



**OSOB CONSULTING LIMITED**

We are known for "Thought of Leadership"



# COMPANY PROFILE

STRATEGIC ADVISORS FOR EXCELLENCE



## OUR COMPANY

**OSOB Consulting** is a research and management consulting firm which delivers responsive technical assistance and highly specialized management solutions across the Horn and Eastern Africa.

We partner with diverse institutions involved in realm of development and humanitarian in addressing their most critical challenges, and enhance their effectiveness and efficiency.

The firm has been working in Kenya and Somalia and has delivered on the areas of research, assessments, monitoring and evaluation, organizational capacity development, and advisory services.

The day-to-day activities of Osob Consulting are undertaken by a multi-disciplinary team of specialists supported by technical staffs. We ensure that our clients build more capable organizations, and secure sustainable results for their work. We help organizations in their change processes through strategy, policy and institutional development in delivering services to their valued stakeholders.

## ABOUT US

OSOB Consulting is research; training and consulting company specialized in offering up- to date practical solutions on organizational and social development challenges. Registered in Kenya since 2021, and with working experiences in the Eastern and the Horn of Africa regions, OSOB strives towards innovating sustainable solutions and developing competences within the public, private, and the non-profit sectors. We do this through research, innovation, training, information dissemination and quality technical advice.

At OSOB, we recognize that change is the most constant element in today's globalized and highly dynamic world. For individuals and institutions to be able to perform better at solving individual, organizational and societal challenges, OSOB believes that we must devise new, strategic and creative ways of managing change.

To achieve this, OSOB brings together a network of experienced professionals who have over 15 years of hands-on experiences in the field of applied research, development, strategic management and institutional development and innovative technologies to develop efficient, effective and practical solutions to everyday challenges at home, work and in our communities.

OSOB has national and international linkages with experts and organizations such as JKUATES, KIM, STL Consultants, NOBIVE Solutions and ASPIRE Ltd. This allows us to tap into a wide range of experienced expertise to undertake various training assignments.

## VISION

To facilitate a better everyday life for many people

## MISSION

We go deep to unlock insight and have the courage to act. We bring the right people together to challenge established thinking and drive transformation. We work with our clients to build the capabilities that enable organizations to achieve sustainable advantage.

## CORE VALUES



## OUR SERVICES

Our main services are providing and helping organization, monitoring and evaluation and smart surveys baseline, midterm and end term evaluation on impacts on health which is primary health care, reproductive health, nutrition WASH, GIRL group education socio-economic actives gender based related programming.

OSOB Consulting will provide technical expertise in answering all research question in a scientific based quality data analysis in answering all the leaning questions related to programming. OSOB Consulting has technical team in all the above-mentioned programming areas.

### Third Party Monitoring

OSOB Consulting designs customized monitoring frameworks and tools for data collection and information to support project implementers/partners and organizations. The framework is used for compiling project progress reports, strategic and business plans.

Monitoring is designed to examine the implementation of project(s) are either on track, or require corrections and improvements to achieve impact and to assess after closeout on sustainability and how the project has contributed to organizational objectives.



## Evaluations

Our teams are trained to undertake independent evaluations so as to provide honest feedback on interventions in a realistic, prudent, diplomatic, and cost-effective, and in an ethical manner, which accounts for the best interests of stakeholders. An essential tool in enabling analysis of programme results, impacts and outcomes, evaluation provides tangible opportunities for the donor community, the executing agency, and beneficiaries to reflect on the results and gauge best practices, as a means of improvement and remediation



## Research And Assessments

Research is one of the best ways of examining a problem in a bid to find a solution for it. Osob Consulting has a pool of expertise in carrying out research in various areas. Our researchers are qualified and have extensive knowledge and experience in research. These include, general research, environment related researches, governance, organizational researches on various fields like food security/livelihoods, WASH, Health and Nutrition and Gender Based Violence (GBV) interventions. We carry out scientific research that is objective, understandable and can help our clients in addressing their needs while delivering our research findings on time.

Osob Consulting has several approaches to address the assessment needs of its clients including: Organizational assessments, local government assessments and partnership assessments, geared towards the development of responses in order to address the unique circumstances of each specific client. Our general approach in conducting such assessments is through the use of tested, internal methodologies and the adoption of best practices.

Our data gathering techniques are robust and are based on social science principles, allowing us to gather and validate qualitative and quantitative data. The data is then analyzed and transformed into clear reports so as to provide our clients with accurate, reliable information and insight into their engagements and interventions.



