LEADWISE

People. Organisations. Technology

Company Profile

For Consultancy, Training and Capacity Building

CONTENTS

LEADWISE

ADVANCING TALENT. ACCELERATING IMPACT.

At Leadwise, we believe that investing in people is the most powerful way to transform institutions, systems, and societies. Our mission is to accelerate impact by equipping individuals, teams, and organizations with the knowledge, skills, and tools needed to lead effectively in South Sudan's complex development landscape.

Through tailored consultancy and capacity-building solutions, we align with national priorities and work in close partnership with UN agencies, development partners, and public and private sector actors. From governance and peacebuilding to education, gender equality, climate resilience, and innovation, we are committed to delivering results that are locally grounded and globally informed.

Our experienced team stands ready to support your goals whether advancing institutional reform, building technical capacity, or empowering the next generation of leaders. Together, we can create lasting change.

Partner with Leadwise to strengthen systems, empower people, and transform your impact.

Transform with Leadwise.

Warm regards,

Grace Arach Deng
Chief Executive Officer
Leadwise Consultancy and Training

About Leadwise

Leadwise is a professional consultancy firm established in 2012 and duly registered in both Australia **(ABN: 64803078970)** and South Sudan (Registration No. 35957). We are a diverse team of experts with cross-sectoral experience, committed to equipping leaders in the Public, Private, NGOs, Development Agencies, civil society sectors with practical skills and strategic tools to enhance institutional effectiveness and impact.

We support organizations to strengthen performance, solve complex challenges, and implement tailored solutions that drive efficiency, profitability, and sustainable growth. Our work spans across business management, strategic planning, leadership development, and organizational transformation ensuring our clients are equipped to thrive in dynamic environments.

Vision

To be a catalyst for innovative change and continuous improvement empowering people, strengthening human resource capacity, and building high-performing organizations and resilient institutions for sustainable impact.

Mission

To inspire, empower, and support leaders across business, government, and civil society to drive transformative change. We work to align strategy, people, culture, structure, and systems to ensure organizations achieve their goals effectively and sustainably.

Our Core Values

At Leadwise, our work is guided by values we deeply believe in and consistently uphold:

❖ **Integrity and Professionalism**: We maintain the highest standards of ethics, accountability, and professional conduct in everything we do.

❖ **Client Commitment and Partnership:** We are dedicated to building strong, collaborative relationships with our clients, grounded in trust, respect, and shared success.

❖ **Continuous Improvement and Transformation:** We strive for excellence through ongoing learning, innovation, and the pursuit of meaningful change.

LEADWISE

LEADWISE MANAGEMENT STRUCTURE

CEO

Auditor

Legal Advisor

Training & Capacity Building	Partners & Project Manager	Business Development Manager	Admin & Finance Manager	Research & Innovation Manager	M & E
Training Seminars Workshops	Senior Consultant	Marketing & Client Engagement	Management & Operations	Research & Development Services	Assessments & Feedback
Mentoring & Coaching	Consultants	Business Engagement & Support	HR — Accountant	Partnerships Innovation & Knowledge Mobilization	Check-ins & Reflections
	Associate Consultants	Media Engagement	Logistics & IT Support	Strategic Research Initiatives & Performance	

LEADWISE ENTERPRISE GOVERNANCE

Leadwise is led by a dynamic, award-winning MBA professional and supported by a multidisciplinary team of seasoned experts, including educators, public administrators, researchers, transport and agricultural engineers, and ICT practitioners. Together, the leadership team shares a strong commitment to transformational leadership and a common goal: to empower change agents and promote sustainable development.

Our governance approach is informed by diverse professional experiences across South Sudan, Australia, the United Kingdom, the United States, Canada, Kenya, Uganda, and Rwanda. This international exposure strengthens our ability to deliver globally informed yet locally grounded solutions.

Leadwise operations are underpinned by a robust governance framework and adherence to international best practices. Our institutional policies include:

- Protection from Sexual Exploitation and Abuse (PSEA) Policy
- Environmental Policy
- Gender Equality and GBV Code of Conduct
- Health and Safety Policy
- Anti-Bribery and Corruption Policy
- Conflict of Interest Policy
- Child Protection Policy
- Monitoring and Evaluation (M&E) Policy
- Procurement Policy
- Human Resources and Finance Policies
- Organizational Code of Conduct
- Board of Directors Oversight Procedures

These policies ensure integrity, accountability, transparency, and ethical conduct in all aspects of our work and partnerships.

