

BROOT PEOPLE PRACTICE

*We Co-create with you to
achieve Your Business and
People Goals.*



...beyond expectations



BROOT People Practice

Every great company has a great team behind it; let's build yours together!

We use an evidence-based approach in designing HR and Management solutions.

Imagine a workplace where every cog fits perfectly, turning in harmony to drive the grand mechanism of your company forward. That's the vision we bring to life with our people practice consulting. For the bold startups infusing fresh talent into their ranks, we're here to weave your new threads into a vibrant tapestry. For the seasoned giants seeking to reinvigorate their teams, our leadership training and other development courses are the forge where great leaders are shaped.

In the alchemy of your organization, managing talent and performance is the crucible where potential is transformed into achievement.

Our total rewards structuring isn't just a system; it's a statement of your company's values and commitment to those who uphold them. And culture? It's the very air your organization breathes. Let us help you define it, promote it, and make it the living ethos of your daily operations.

For those grand enterprises aiming to unfurl the banners of leadership and

development wider, and for those seeking to harness the dynamism of a thriving workforce, our meticulously crafted solutions are the compass you need. With strategic planning and a treasure trove of tailored services at your command, the map to success is in your hands.

We offer both Outsourced HR Services and On-demand HR services. Our on-demand services cover Organisational Design, Talent Management, Performance Management, Total Rewards, and Culture. Embark on this journey with our services that bend and flex to the contours of your enterprise.

Let's chart the course together and set sail towards a horizon where your people are not just working for you, but growing with you, and your organization is not just functioning but flourishing.

Are you ready to redefine what it means to thrive with people in the workplace? Reach out to us, and let's make your vision a living reality

Our Services

1. Compensation and Benefit Strategies

We believe that pay programs should be aligned with your business objectives and talent management approaches, considering the various internal and external elements that shape strategic salary recommendations and choices.

However, it's not always the case that companies ensure their pay structures are strategically tailored and implemented to meet business requirements. That is why our commitment is to collaborate with you in developing a compensation scheme that aligns with and reinforces your business and people strategies. This approach will offer clear direction for your organization, from entry-level staff to top leadership. Organizations with good benefit strategies will attract and retain quality talent. A good benefit strategy requires balancing competitive design, employee experience and cost optimization. We are committed to working with you to achieve a sound benefits system with a blend of technology for optimizing benefits administration.

2. Employee Experience

We work with you to improve the entire employee journey for your team members, both during their professional engagements and personal lives. We work with your organization to transform your corporate culture for an engaging and high-rewarding employee experience. We know that change is inevitable and constant in today's fast-paced business environment, but it also offers opportunities. We are here to guide you in redefining talent development strategies to fulfil your individual and organizational goals. We are here to partner with you to redefine your talent development strategies to meet individual and organizational goals.

We aim to create a high-performance work culture that enables your company to adapt, grow, and thrive in times of disruption. We focus on finding actionable insights to optimize

talent acquisition, development, leadership, and engagement strategies. We combine expert advice, robust data, analytics, and tailored software solutions to craft employee experience that matches your workforce's current needs and shapes your team's future.

We believe business success is a result of fostering an engaging employee experience. It's a simple formula: when people thrive, organizations succeed.

3. ESG and Sustainability Practices:

- How well do your organization's practices affect the environment?
- How effectively do you engage with stakeholders, partners, associates, and the community?
- How robust and ethical are your organization's governance and ethical practices?

ESG encompasses a wide range of principles and subjects, all of which influence a company's ability to attract and engage talent, enhance reputation and brand, and meet the expectations of employees, clients, shareholders, communities, and suppliers. Organizations dedicated to ESG principles often operate more effectively. ESG commitments aid brand development and attract new clients and skilled employees.

These organizations manage risks more effectively, thereby liberating capital and providing assurance to investors. Furthermore, their dedication to environmental and social objectives leads to the creation of more sustainable enterprises.

Addressing environmental concerns is a crucial responsibility for employers, as today's stakeholders —



from policymakers and regulators to investors, customers, clients, and employees — increasingly expect meaningful climate action.

Organizations that integrate climate and governance strategies into their culture, initiatives, and employee experience effectively see higher employee engagement and performance levels.

To grasp the interplay between the social aspect and the other two key elements of ESG, consider how climate change affects employee well-being.

Although well-being is a social component of ESG, it is influenced by and also influences environmental and governance factors.