## Institutional Capacity Development

We assist organizations in wider areas of organizational development and strategic management, organizational capacity and risk assessment and management. Our approach to organizational development typifies a whole of organizational approach, which assists decision makers and stakeholders in understanding current challenges, requirements, and the means to address change. We begin by understanding the priorities of the organization and its stakeholders, before developing a set of diagnostic tools to gather the information needed to develop a clearer picture of the needs of the organization and its objectives.

Re-vitalizing and transforming organizations through mapping, diagnosis, design, and restructuring and change management are key aspects of Osob Consulting extensive experience in organizational development. We assist our clients in strategic and business planning, policy development as well as organizational performance evaluation and improvement.

We offer a unique pre-funding organizational/risk analysis to assist donors in ensuring that organizations that they fund actually do exist, are genuine and are able to offer the services for which they are receiving funding for. We assist in strengthening the internal processes of the local organization and government institutions through participative capacity building. We review existing programmers and conduct assessments of existing programmatic, financial and administrative procedures to help organizations enhance their performance and increase their capacity so that they can satisfactorily deliver to their stakeholders.





## OUR APPROACH

Our approach is practical, creative and collaborative. We listen and integrate our clients' vast experience in finding practical solutions to their work challenges in a dynamic developing world. Our focus is on clients' needs for practical solutions. We maintain a **progressive approach** which seeks to incorporate tested and contemporary methods of solving day to day individual, organizational and societal challenges in a sustainable manner. We have a core team of experts who offer technical knowledge, insights and expertise. We ensure quality control, value for money and better results for all our assignments.

## APPLIED RESEARCH

OSOB supports clients to undertake a number of applied research to enhance their knowledge base, support planning and programming and make informed decision making. Our research areas include:







## TRAINING

OSOB delivers quality, customized trainings that provide participants with practical skills to enable them face day to day workplace challenges with confidence. We offer a wide variety of short trainings covering the following three thematic areas.

A) Training thematic areas:

i) Organizational Effectiveness Trainings:

Strategic Planning and Management

Lobby, Advocacy and Networking Skills

Change Management Skills

Effective Human Resource Management

Strategic Fundraising Skills

Team Building skills

ii) Project Management Training:

Project Cycle Management

Community Needs Assessment

Conflict Resolution and Peace Building

Disaster Preparedness, Planning & Management

Financial Management for Non-Financial Managers

Gender Equity & Mainstreaming

Participatory Monitoring and Evaluation

Proposal Writing for Donor Funded Projects

Report Writing for Donor Funded Projects

Based Management

Rights Based Approach to Development

iii) Personal Development Courses:

- Communication and Presentation Skills
- Effective Writing Skills
- Facilitation Skills (ToT & ToF)
- Good Governance & Leadership Skills
- Practical Management and Supervisory Skills
- Recruitment and Interviewing Skills
- Stress Management

iv) Research skills training:

- Academic Research Methods
- Corporate / Applied Research Methods
- Participatory Research Methods

B) Training Modes:

Open Training

In-house Training

C) Individualized Coaching

D) On-Line / Distance Learning





## CONSULTANCIES

### a) Programmes/Project Support:

Organizational Profile Development

Concept Note /Proposal Writing and Reviews

Project Report Writing and Reviews

Desk Studies

Baseline Surveys

Third Party Monitoring

Project Evaluation

Impact Assessments

Fundraising/Resource Mobilization and Donor Relations

## b) Organizational Development & Management Consulting:

### OSOB Training Goals:

To offer a variety of tailor-made practical trainings, advice and information services to individuals and organizations in the public, corporate and non-profit sectors.

To offer an on-line and distance learning courses on relevant subjects to those unable to attend face to face trainings.

To establish a hub for incubating practical approaches to individual, organizational and societal challenges.

### i) Institutional Capacity Building

Institutional capacity assessments

Staff capacity assessment

SWOT analysis

Development of capacity-building strategies

## ii) Strategic Planning

Development and review of strategic plans

Review and development of Key Results Framework

Development of resource mobilization plans

## iii) Human Resource Management Support Services

Formulation of organizational procedures  
(Administrative, HR and Financial)

Recruitment Support services

Communication Strategies

## c) Backstopping consultancy services:

We provide continuous advice to ongoing project and organizational processes. Project/programmes support services. Organizational development support services – Using the Building of Effective, Efficient, Sustainable organizations (The BEES Approach).