HIGHLIGHTS OF SUCCESSFULLY COMPLETED PROJECTS

Women and Youth Leadership Programme (2024–2025)	*Partner: UNDP, Office of the Vice President (Chair of Gender and Youth Cluster)* A one-year leadership and internship program for 200 participants focused on capacity building, mentorship, and preparing youth especially women for leadership roles and employment across South Sudan.
Road Safety and Traffic Management Project	*Partners: University of Juba, JICA (2022–2024)* Designed and implemented a road safety and traffic management initiative targeting drivers and pedestrians. Trained 500 drivers in defensive driving and reached 10,000 residents through safety awareness campaigns.
Food Security and Livelihood Needs Assessments	*Partner: Relief International (2024)* Conducted multi-county assessments in Maban, Longechuk, and Melut to identify food security gaps, resilience needs, and livelihood opportunities, informing community-based interventions.
Market Assessment, Gender Analysis, and Food Security Baseline	*Partner: USAID/RASS Activity (2022)* Undertook assessments across 13 counties and 5 states, producing actionable insights on market systems, gender dynamics, and agricultural resilience.
WASH Baseline Survey	*Partner: DT Global (2022)* Assessed water access and hygiene practices in Duk, Pibor, and Uror counties, generating data that guided WASH interventions and infrastructure investment.
Baseline Health Surveys	*Partners: South Sudan Red Cross (Ikotos, 2020), Amref Health Africa (Maridi & Ibba, 2021)* Evaluated maternal and child health, nutrition, and service coverage to inform community health strategies and programming.
National Education Assessment	*Partners: UNESCO (2023)* Supported the Humanitarian Needs Overview by assessing disparities in education access, infrastructure, and policy implementation.
HR and Institutional Capacity Building Program	*Partner: UNDP (4.5 Years), CSF (2019-2022)* Delivered human resources and institutional strengthening programs across 68 ministries/agencies of the Government of South Sudan.

Peace and Reconciliation Program	*Partner: Peace Canal (June–August 2023)* Facilitated community-driven peacebuilding efforts in Jonglei and Lakes State through participatory dialogue and local leadership empowerment.
Project Evaluation Services	*Partners: UN Women, Jonglei Civil Society Network, ZOA, CSF (2020–2023)* Conducted multiple mid-terms and endline evaluations to assess impact, draw lessons learned, and enhance accountability for peacebuilding, women's empowerment, and WASH interventions.
Child Protection and Safety Capacity Building	*Partners: Ministry of Gender, Child, and Social Welfare – Jonglei State, UNMISS, UNHCR (2021–2022)* Trained 240 children and multiple child protection actors; established local protection committees and strengthened referral systems for abuse prevention and child safeguarding.
Health WASH Assessment and Community Training	*Partners: WHO, UNICEF, Life of Service Foundation, Ministry of Health (June–Dec 2023)* Conducted WASH assessments and training in Bor, Duk, Twic East, and Akobo counties, focusing on hygiene promotion, water safety, and healthcare-associated infection prevention.

KEY CONSULTANCY AND TRAINING PROGRAMS

Outlined below are core consultancy and training programs designed to support corporate clients, UN agencies, and development partners in achieving their strategic and development objectives.

1. Governance and Public Sector Reform

- ❖ Public administration and civil service reform
- ❖ Strategic planning and policy development
- ❖ Results-based management (RBM)
- ❖ Anti-corruption, transparency, and accountability
- ❖ Decentralization and local governance
- ❖ Regulatory and legal frameworks

2. Leadership, Management, and Organizational Development

- ❖ Executive and public sector leadership training
- ❖ Change management and institutional transformation
- ❖ Organizational capacity and needs assessments (OCA/ONA)
- ❖ Performance management systems
- ❖ Team dynamics and organizational culture
- ❖ Coaching and mentorship programs

3. Gender Equality and Social Inclusion

❖ Gender mainstreaming and gender audits
❖ Gender-responsive budgeting
❖ Women's leadership and political participation
❖ Disability inclusion and inclusive development
❖ Protection from gender-based violence (GBV)

4. Economic Empowerment and Private Sector Development

❖ MSME and entrepreneurship development
❖ Value chain analysis and market systems development
❖ Cooperative development and financial literacy
❖ Youth and women economic inclusion
❖ Public-private partnership (PPP) frameworks

