



Impact Business
Consultancy



IMPACT BUSINESS CONSULTANCY COMPANY PROFILE

2025

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Impact Business Consultancy - IBC 

We add efficiency to your business!



Foreword

It is with great pleasure that we present this profile for Impact Business Consultancy. Since our establishment in 2019, we have remained committed to delivering expert, tailored business solutions to clients across Malawi. Our journey has been defined by dedication, professionalism, and a passion for empowering organizations to operate more efficiently and sustainably.

In an ever-evolving business environment, the need for reliable financial, human resource, and management support is more critical than ever. At Impact Business Consultancy, we understand the unique challenges businesses face, and we take pride in being a trusted partner that provides not just services — but strategic guidance, innovation, and real results.

We hope this profile gives you a clear insight into who we are, what we do, and the values that drive us. We look forward to working with you and becoming a key part of your growth journey.

Gift Lightwell Harawa
Executive Director
Impact Business Consultancy



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About Company

Impact Business Consultancy is a leading Malawian-based consultancy firm established in 2019 with a strong commitment to empowering businesses through practical and professional support. Our purpose is to help businesses grow stronger, operate more efficiently, and meet their strategic and compliance obligations with confidence.

We understand the challenges faced by both emerging and established enterprises in today's competitive and ever-changing environment. That is why we offer customized business solutions that are rooted in expertise, integrity, and results.

Whether you are looking for support with taxation, human resource management, staff training, or financial reporting, Impact Business Consultancy is your reliable partner in achieving sustainable growth and operational excellence.

We add efficiency to your Business!



OUR VISION

To be Malawi's most trusted and result-driven provider of business consultancy services that foster long-term success and compliance for organizations of all sizes.

OUR MISSION

To deliver high-quality, practical, and cost-effective consultancy services that add measurable value to our clients' businesses, through financial discipline, strategic HR support, and enterprise development.





OUR CORE VALUES

- Professionalism
- Integrity
- Client-Centered Service
- Efficiency
- Confidentiality
- Growth Mindset



05.

We add efficiency to you business!



The Company Values



At Impact Business Consultancy, our work is guided by a strong foundation of values that define who we are and how we serve our clients. We uphold **professionalism** in every aspect of our engagement, ensuring that each client receives services delivered with competence, timeliness, and precision. Our team operates with the highest level of **integrity**, maintaining transparency and ethical conduct in all transactions, and ensuring strict **confidentiality** of client information. We believe that every client is unique, and as such, we embrace a **client-centered approach**, actively listening to your challenges and tailoring solutions that directly respond to your business needs.

We are driven by a spirit of **efficiency**, constantly seeking to simplify complex processes and improve productivity for the organizations we support. Our **growth mindset** fuels our continuous learning and innovation, enabling us to offer solutions that are relevant and forward-looking. These values are not just principles we follow — they are the culture we live by, ensuring that every interaction with Impact Business Consultancy builds trust, delivers value, and drives real, lasting impact in your business.



Our Service

Company

At Impact Business Consultancy, we provide a wide range of services tailored to support businesses in different stages of development. Our services are grouped into three major categories:

Our Services

1. Financial & Tax Advisory.
 2. Human Resource Management Services.
 3. Training and Capacity Building.
- **IBC**

Financial & Tax Advisory

- Preparation of financial statements and reports
- Bookkeeping and records management support
- Income Tax, PAYE, VAT, and WHT filing and compliance
- Annual tax returns and submission to MRA
- Financial planning and budgeting
- Business proposal and plan development for investors and funders

... Services

Human Resource Management Services

- Payroll system setup and monthly processing
- Staff recruitment, onboarding, and induction
- Organizational design, restructuring, and job description reviews
- Employee performance management systems
- HR policies and procedure development
- Strategic Human Resource consulting



Training and Capacity Building

- Leadership and Management Skills Development
- Customer Service Excellence Training
- Team Building and Organizational Culture
- Entrepreneurship and Business Development Programs
- Strategic HR and Compliance Training
- Custom-made training solutions for various sectors



Project Experience

Since its inception, Impact Business Consultancy has worked with a wide range of clients from various industries including SMEs, NGOs, retailers, hospitality businesses, schools, and startups. Below are examples of projects we have successfully delivered:

- Annual tax return preparation and submissions for over 50 SMEs in Blantyre, Lilongwe, Mzuzu, Zomba, and surrounding districts.
- Recruitment and onboarding for private companies, NGOs, and institutions needing quick and effective HR solutions.
- Business plan writing and funding proposals for youth entrepreneurs, cooperatives, and investor pitches.
- Payroll setup and monthly processing for several small and medium enterprises.
- Leadership and customer service training workshops conducted for companies in the hospitality and logistics sectors.
- Organizational restructuring projects to improve workflow and job alignment in growing companies.
- VAT compliance clinics and consultations for startup businesses navigating MRA requirements.





Target Clients

We serve a diverse clientele, including:

- Small and Medium Enterprises (SMEs)
- Startups and individual entrepreneurs
- Non-Governmental Organizations (NGOs)
- Faith-based organizations
- Schools, colleges, and training institutions
- Retail and service-based businesses
- Corporate institutions

Notable Clients

1. Wilo Supplies & General Dealers.

- Mr. Machamo - 0996129110
Blantyre

2. Chilobwe Centre Medical Clinic

- Mr. Chunda - 0884377656
Blantyre

3. The Events Centre

- Mr. Nkosi - 0993851253
Blantyre

4. Paintek Signs & Graphics

- Mr. Kalembe - 0882748919
Blantyre

5. Mphoo Auto Parts

- Ms. Hilda Msiska - 0999938204
Blantyre



Meet Our Team

Our consultancy firm is driven by a team of skilled and passionate professionals with real-world experience in both the private and public sectors. Each team member brings industry knowledge, technical know-how, and a shared commitment to delivering practical solutions that bring results.

Mr. Gift Lightwell Harawa – Executive Director

A seasoned business advisor and Accounting specialist with over 15 years of experience in finance, compliance, and business management.

Ms. Monica Chilongo – HR & Training Specialist

Human resource consultant with strong expertise in staff recruitment, training facilitation, organizational development, and people strategy.

Mr. Samuel Mwalweni – Tax & Compliance Advisor

Focused on helping businesses meet their tax obligations and stay compliant with Malawi Revenue Authority (MRA) requirements.

We also work with a network of partner consultants on a project-by-project basis to ensure specialized expertise across various sectors.

Mr. Cossam Nyambose – Marketing Officer

A creative and strategic marketing professional responsible for brand promotion, client engagement, social media management, and public relations. He plays a key role in expanding the visibility of our services and strengthening client relationships.

Mr. Benson Chikokeza – Administration Officer

Responsible for internal coordination, office operations, documentation, and client support. His organizational and administrative skills ensure that all our projects and daily operations run smoothly and efficiently.

In addition to our core staff, we collaborate with a network of specialized consultants to deliver high-quality services tailored to each project.



WHY CHOOSE IMPACT BUSINESS CONSULTANCY?

- **Experienced Professionals** – A qualified team with years of hands-on experience in business, finance, and HR consulting.
- **Customized Solutions** – Tailor-made support to fit your business needs and industry.
- **Affordable Rates** – Fair pricing for high-quality, professional services.
- **Strict Confidentiality** – We respect the sensitivity of your business information.
- **Results-Focused** – We measure our success by the positive results and growth our clients achieve.
- **Client Relationship** – We aim to build long-term partnerships, not just deliver once-off services.





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