## OUR CLIENTS

OSOB works with a wide range of clients at local, national, and regional levels in Eastern and the Horn of Africa regions. Our clients represent the non-profit, public and corporate sectors. They include Mercy Corps - Kenya, Danish Refugee Council – Somalia, RACIDA, ADESO, National Cohesion Integration Commission - Kenya, Isiolo County Government, Women Political Alliance – Kenya, Medair-Somalia, Solidarités International, CEFA, COOPI, COSPE and IIDA Women’s Development Organization.

The table below highlights some of the assignments that we have undertaken for different clients over the years.

	<b>Assignment</b>	<b>Client</b>	<b>Location</b>
	<b>Programme/Project Support Services</b>		
1.	Market Survey at Bosaaso, Qardho, Garowe and Mogadishu -Resilience	Care International	Somalia
3.	Final Evaluation on Increasing Access and Quality of Education in Somalia with special focus on IDPs and girls/women in Somalia	Oxfam Novib	Somalia
4.	Study on Cash and Protection in Somalia	Danish Refugee Council (DRC)	Somalia
5.	Final Evaluation of the TACKLE Project	Hope Worldwide Kenya	Kenya
6.	Final Evaluation of the “Gender and Economic Governance Programme”	Women Political Alliance-Kenya	Kenya
7.	Verification Exercise of the Caadale Project implemented by SAACID	Medair	Somalia
8.	Survey on Factors that Contribute to Early Sexual Activities Among Adolescents: A Case Study of City of Nairobi	Wema Centre	Kenya
9.	Midterm Evaluation of “Decrease the Vulnerability of the Population Living in Southern Somalia Project- Bardera	Solidarités International	Somalia
	<b>Organizational Development/Management Services</b>		
1.	Capacity assessment for Disaster management operations and identification of learning and development needs	Kenya Red Cross Society	Kenya
2.	Report Writing Skills	National Steering Committee Secretariat	Kenya





3.	Capacity assessment for Member Organizations and development of Operations Procedures manual (Administration and Finance)	Somali Women's Agenda	Somalia
	<b>Backstopping Services</b>		
1.	Technical Backstopping of EC funded - 'Empowering the Somali Women's Agenda, Empowering Somalia' project	Somali Women's Agenda	Somalia
2.	Organizational development backstopping services	RUSWEDA	Kenya

## IT SOLUTIONS

OSOB acknowledges that globalization and advancements in technology currently being witnessed across the globe is having huge impact on our lives.

Information technology in particular, is changing how individuals and organizations relate to with each other and performing day to day tasks and will ultimately impact on the society.

It is with this realization that OSOB is paying keen interest in identifying key challenges that, individuals, organizations and society experiences which can be solved with appropriate IT solutions.

OSOB has assembled a team of social scientists and IT solution experts with a view of devising tools and applications that can provide practical solutions to these challenges.

Some of the IT solutions that OSOB is currently involved in include:

Human resource management applications

Customer relationship management

Assets management systems

School management s

Market information management systems

University assessments information management

Labour market management systems

eCommerce

Health insurance management systems

## PARTNERSHIPS

We have developed local, national and international linkages with experts and organizations such as JKUATES, Kenya Institute of Management, STL Consultants, NOBIVE Solutions and ASPIRE Ltd. OSOB has a network of experts and associate consultants across the region who are available to undertake assignments at short notice. This allows us to tap into a wide range of experienced expertise to undertake various research, training and consultancy assignments.

## MANAGEMENT

OSOB has a two competent and experienced Board of Directors and three non-executive board members who oversee the its strategic and policy direction. The day-to-day operations are managed by an administrator and three project officers responsible for training, research and IT solutions. The firm has ample office and requisite facilities to undertake quality assignments in a timely and professional manner.

## OUR RESOURCE PERSONS

OSOB brings together qualified and experienced researchers, trainers and subject matter experts to undertake all its assignments. OSOB assignments are ‘team-facilitated’, offering the client varied and complimentary angles. in any all-training sessions.

## LOOKING AHEAD

OSOB is in the process of establishing a specialized hub for incubating practical approaches to individual, organizational and societal challenges. This hub will provide opportunity to upcoming researchers, students and industry novices to exchange ideas, innovate solutions to societal challenges. This hub will integrate innovative IT/web-based, online learning with face-to-face opportunities to interact with industry’s finest. An outreach program that seeks to establish collaboration with institutions of higher learning in the Eastern and the Horn of Africa is currently being designed. This outreach program will initially cover South Sudan, Somalia/Somaliland, Eritrea, Kenya, Uganda and Ethiopia.



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