5. Humanitarian Response and Resilience Building

❖ Emergency preparedness and
❖ response planning
❖ Conflict sensitivity and "Do No Harm" approaches
❖ Humanitarian needs assessments
❖ Crisis recovery and livelihoods support
❖ Disaster risk reduction (DRR) and resilience

6. Child Protection and Social Welfare

❖ Child rights and protection systems
❖ strengthening
❖ Case management and referral pathways
❖ Safeguarding standards and compliance
❖ Social protection and child welfare programs
❖ Training for teachers, social workers, and CP actors

7. Health, Nutrition, and WASH

❖ Health system strengthening
❖ Community health and social behavior change (SBC)
❖ Nutrition-sensitive programming
❖ Water, sanitation, and hygiene promotion
❖ Mental health and psychosocial support (MHPSS)

8. Education and Skills Development

❖ Education in emergencies (EiE)
❖ Curriculum development and teacher training
❖ Early childhood development (ECD)
❖ Technical and vocational education and training (TVET)
❖ Inclusive education and disability mainstreaming

9. Climate Change, Environment, and Natural Resources

❖ Climate adaptation and mitigation strategies
❖ Environmental impact assessments (EIA)
❖ Natural resource management

❖ Green economy and sustainable livelihoods
❖ Climate financing and carbon accounting

10. Monitoring, Evaluation, Accountability, and Learning (MEAL)

❖ Baseline, midline, and endline evaluations
❖ Impact assessment and performance reviews
❖ Theory of Change and logical framework development
❖ Data collection tools and methods
❖ Knowledge management and learning systems

11. Communication, Advocacy, and Strategic Engagement

❖ Strategic communication and media engagement
❖ Advocacy strategy development
❖ Social and behavior change
❖ communication (SBCC)
❖ Stakeholder mapping and engagement
❖ Policy influencing and coalition-building

Apply industry-best practice in developing a business case that explains your rationale to senior leaders and stakeholders.

WORKSHOPS/SEMINARS

key seminars offerings tailored for corporate clients, UN agencies, and development partners. Each is strategically designed to enhance institutional capacity, cultivate effective leadership, and drive sustainable development outcomes.

1. Leadership and Executive Management
- ❖ Transformational Leadership for Impact
- ❖ Ethical Leadership and Integrity in Public Service
- ❖ Strategic Thinking and Decision-Making for Executives
- ❖ Leading Organizational Change and Innovation
- ❖ Women in Leadership and Executive Presence

2. Project and Program Management
- ❖ Results-Based Management (RBM) and Logical Frameworks
- ❖ Project Cycle Management in Development Contexts
- ❖ Agile and Adaptive Program Management
- ❖ Risk Management and Contingency Planning
- ❖ Donor Compliance and Grant Management

3. Governance, Accountability, and Policy
- ❖ Good Governance, Rule of Law, and Anti-Corruption
- ❖ Policy Analysis, Formulation, and Advocacy
- ❖ Public Financial Management and Budgeting
- ❖ Accountability and Transparency -
- ❖ Mechanisms in Institutions
- ❖ Decentralization and Local Governance Systems.

4. Gender, Inclusion, and Human Rights
- ❖ Gender Mainstreaming in Development and Humanitarian Action
- ❖ Building Inclusive Institutions and Disability Mainstreaming
- ❖ Gender-Based Violence (GBV) Prevention and Response
- ❖ Human Rights-Based Approaches to Programming
- ❖ Safeguarding and Protection in Development Work

5. Humanitarian and Resilience Programming
- ❖ Humanitarian Principles and Standards (Sphere, CHS)
- ❖ Conflict Sensitivity and Do No Harm
- ❖ Emergency Response Planning and Coordination
- ❖ Building Community Resilience and Early Recovery
- ❖ Climate Resilience and Disaster
- ❖ Risk Reduction (DRR)

6. Monitoring, Evaluation, Accountability and Learning (MEAL)
- ❖ Designing MEAL Systems for Impact
- ❖ Data Collection Tools and Digital Platforms
- ❖ Theory of Change and Impact Measurement
- ❖ Qualitative and Quantitative Evaluation Methods
- ❖ Learning and Knowledge Management for Development

