



Corporate Profile

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WHO WE ARE



Founded in 2008, we are a UK-based Human Resources Business Consulting firm, registered in the DACON database of the African Development Bank Group as (No. 142635).

Our core business areas are Strategy Development and Execution, Talent Sourcing and Development, Projects Management and Institutional Capacity Building, Change Management etc.



Our Learning and Development Division has a track record of designing and delivering experiential management and leadership skills learning solutions.



Our Consultancy Division craft, develop and execute targeted strategies for organisations of all sizes and locations



WHY CHOOSE US?



Target Audiences

We are experienced in working with private, corporate as well as clients in the third sector organizations.

.....

Preferred by Many

Our recent portfolio of clients is shown on slide

.....

Value Clients

We take each client as our only client

ABOUT US



01



WORK_FLOW

...We make things happen. Remember Noah's Ark?



GREAT IDEA

.. We are interested in making a difference...

02

03



TEAM_WORK

Nobody is a repository of wisdom.

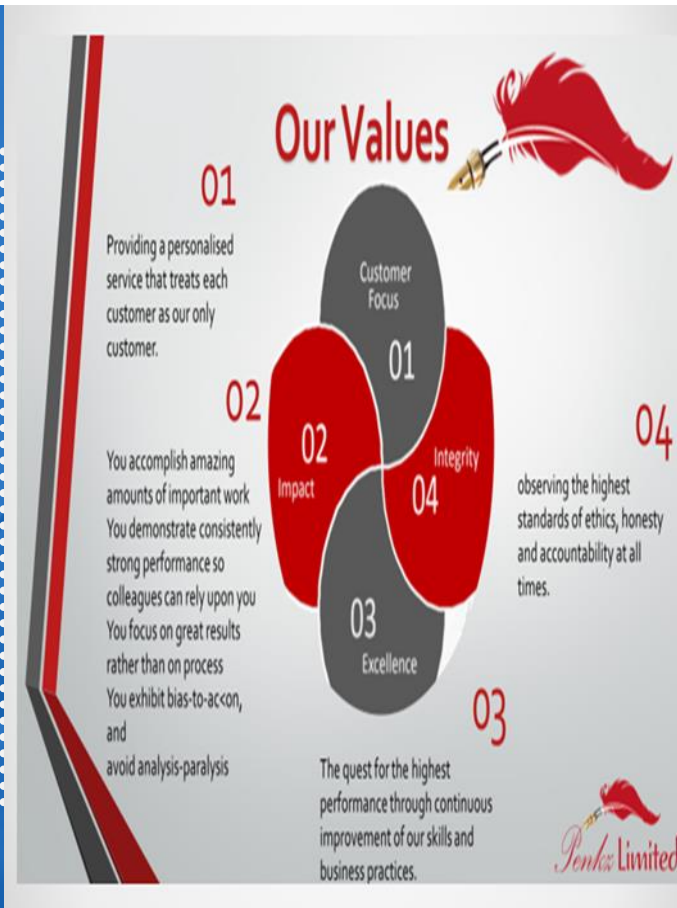


MISSION AND VISION



COMPANY MISSION

We believe in the potential of Africa and committed to creating a brighter future for the continent and its people.



OUR VISION

To be a leading player in fostering inclusive and sustainable industrial development for Africa.

OUR ADVANTAGES



MARKETING PLAN

To be an awarding organization of choice for learners of all ages in Africa wishing to acquire business skills and knowledge.



MISSION STATEMENT

To be a regional centre of excellence within the context of a new education model for Africa.



PRODUCT DESCRIPTION

Leveraging the power of diversity in organisations – we engage with, co-produce and execute strategies that deliver inclusiveness and belonging for sustainable growth.



People & Culture

- * An ambitious, competent and diverse team
- * A high-performance culture based on the principle of continuous improvement.
- * A "can-do" mindset

Best In Class

- * Identify best in class across functions and strive to beat them
- * Strengthen governance practices and structures
- * Modernize, simplify work processes for value enhancement

Strategic Alliances

- * Anchored on common values and long-term mutual interests
- * Built on transparency, mutual trust/ respect.
- * Making our success equitable across our communities, customers and stakeholders.

OUR 3 STRATEGIC PILLARS OF OPERATION

MARKET OPPORTUNITY



MARKETING MIX

.....factors we can control to influence consumers to purchase our services



Product Analysis

We pride ourselves on the quality and culture of our people to deliver to meet and/or exceed the expectation of our customers at all times.



Price Analysis

We ensure that our pricing is competitive and affordable vis-a-vis industry going rates.