Our offerings cover:

- **Diversity, Equity and Inclusion:** We assist organizations in fostering vibrant corporate cultures, deeply integrating Diversity, Equity, and Inclusion (DEI) into the employee experience. This environment encourages employees to bring their authentic selves to work and collaborate effectively, enhancing overall employee engagement and well-being.
- **Employee Well-being:** We guide organizations in nurturing employees who are physically and emotionally well, financially stable, and socially connected, enabling them to fulfil their ESG commitments effectively.
- **Employee Safety:** In our wellness programs, we collaborate with clients to ensure they maintain a safe and healthy work environment and conditions for their employees.
- **Social Mobility and the Future of Work:** We partner with businesses to provide employees with the necessary skills for ongoing employability and



upward social mobility, ensuring they are well-prepared for the evolving workplace landscape.

- **Workforce Planning:** We assist in identifying the ideal staffing levels that align with the organization's purpose, ensuring a consistently effective and sustainable talent pipeline.

4. Retirement Programmes: We collaborate with our clients to ensure their employees' retirements are meticulously planned for financial well-being. Our approach to retirement planning is comprehensive, addressing not just financial aspects but also physical, mental, and social health. Our goal is to assist those who have dedicated their careers to your organization in retiring contentedly. By integrating retirement planning into the overall career plan, we aim to contribute to total well-being and a fulfilling employee experience. We have different retirement programs

5. Future of Work: Is your organization effectively adapting to the fifth industrial revolution, a transformative era characterized by automation and artificial intelligence reshaping our lives and work environments? This new wave builds upon the transformative elements of the fourth revolution and integrates vital concepts like human-centred design, sustainability, and climate change awareness. These advancements have significantly redefined traditional work structures. Let us collaborate with you to navigate and stay ahead in this revolutionary tide and its future implications. With our expertise in digital transformation, organizational redesign, and reengineering consulting, we are committed to preparing your business for the evolving workplace landscape.

6. Performance Management: Performance management is another key area where we assist businesses in enhancing organizational productivity and growth. Our support encompasses a range of activities, from setting goals and establishing clear Key Performance Indicators (KPIs) to monitoring & evaluating performance and implementing effective reward systems. All of these align with the company's culture, ensuring our solutions are practical and yield tangible results.

7. International HR Services: We support organizations that want to expand into other African countries to cover HR requirements and other people-related needs. We make your international expansion successful and seamless. We work with Multinational Corporations and organizations that are into green-field investment to deal with people matters. We also partner with organizations for their offshoring business. We provide HR services and consulting to businesses of all scales, assisting you in maximizing opportunities in the global market.

Venturing into international markets carries significant risks if not properly handled. Ensuring adherence to country-specific employment contracts, regional laws, and expectations is crucial for maintaining comprehensive compliance in global HR.

Failing to comply with HR regulations in global expansion can lead to severe consequences, including:

