



■ COMPANY'S BROCHURE ■

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About Us



SPNS Consulting commenced business operations in 2003 as a financial and management consulting firm with the name Savvy Consulting. SPNS is wholly owned by its management team and members of staff.

In September 2004, the management team decided to place special focus on three inter-related business lines directing its core focus on Business Process Design & Management, Corporate Strategy Development, Training, and Human Capital Development. This is based on the desire of the management team to see businesses transform into larger business organizations through an effective business process management system and a sound corporate strategic framework.

Today, SPNS Consulting has grown to become relevant in the areas of Business Process Management, Corporate Strategy, Enterprise Transformation Solutions, Training, Human Capital Development, and Human Resource Management which has been grouped together in our three-fold framework; Consulting, Outsourcing, and Technology.

Our quest is to continue to add value to the businesses of our clients. Our stakeholders have seen us emerge as a pacesetter and industry leader in these major areas and this is evident in our array of works and the introduction of programs that help clients achieve successful customer outcomes.

Our Vision & Mission



OUR VISION

To become the leading business transformation consulting firm



OUR MISSION

To build operationally excellent businesses both in structure and in performance by the application of proven management principles, techniques, and technology

Our practices showcase our vast experience and expertise, and this is the main attraction to our clients. Below are some facts about us:

- We are an indigenous consulting firm operating within a global framework. Our practice span across the continent of Africa.
- About 35,045 hours committed to research and development as well as clients' project execution across various sectors of the economy.
- Our functional practice provides for the major areas of general management consulting practice without losing focus of our key focus areas.
- We apply industry-wide tested consulting tools alongside our in-house developed tools towards the provision of solutions on client's projects.
- Our primary functional practices are; Business Process & Performance Management

Our Services

Business Process Management

Corporate Strategy

Human Resources Management

Outsourcing

Training & Human Capital Development

Performance Management

Recruitment

Service Quality Monitoring
(Mystery Shopping)

Our Services

RECRUITMENT

SPNS Consulting has been remarkably successful in developing coverage of a highly skilled intelligent workforce that can assist organizations to achieve their mission-critical projects and strategic goals. Following up with projects and being on the watch for highly talented individuals have become ever more cumbersome. This is where SPNS Consulting comes into play to bring the best-suited talent for your organizations.

Recruitment Services

➤ Full-time Employees

We provide the best possible talent for your full-time hiring needs with a guaranteed return on investment. Our fees are moderate compared to competitors.

➤ Temporary-to-Permanent Hires

We provide temp-to-hire resources who can work for you on a short-term contract when you need to fill a role but you need to be assured that it's the perfect fit. If it progresses well, they can be employed as full-time staff.

SERVICE QUALITY MONITORING (MYSTERY SHOPPING)

Setting standards and developing sound service level agreements across the various tiers of an organization is not an automatic guarantee for success. Several deviations occur along the company's service delivery value chain. It is then important to monitor employee compliance to set standards during an average service delivery operation.

Our mystery shopping / service quality monitoring solution provides the feedback required to ensure that service standards are complied with by the company's workforce. Our reports are presented in several formats such as the score sheet (grid), word summary report, and audio-visual recordings.

Some of the benefits of our service quality monitoring include:

- Identification of procedural knowledge gap issues.
- Identification of product knowledge gap.
- Monitor efficiency and cut off unnecessary job role duplications.



BUSINESS PROCESS MANAGEMENT (BPM)

A business process is often started by a trigger, such as the filing of an expense report, which initiates a set of predefined workflow steps, or processes, that conclude with the employee receiving reimbursement.

Process Documentation (SOP Generation) and Improvement

Considering the fact that Process documentation is the creation of an operational roadmap for your organization—it helps you identify the current state of a process to know how you can improve it. Any task that is done more than once or completed by multiple people needs to be documented.

Process Documentation Benefits:

Allows for continual and timely changes in processes to increase productivity.

Prevents procedures from going unused due to lack of understanding.

Preserves knowledge even when those involved in the process leave the company.

Process Analytics/Automation

Our business automation solution handles the transformation of operational processes from its human-centric stage to a highly automated state. The main objective of business process automation is not only to automate business processes, but also to simplify and improve business workflows as well. Business Process Automation can be a standalone initiative or part of a larger, overarching business process management strategy.

The Process Analytics/Automation Solution Benefits:

Improved strategic objectives achievement capacity

Improved productivity.

Improve profitability.



TRAINING AND HUMAN CAPITAL DEVELOPMENT

Our knowledge transfer approach at SPNS Consulting is designed to ensure that the participants acquire the required knowledge and also to ensure that the acquired knowledge can actually be translated into the actionable plan(s). In addition; we have access to a pool of current industry top performers with international exposure who provide valuable support to assure a pick-of-the-punch faculty for our training programs.