7. Communication, Advocacy, and Stakeholder Engagement
- ❖ Strategic Communication and Branding for Impact
- ❖ Advocacy Strategy Design and Implementation
- ❖ Media Relations and Crisis Communication
- ❖ Stakeholder Mapping and Influence Strategies
- ❖ Behavior Change Communication (BCC/SBCC)

8. Organizational Development and Change
- ❖ Organizational Capacity and Needs
- ❖ Assessment (OCA/ONA)
- ❖ Team Building, Conflict Resolution, and Group Dynamics
- ❖ Performance Management and Accountability Systems
- ❖ Workplace Culture, Diversity, and Inclusion Leading Through Institutional Change

9. Economic Empowerment and Livelihoods
- ❖ Entrepreneurship and Innovation for Development
- ❖ Cooperative and MSME Development
- ❖ Market Systems and Value Chain Analysis
- ❖ Financial Literacy and Business Planning
- ❖ Youth and Women's Economic Empowerment

10. Climate Action and Sustainable Development
- ❖ Climate Policy and Environmental Governance
- ❖ Sustainable Resource Management
- ❖ Green Economy and Climate Financing
- ❖ Integrating Climate Change in Development Programming
- ❖ Climate Justice and Community Adaptation Strategies

11. Information Technology and Cybersecurity Seminars

As digital systems become central to organizational operations and service delivery, building capacity in information technology and cybersecurity is essential for resilience, compliance, and innovation. These seminars equip participants with the technical knowledge and strategic insight needed to manage digital transformation, safeguard data, and ensure operational continuity.

1. Cybersecurity Fundamentals for Non-Technical Professionals
- ❖ Understanding cyber threats and risks
- ❖ Data protection and privacy compliance (e.g., GDPR, national laws)
- ❖ Safe digital communication and secure document sharing
- ❖ Phishing, malware, and ransomware awareness
- ❖ Building a cyber-aware organizational culture

2. Information Security Governance and Risk Management
- ❖ Developing and implementing cybersecurity policies

- ❖ Risk assessment frameworks and mitigation strategies
- ❖ Incident response planning and disaster recovery
- ❖ Cyber insurance and organizational liability
- ❖ Aligning with ISO/IEC 27001 standards

3. Digital Transformation and IT Strategy for Development Organizations
- ❖ Leveraging technology for efficiency and impact
- ❖ Cloud computing, data integration, and system interoperability
- ❖ Digital tools for monitoring, evaluation, and reporting
- ❖ Cyber-ethics and responsible tech use IT procurement and vendor management

4. Secure Data Management and Digital Privacy
- ❖ Data classification, storage, and access control
- ❖ Encryption, backup, and secure file transfer protocols
- ❖ Privacy-by-design in digital service delivery
- ❖ Legal and ethical considerations in data handling
- ❖ Building data protection frameworks for humanitarian settings

5. ICT4D (Information and Communication Technologies for Development)
- ❖ Using mobile technology for development outreach
- ❖ Digital inclusion and bridging the technology gap
- ❖ Blockchain for transparent aid distribution
- ❖ GIS and remote sensing for planning and evaluation
- ❖ E-learning and virtual collaboration platforms

PROJECT HIGHLIGHTS - PHOTO GALLERY

Women and Youth Leadership Programme

Role and Responsibilities of the Undersecretaries and the Ministers

Women and Youth Leadership

Strategic Planning State Ministers

Leadership and Management in Public Sector, Director Generals

Youth Employability, Entrepreneurship and Livelihoods Opportunities Workshop

Local Peace Process

LEADWISE

Gender Mainstreaming in Public Sector

Women in Public Administration and Management

Leadership and Executive Management Gender Equality and Social Inclusion Governance, Accountability, and Policy

Foresight Planning Workshop, Trainer of Trainers Preparing Today for the Uncertainties of Tomorrow

Entrepreneurship and Innovation for Development

Peace and Reconciliation, Ayod, Gender Equality and Social Inclusion Entrepreneurship and Innovation for Development

Youth Leadership and Mentoring Program, Building Community Resilience and Early Recovery Communication, Advocacy, and Stakeholder Engagement

Undersecretaries
Topics: *Public Financial Management and Budgeting Project and Program Management Governance, Accountability, and Policy*

SUPPLIES

We deliver high-quality, essential supplies including food, medical kits, WASH items, shelter materials, ICT, furniture, and stationery to support humanitarian relief, community programs, and development projects in partnership with UN agencies, NGOs, and governments.