1. Heavy fines and tax penalties
2. Long and costly legal disputes
3. Damage to your company's reputation

4. Diminishing business value and stock price
5. Potential shutdown of your international operations

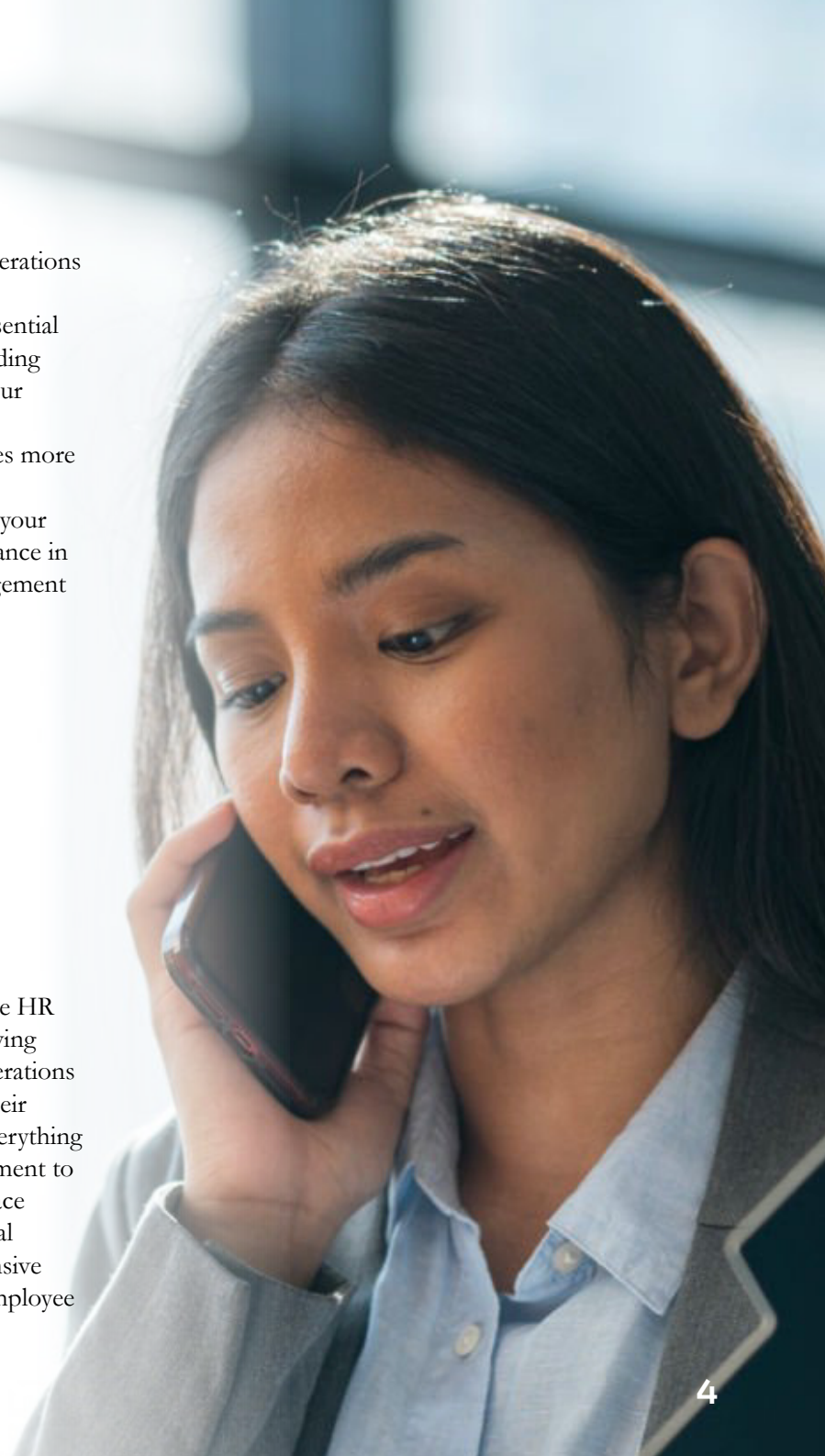
Ensuring your business is fully compliant is essential when expanding internationally, but understanding where to start can be daunting. This is where our expertise comes into play.

Managing your international employees involves more than just the onboarding process.

At BROOT Consulting, we are here to handle your people processes with country-specific compliance in mind. We cover all aspects of employee management from start to finish, including:

- Resourcing
- Employment contracts,
- Employee engagement
- Performance management
- Total rewards
- Statutory compliance
- Remittances
- Learning and development
- Workforce planning
- Exit management.

8. HR for Startups and SMEs: We provide HR solutions tailored for Startups and SMEs, allowing them to concentrate on their core business operations while we manage their most valuable asset – their people. Our range of services encompasses everything from functioning as an outsourced HR department to offering à la carte options like creating workplace policies, recruitment, establishing organizational culture, performance management, comprehensive rewards systems, learning and development, employee engagement, and managing employee exits.



9. Human Capacity Development: In an era of rapid advancements and dynamic work and business environments, the BROOT Management Institute stands as a beacon of excellence and Innovation in human capacity development. Our commitment is to empower industry professionals with the essential skills and knowledge to navigate today's dynamic business landscape and future-proof their skills against disruptive trends.

The modern workplace is in continuous flux, driven by technological Innovation, shifting market dynamics, and evolving organizational structures. In this context, ongoing professional development is beneficial for career progression, job satisfaction and business growth. The BROOT Management Institute recognizes this imperative and responds with tailored learning and development programs designed to foster growth, adaptability, and strategic acumen in professionals.

In our view, businesses that invest in the continuous education of their teams reap substantial rewards. Such investment increases productivity, profitability, and a more engaged workforce. Our programs are developed to align with these goals, ensuring that individuals and organizations alike are equipped to thrive in a competitive and fast-paced business world.