Training Needs Assessment

We spend time with our clients to evaluate areas of competence that can be supported and areas of incompetence that can be improved. In doing this, we rely on companies to allow us to gain full access to staff to gauge the needs across all levels. We also work with management to determine the best programs for everyone.

We carry out our assessment from three areas- individual, task, and the organization. This is executed by examining daily activities, human resources issues, and personality issues that can affect a business's operations.

Our learning, training and development objectives are SMART:

- S** Specific
- M** Measurable
- A** Achievable
- R** Realistic
- T** Timely



OUTSOURCING

Business reviews have shown that most organizations while engaging in activities to achieve their overall business objectives find themselves expending resources on functions that are non-revenue generating. This has continually been a challenge for organizations, hence the need to outsource these functions.

The benefits associated with outsourcing include the following:

Management of risk.

Reduction in expenses on resources regarding money and time.

Focus on core competencies.

Increased efficiency resulting from expert knowledge.

Majorly, our outsourcing services can be divided into two:

Manpower Outsourcing

Process Outsourcing

JOB PROFILING

With our job profiling services, be rest assured that:

Employers can identify adequate skills and skill levels current and prospective employees need in order to be successful on the job.

Employees can compare their skill levels to those needed for jobs.

Trainers and trainees can make proper decisions about jobs, identify key strengths, skills, and set training goals.

So how can you give your organization the best chance of securing a dream hire?
Simple – Call SPNS Consulting.

INTERNATIONAL MARKET ENTRY

Our International market entry solution provides for the needs of foreign and multinational organizations with market entry interest into Nigeria and Africa at large.

The scope of this service offering covers the conduct of market entry research and business feasibility studies for such interested organizations.

The need to develop a market entry strategy is of the essence, as this will provide for the required market information. Foreign companies wanting to expand into any terrain will have to be sure of the existence of a market for them as well as how leads can actually be generated and activated. Their need for trade missions, eventual office set up, and all aforementioned form the basis for the development of this solution.



HR STRUCTURE SETUP AND REVAMP

It is important at every point in time to ensure that the human resources management structure of an organization provides for the required strength for the achievement of set corporate strategic goals and objectives per time. The best of plans will always suffer operational hitches if its implementation is within an environment with an unaligned strategy and HR structure.

Here are some of the benefits of HR structure setup and revamping to your organization

Improved company-wide job profile with key performance indicators tied to the achievement of the strategic objectives of the organizations.

A flexible human resources management framework, agile enough to flow with strategic reviews of the organization.

Elimination of legacy framework with regards to existing human resources framework that is not in any way contributing to the bottom line of the organization.



ENTERPRISE TRANSFORMATION

Our Enterprise Transformation solution is aimed at the review or the development of our clients' corporate strategy providing for; vision, mission, business growth, and development policy statements; operational business plans. This solution also provides for the supply of direction or re-direction for our client's business for maximum organizational success.

Corporate Strategy Development

For an organization to truly have long-term strategic success, strong strategic plans are needed at every level in the organization. Our approach to the development of corporate strategy at SPNS Consulting is designed to ensure that organizations produce better plans for how they might effectively respond to the new and emerging future. Most importantly, a plan that prepares the business for growth through innovation.

Below are some of the benefits of corporate strategy development:

Sets direction for the organization.

Provides a clear and compelling strategic direction to their team, cascades the strategy, and leverages the core capabilities of the organization.

It aligns business operations, talent, and resources around strategic priorities.

Our Management Team

SPNS Consulting is made up of an intricate blend of professionals and consultants, who bring their years of experience and know-how to every project undertaken. Our structure consists of a board, associates, and management team; each ensuring that our clients receive the best services that would aid them in achieving their goals.



Debo Adebayo
Chief Executive Officer



Damilola Williams
Ag. Chief Operating Officer



Ahmed Raifu
Head, Project Management Office



Omome Edovbiye
Head, Corporate Services

OUR BOARD



Some of Our Esteemed Clients



PARKLANE
HOTELS



WALS
EQUIPMENT RENTAL



access»»»



DUNCAN
Group Of Companies



ROYAL EXCHANGE
Healthcare



ROYAL EXCHANGE
Prudential Life

Tower Securities & Investment Company Limited
(Member of The Nigerian Stock Exchange)

H&Wstarch
derivatives limited

WEMA BANK



BARATA

SPNS
CONSULTING
People Process Strategy



Contact Us

For inquiries on the above solutions, please contact:

Damilola Williams – 08128073535, damilola@spnsng.com

Debo Adebayo – 08023448228

You could also email us at info@spnsng.com

We look forward to partnering with your prestigious sector.

Thank You