Category	Key Items
Food & Nutrition	**RUTF, therapeutic milks, general food rations, micronutrients** ❖ General food rations (maize, sorghum, pulses, oil) delivered via river barges and airdrops to hunger stricken regions ❖ Therapeutic foods ready-to-use therapeutic food (RUTF) and therapeutic milks for treating severe acute malnutrition among children ❖ Micronutrient supplements including Vitamin A, balanced energy-protein supplements, and deworming tablets distributed through UNICEF-supported nutrition and health programs
Medical Supplies & Healthcare Kits	**Vaccines, antibiotics, ORS, cholera kits, primary-health backpacks** ❖ Essential vaccines and routine immunization supply to prevent vaccine-preventable diseases. ❖ Antibiotics (e.g., amoxicillin) and treatments for pneumonia, diarrhea, malaria often pre-packaged in emergency medical kits. ❖ Cholera and WASH kits including rehydration salts, disinfectants, chlorine water-treatment materials, oral rehydration solution (ORS), sanitation supplies ❖ Portable primary-care kits enabling mobile teams (e.g. MSF backpacks) to deliver first-aid, malaria treatment, wound care, nabilization in remote settings.
Water, Sanitation & Hygiene (WASH	**Jerry cans, water-treatment tablets, hygiene kits, soap** ❖ Jerry cans, water containers, chlorine tablets for water purification, and aquatabs to ensure safe drinking water in camps or displaced communities ❖ Hygiene kits with soap, sanitary pads, menstrual hygiene items, and basic toiletries essential for maintaining hygiene, especially during displacement
Shelter & Non-Food Items	**Blankets, mats, mosquito nets, cooking gear, solar lamps** ❖ Blankets and sleeping mats for protection against cold and nighttime moisture. ❖ Cooking utensils, mosquito nets, sleeping mats, solar lamps, essential non-food items provided to displaced families

Category	Key Items
Emergency Infrastructure & Logistics	**Barge support, airdrops, emergency transport infrastructure** ❖ Barges and airdrop support: Crucial for delivering supplies especially food and medical kits to inaccessible areas due to roadblocks or seasonal floods ❖ Emergency transport/logistics: Including barge coordination, air transport to bypass conflict-affected zones.
ICT Supplies	❖ **Devices:** Laptops, tablets, smartphones, solar chargers ❖ **Connectivity:** VSAT, routers, modems, satellite phones, radios ❖ **Power Backup:** UPS, solar batteries, portable generators ❖ **Storage:** Servers, hard drives, cloud services ❖ **Accessories:** Printers, projectors, webcams, cables ❖ **Software & Security:** Antivirus, firewalls, encrypted USBs ❖ **Kits:** Emergency ICT kits, digital learning kits, field communication kits
Furniture Supplies	❖ **Office:** Desks, chairs, filing cabinets, meeting tables, storage units ❖ **Education:** Student desks, teacher chairs, classroom shelves, whiteboards ❖ **Health:** Examination tables, waiting benches, medicine cabinets, bedside lockers ❖ **Field/Community:** Folding tables, plastic chairs, stools, tent kits
Stationery Supplies	❖ **Writing tools:** Pens, pencils, markers ❖ **Paper:** A4 sheets, notebooks, flipcharts ❖ **Filing:** Folders, binders, staples ❖ **Desk items:** Staplers, scissors, tape, paper clips ❖ **Presentation:** Whiteboard markers, flipchart stands ❖ **Education:** Exercise books, chalk, crayons, erasers

Our Partners

Leadwise is to deliver results-based consultancy services, trainings and Capacity buildings. Leadwise has worked with several indigenous and international humanitarian and development organizations to implement demand driven programs in South Sudan and the East African region. Below are some of our major partners for references:

Company Certificates

SOUTH SUDAN NATIONAL CHAMBER OF COMMERCE, INDUSTRY AND AGRICULTURE

الغرفة التجارية الصناعية والزراعية القومية

M/Reg. No. 042412
رقم ت/ا ع

Membership Certificate

شهــادة عضويــة

this is to certify that

LEADWISE CO. LTD

has been succesfully registered as a Member of South Sudan Chamber of Commerce, Industry & Agriculture

تشهــد ادارة الغرفة التجاريــة ، الصناعيــة والزراعيــة لجنوب السودان بان /

عضو مسجل/ مسجلة بالغرفة تحت الرقم اعلا.