Good Place

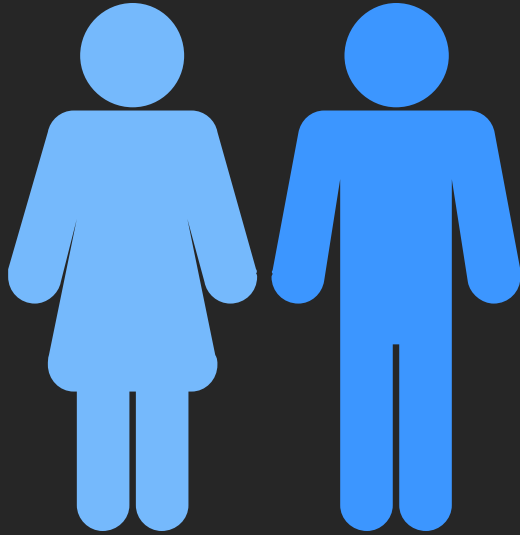
We are an amiable team with high levels of emotional intelligence. It feels good to do business with us.



Promotion Analysis

We undertake period evaluation of our promotion activities, learning from patterns and success or failure of specific strategies and adapt new methods accordingly.

CUSTOMER ANALYSIS

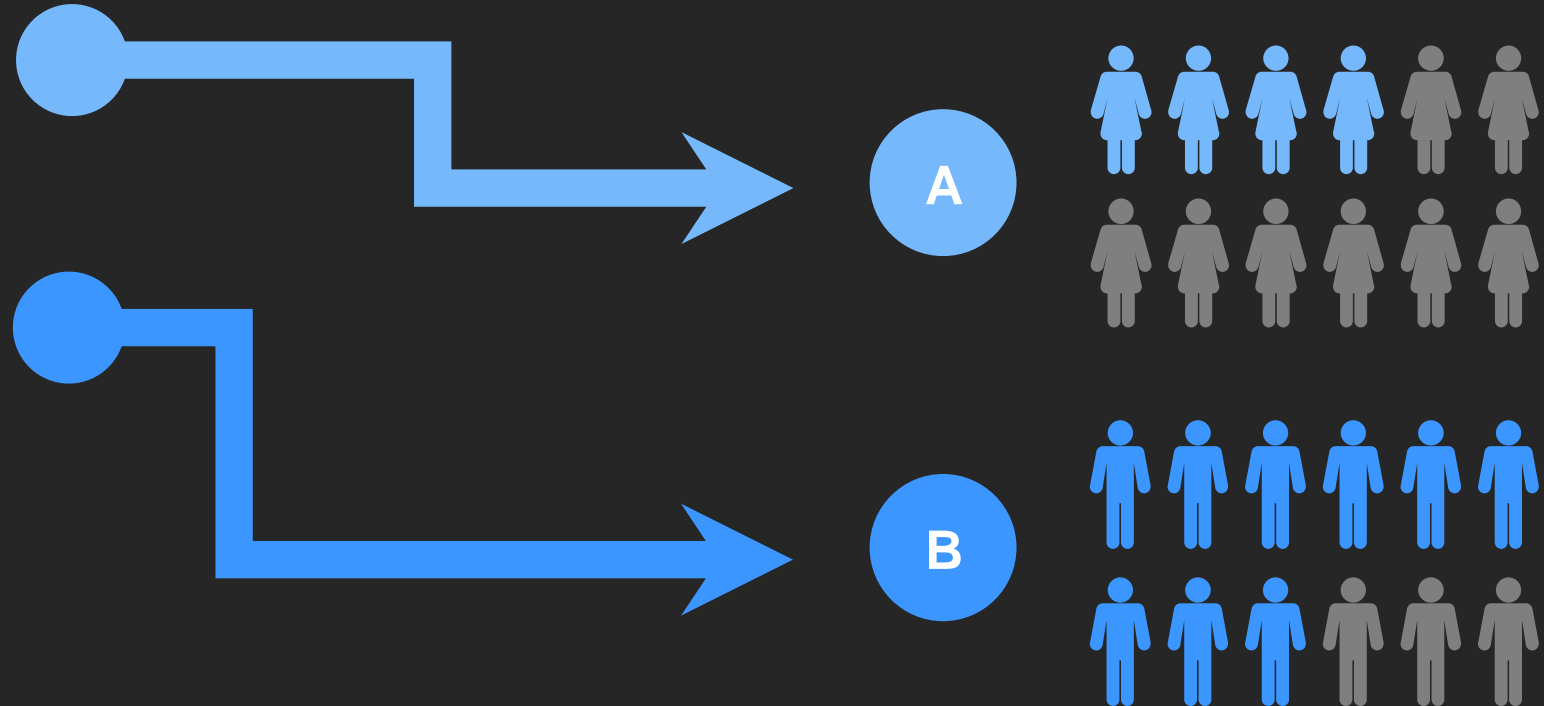


Customer

Our customer base comprise:

A – Private Individuals

B – Corporate clients of all sizes, including multinational groups



The difference between “education” and “training” is that the first seeks to increase intellectual awareness while the second aims to make someone proficient at a given task.