Our approach:

We employ a diverse and engaging mix of teaching methods, including interactive activities, gamified learning experiences, instructor-led sessions, case studies, traditional classroom teaching, and e-learning platforms. This multifaceted approach ensures the delivery of exceptional and effective learning services.

Our programs are designed to be both practical and pragmatic, focusing on equipping you with knowledge that can be immediately implemented in your work. Our approach goes beyond theoretical teaching, emphasizing the application of knowledge in real-world scenarios.

Our instructors:

Our programs are led by experts who are Scholars-Practitioners with over 15 years of recent hands-on experience in senior management and international roles. They are seasoned business professionals, much like yourself, and are well-versed in understanding the issues, challenges, and your overall capacity development needs.

Our team is dedicated to making sure that you receive value for your time and money.

Our core areas:

At the BROOT Management Institute, our goal is to partner with organizations to ensure that they get to their desired states and realize their visions in the midst of constant shifts in talent development. Therefore, we offer customized or tailored programmes to meet organizational human capacity development needs. We also run open training programmes in the following key areas:



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LEADERSHIP COURSES

- Artificial Intelligence and Leadership: Redefining Leadership in the Age of Ai
- Leading Agile Transformation
- Leading with Emotional Intelligent
- Future Leadership skill training
- Leading in the Age of Constant Disruptions
- Building Leadership Competencies that Achieve Exceptional Results
- Creative leadership and innovation Management

PROJECT MANAGEMENT COURSES

- Technical Project Management
- Mastering Project Management
- Project Management Leadership skill

DESIGN THINKING COURSES

- Design Thinking Fundamentals
- Design Thinking for Leaders
- Customer Journey Mapping Workshop
- Customer Experience Design
- Product Design Workshop: Designing For Gen Z
- Design Thinking for Product Development
- Design Thinking for Digital Transformation

CHANGE MANAGEMENT COURSES

- Driving Change and Innovation Vision for Desired Future States
- Connect then lead: Driving meaningful change in leadership transformation





TEAM MANAGEMENT

- Navigating Team Dynamics: Building a high-performance team
- Managing an Effective Team
- New Manager or First-time Manager: essential skills to succeed and stay continuously successful
- Crisis & Conflict Management: Handling difficult situations with ease

DIVERSITY, EQUITY AND INCLUSION TRAINING

- Cultivating an Inclusive Culture:
- Boosting Collaboration for High Performance
- Leadership for Equity: Building Diverse and Inclusive Teams

INNOVATION AND STRATEGY COURSES

- Customer Experience Management Workshop
- Critical Thinking, Problem- Solving and Innovation
- Digital Transformation and Innovation
- Creativity, critical thinking, and Problem-solving
- Autonomous thinking: The art of thinking for oneself and acting proactively.
- Driving disruptive Innovation

RETIREMENT PROGRAMMES

- Retirement Planning: securing your future, relishing your post-work life
- Navigating Career Planning in Today's Evolving Workplace

HR PROGRAMMES

- Effective HR Management Strategies for Thriving in a Disruptive Era
- HR Business Partnering for Results
- Utilizing HR Analytics for Strategic Business Decision Making
- Crafting impactful KPIs for Measurable Performance Outcomes
- Strategic Planning and Execution of Deliberate Employee Reward Programs
- Ethical HR Practices for Fostering a Sustainable Organizational Culture

BUSINESS COMMUNICATION & WRITING

- High Impact Business writing in the Age of Innovation and Disruptions)
- Fundamentals of Technical Writing: Mastering Clear and Concise
- Communication
- Effective Business Communication: writing, design and presentations

CORPORATE WELLNESS PROGRAMMES

- Effective Communication for a Positive and Healthy Work Environment
- Integrating Employee Wellness as a Reward: Strategies for Holistic Incentives
- Building Emotional Resilience: Overcoming Stress in High Pressure Environments
- Stress Management for Leaders: Enhancing Performance Without Burnout
- Work-Life Balance Mastery: Techniques to Minimize Stress and Maximize Satisfaction
- Creating a Culture of Wellness: Strategies for a Healthier Workplace
- Managing Remote Work: Strategies for
- Maintaining Wellness in a Virtual Environment



Our Clients





BROOT PEOPLE PRACTICE
A DIVISION OF BROOT Consulting

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