27 JUN 2024

27th JUNE, 2024	27th JUNE, 2025	Secretary General
Reg. Date	Expiry Date	الامين العام
تاريخ التسجيل:	تاريخ انتهاء الصلاحية:	

REPUBLIC OF SOUTH SUDAN

MINISTRY OF PETROLEUM

OIL & GAS SERVICE COMPANIES REGISTRATION

This is to Certify that

LEADWISE CO. LTD

S/No. 029212

Has fulfilled the requirements of National Oil & Gas Service Company in accordance with the National Transitional Constitution of the Republic of South Sudan 2011 and Guiding Principles of Oil & Gas Development/ Management. Therefore, provisional registration is hereby granted to the above Company by the Undersecretary of the Ministry of Petroleum in

order to access Service Contracts

Being offered by International Oil & Gas Service Companies Operating on the Republic of South Sudan. This Registration Certificate expires on

16 AUGUST- 2023

Dr. William Anyak Deng	Mayen Wol Jong
DG of Petroleum Authorit78	cretary for Ministry of Petroleum
Date: 16 /07/2022	Date: 24 /8 /2022

LEADWISE

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Republic of South Sudan

Ministry of Justice and Constitutional Affairs

Directorate of Registration of Companies, Business Names, Partnership, and Intellectual Properties

Office of the Chief Registrar

Reg. No: 35, 957 (CN)

CERTIFICATE OF INCORPORATION

I, ... Chief Registrar of Companies, Business Names Partnership

Dr. Gabriel Isaac Awow

and Intellectual Properties certify that. .... LEADWISE CO. LTD

Incorporated in accordance with the South Sudan Companies Act, 2012 ....is this day

Given under my hand at Juba, South Sudan this............. 8TH ....day of. .... OCT .... 20 ...20

Signature.................

Chief Registrar

TAX CERTIFICATE

Name: **LEADWISE CO. LTD**	Business Reg. Number: **35957**	
Company Address: **MUNDIRA NEXT TO ECO BANK, MINISTRIES ROAD, Fl: SECOND FLOOR, Room/Door: 1, MUNDIRA NEXT TO ECO BANK, MINISTRIES ROAD**	Registered Address: **Central Equitoria, Juba, South Sudan**	Date of Issue: **18 Mar 2022**

This is to certify that: **LEADWISE CO. LTD** is a registered Taxpayer with the NRA and has been issued a Tax Identification Number as specified under section 17 of the taxation act.
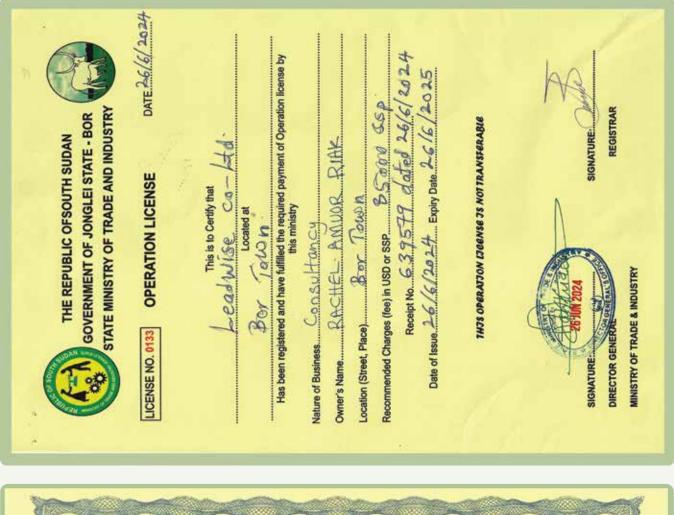
TAX IDENTIFICATION NUMBER

B20220318VJ032G

This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The National Revenue Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

DISCLAIMER:

This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the NRA Portal by using the TCC Checker.

At Leadwise we are committed to Corporate Social Responsibility (CSR) by giving 20% of our income towards Community Pevelopment. We are a responsible business that aspires to highest standards of Ethics and Professionalism.

20% CSR TOWARDS COMMUNITY DEVELOPMENT

HEALTH
EDUCATION
CLIMATE ACTION
AGRICULTURE