Source: James C. George (1996) “The Myth of Soft Skills Training”

We provide experiential training solutions in management and leadership skills for clients in all sectors of the economy.





Penton Limited

Training in Intercultural
Effectiveness
Competencies for
Global Affairs
employees (including
pre-posting training)

.....renowned provider
of intercultural training
and services
for international
assignments and
intercultural
effectiveness in
domestic settings

Clients include
other government
departments, NGOs,
Universities and private
sector enterprises



CORPORATE
GOVERNANCE
ADVISORY
SERVICES



Areas Of Focus

Anticipating specific threats to ethics standards and integrity in the workplace: attention needs to be paid to systemic threats that could weaken adherence to core ethics values, and commitment to good governance, and to preparing the necessary leadership and management responses;

Strengthening the ethical competence of employees at all levels, and mechanisms to support “professional ethics”: new techniques need to be undertaken to institutionalise ethically competent decision-making and an ‘ethical culture’ which supports professional responsibility, self-discipline, and support for the rule of law;

Developing administrative practices and processes which promote ethical values and integrity, for example, effective performance management techniques which support the entrenchment of the ethical values set out in organisation’s Codes of Ethics.

Key Strategies

- effective laws which require employees to give reasons for their official decisions
- management approaches which encourage all employees to deal positively with corruption and unethical practice when they encounter it.
- 'whistleblower' protection law to protect appropriate 'public interest disclosures' of wrongdoing by officials.
- ethics audits to identify risks to the integrity of the most important processes (for example financial management, tendering, recruitment and promotion, dismissal and discipline);
- new Human Resource Management strategies (which link, for example, ethical performance with entry and advancement, and ethical 'under-performance' with disciplinary processes), merit-based promotion and recruitment, anti-discrimination protections.
- training and development in the content and rationale of Ethics Codes, the application of ethical management principles, the proper use of official power, and the requirements of professional responsibility, and
- effective external and internal complaint and redress procedures.

CHANGE MANAGEMENT ADVISORY SERVICES

Process of Organizational Change



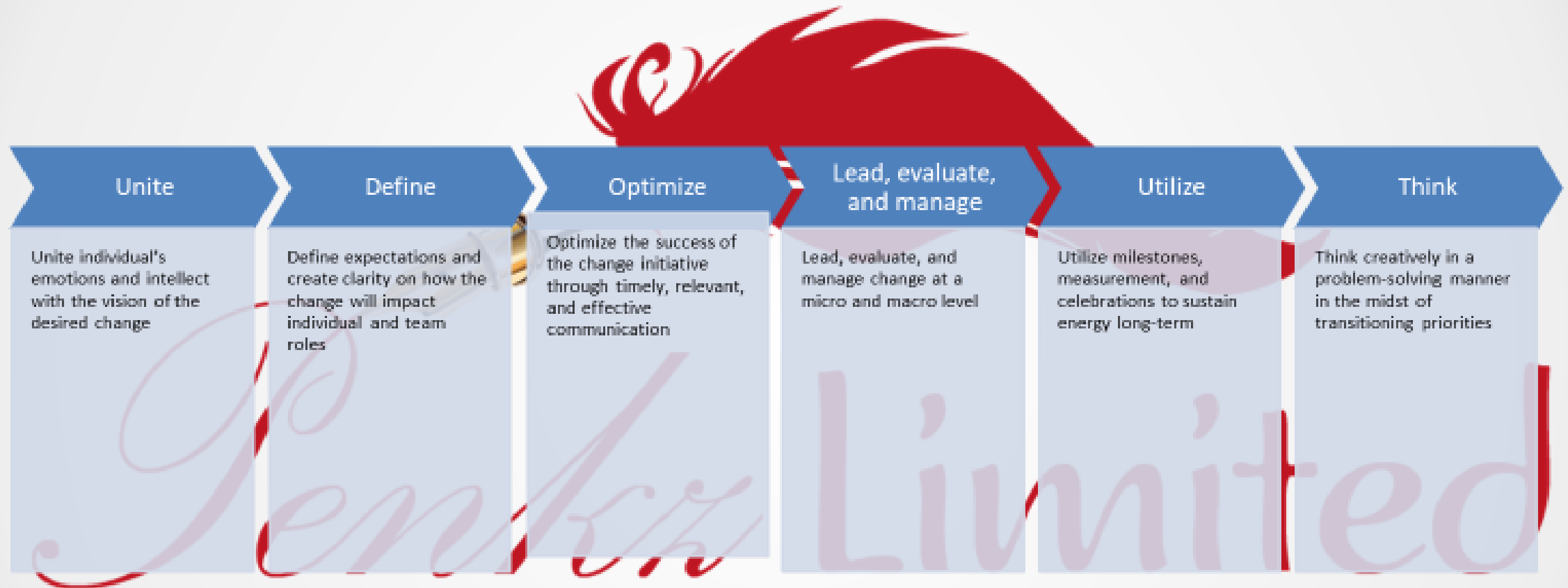
The world is in a state of flux. The only thing that remains constant is change itself.

