion seminars, Naivasha | Feb 07 | Hon Jayne Kihara |



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|--|---|----------------|---|
| Family group of Allan and George Waititu of Equity and Steadman Group respective | Business Skills development training, Nairobi | Dec 2007 | George Waititu |
| Muranga Business Forum | Entrepreneurship Promotion seminars in Murang Town | Oct 06 | Kenya N. Chamber of Commerce & Industry Muranga |
| Barclays Bank K Ltd – H. Selassie Avenue | Business Dev. Training – Business plan dev. and Financial planning /management | Aug 2006 | BDM H.Selasie |
| Barclays Bank Moi Avenue group Of Branches, | Business development training, Enterprise cycle and Business Strategies, | July 2006 | BDM – Moi Avenue |
| Barclays Bank Kenya Ltd, Machakos Branch | Business Development Training – Business plan dev. and Financial planning and management | May 2006 | BDM Ind. Area |
| Barclays Bank Ltd.-Industrial area Branches | Business Development Training – Enterprise Life cycle and business development Strategies | June 2006 | BDM Ind. Area |
| Karen Photo Ltd | Strategy Review and Consulting Solutions | August 2008 | CEO |
| Pasico Eastern Africa Ltd | Strategy review and consulting solutions | July 2008 | GM |
| Alpha Paints Ltd | Strategy review and formulation consultancy for this paint manufacturing company in Nairobi | January 2008 | CEO |
| Riandu Farm, Embu | Strategy Formulation Workshop at Sportsview Hotel Complex, Nairobi | July 2007 | CEO |
| Centro Food Ind., Thika | Strategy consulting Solutions | Nov 2006 | CEO |
| Wida Highway Motel, Nairobi/Naivasha Road | Strategy Evaluation and Formulation consulting | August 2006 | CEO |
| Catrina Camp | Business Plan Development Consultancy | May 2006 | CEO |
| The business Clinic/Back Office International | Part-time Business Counseling and Consulting Services for varying SME clients | May – Dec 2005 | CEO |

5. HUMAN RESOURCE RECRUITMENT & PLACEMENT SOLUTIONS

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|----------------------|---|------------|------------|
| GIMCO Limited | Recruitment of a Human Resource Officer | April 2010 | CEO |
|----------------------|---|------------|------------|

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|--|--|-----------|--------------------|
| PTAK – Professional Trainee Association of Kenya | Recruitment of Programs Officer/Head of the Association's Secretariat | June 2011 | Secretariat |
|--|--|-----------|--------------------|

6. PRE-RETIREMENT TRAINING SOLUTIONS

| | | | |
|-----------------------|---|--------------------------------------|---------------------|
| Telcom Kenya Ltd | Pre-retirement and Business Dev. Training 8 Days, KCCT | Jan/feb 2008 | Training Manager |
| Telcom Kenya Ltd | Pre-retirement and Business Dev. Training 4 days (KCCT) | Nov/ Dec 2007 | Training Manager |
| Fresha Dairy Products | Change Management, Entrepreneurship and Business development process for retirees | June 2007 | HRM |
| Telkom Kenya Ltd | Outplacement and Entrepreneurship Training Including change management and financial planning- Eastern Region, Embu – 6 days Rift Valley Region, Eldoret – 5 days Nyanza Region, Kisumu - 24 days | May 2006 Nov 2006 Nov/Dec 2006 | Training Manager |

Mwangi Wanjumbi (MKIM)

Managing Consultant/Chief Trainer and
Business/Inspirational Writer