In the circumstance, employees need to keep pace with the pace of change or risk being left behind.

As such employees need the skills to quickly formulate appropriate goals, gather and evaluate information, gain team consensus and then act in order to obtain the best possible results in their deliverables.



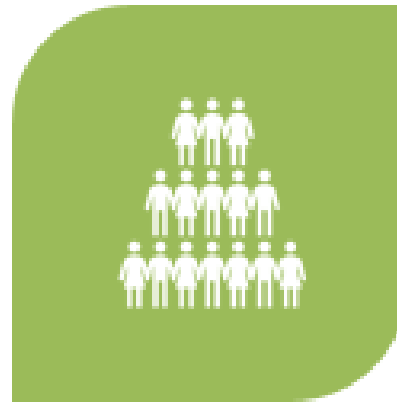
We help your employees



RESOURCING ADVISORY SERVICES



CAN WE CONTINUE TO IMPROVE
AND CREATE VALUE?



WHAT KINDS OF PEOPLE DO WE
NEED TO HIRE AND RETAIN?



WHAT SORT OF COMPANY
CULTURE SHOULD WE PROMOTE
TO ACHIEVE OUR VISION?

IMPACT IN THE WORKPLACE





EMPLOYEE ENGAGEMENT ADVISORY SERVICES

Establish

- Establish the levels of engagement within your organisation

Compare

- Compare engagement levels to gain a holistic view

Uncover

- Uncover issues that may be impacting productivity and well-being

Identify

- Identify the best areas to direct engagement initiatives

QUALITIES OF A HIGHLY ENGAGED EMPLOYEE

Displays a
positive attitude
and behaviour

Is loyal to the
organisation

Is willing to go
the extra mile

Understands
organisational
vision and goals

Harness great
working
relationships

Takes pride in
their work

Advocates for
the organisation

Feels heard and
empowered to
share ideas

Knows what is
expected of
them

Looks for
opportunities to
learn and grow



Penkex Limited

“BELONGINGNESS”:

THE THIRD PIECE OF THE DIVERSITY AND INCLUSION JIGSAW

DIVERSITY

...refers to any dimension that can differentiate individuals and groups of people from one another—be it ethnicity, gender identity, age, disability, sexual orientation, education, religion, etc.—and the appreciation of those differences.



INCLUSION

...is about focusing on the needs of every individual and ensuring the right conditions are in place for them to have a “seat at the table” and achieve their full potential.

BELONGINGNESS

--- the feeling of security, support and “psychological safety” that comes when there is a sense of acceptance for a member of a particular group.

Our Diversity, Inclusion & Belonging Team



Arthur Delabie

Change Management, Diversity Management and
Capacity Building Expert
MSc Psychology, Industrial-Organizational
Psychology and, Social Psychology



Olubunmi Oludipe

Oil Expert, Oil & Gas Producers Trade
and Capacity Development Expert
MSc Human Resource Management
Robert Gordon University, UK



Anissa Lamrani

Intercultural Coach on Diversity and Inclusion
MA Multilingualism, Linguistics and Education
Goldsmiths University of London



Nosike Agokei

Behavioural Change Agent/Corporate
Governance and Capacity Development
Expert

Enugu State University of Technology - Enugu |
Master of Science in Economics



Patrick Nkereuwem

Diversity & Inclusion Consultant,
Organizational development, Capacity
Development and Intercultural expert

University of Westminster - London | LLB Laws,
Middlesex University Business School - London |
MA Human Resource Management



Barry Tomalin

Author, Interculturalist, Business Analyst
and Behavioural change expert

University of Westminster - MA
Intercultural Liaison and Communication

What makes it become a Dream Team



Source: Barrett Values Centre



OUR GLOBAL FOOTPRINTS



OUR RECENT CLIENTS





LONDON

Suite 204A Stanmore Business and Innovation Centre
Howard Rd off Honeypot Lane Harrow, London. Ha7 1BT

LAGOS

71, Itire Rd, Surulere, Lagos.

ABUJA

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