

PATH STRATEGY CONSULTING

Path Strategy Consulting **CAPABILITY STATEMENT**

Project Management
Research and Analysis, Strategy, Stakeholder Engagement, Government Relations, Capacity Building Training, Strategic Communications



D5004, Brains and Hammers Estate, Apo, Abuja.
[08136890006](tel:08136890006), [08188199831](tel:08188199831)

Who We Are

Path Strategy Consulting, (PSC) is a West African research, strategy and communications consulting firm based in Nigeria.

What We Do

We provide independent and objective social research, training and project management services. PSC has a highly effective team that maintains contacts with over 500 Social, Political, Economic, Management and Projects specialists based in Africa.

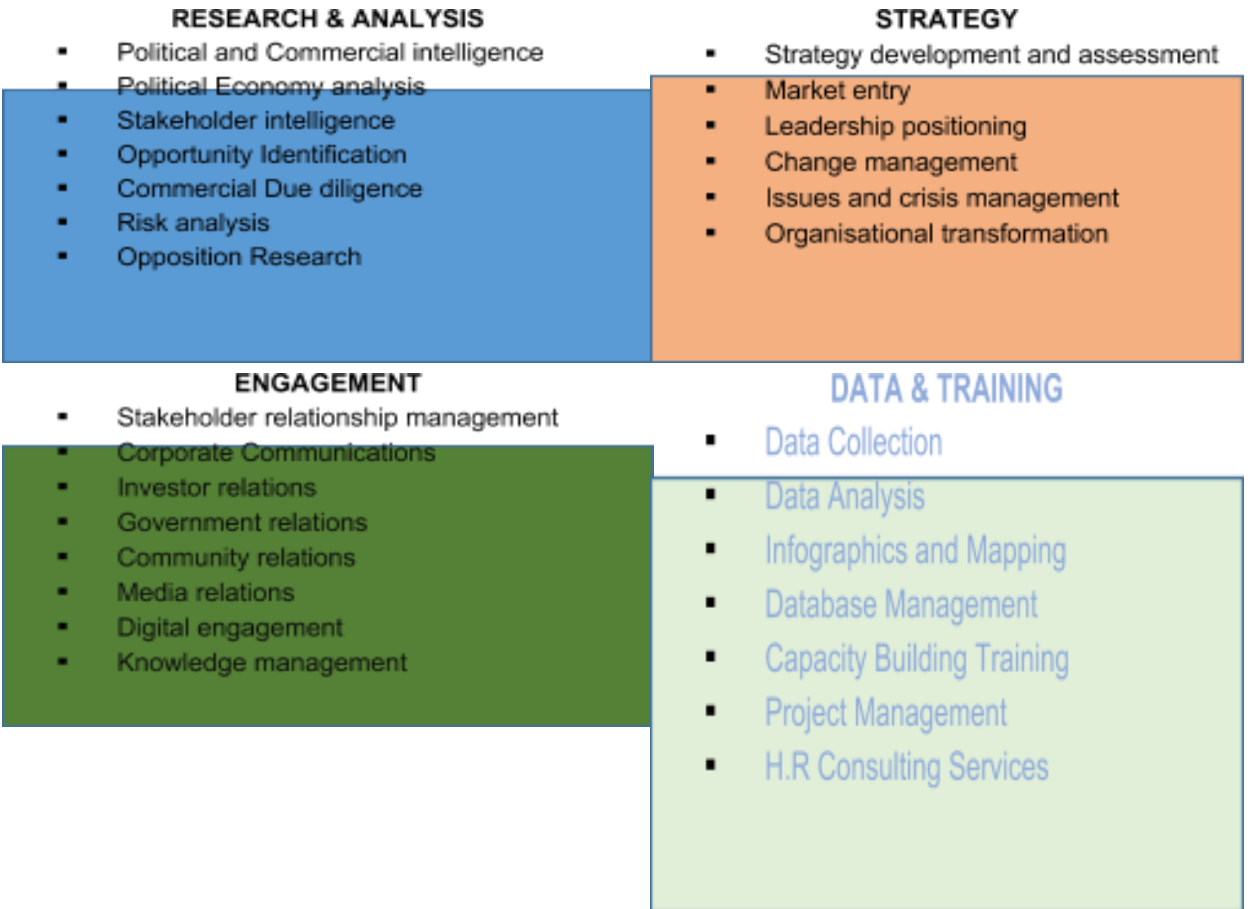
We help our clients understand shifting political, policy, regulatory and societal trends and we equip them to manage the risks and opportunities these present for their operations.

Our team of dedicated consultants operate at the intersect of industry, government and the media. We combine strong industry knowledge with world-class technical skills and deep market insights to support our clients at every stage of their business.



We provide data collection and verification services, including the development of appropriate methodologies, for needs assessments, impact surveys and monitoring and evaluation. We directly conduct and/or support data collection activities, including assessments and surveys, employing both mobile and remote data collection. We also provide controlled access, based on the security and confidentiality needs associated with the information.

We also offer both quantitative and qualitative analysis, including spatial and statistical analysis, customized to meet the end information needs. Path Strategy Consulting shares information and information products through the development and dissemination of reports and infographic products.



We further provide data visualization services through infographics and mapping. Path Strategy Consulting research infographics team uses effective visual representations to translate complex data into straight-forward intelligible information for an audience of specialists and non-specialists.

We further employ appropriate database technology customized to each client to ensure sustainable data storage, sharing and maintenance. This facilitates ease of data collection, verification, analysis, reporting and sharing. We disseminate data and information, and/or provide controlled access, based on the security and confidentiality needs associated with the project.

In addition, we offer training to support specific needs and interests. We supply a combination of insights, services and tools to help our clients understand risk, access new markets, avoid project disruption and generate positive opinion at every stage of their investment cycle.

Integrated Solutions

We gather information and intelligence, analyse it and develop advocacy and engagement strategies for our clients to succeed in challenging and competitive operating environments.



Strategy

We design strategies for entering or succeeding in a market. We are experienced at helping our clients to identify opportunity, acquire appropriate licenses, build effective relationships and establish enviable leadership positions.

Engagement

We support our clients' advocacy and engagement activities, helping them to build coalitions of support. We adopt a systematic approach, establishing the client's core strengths, identifying issues that impact reputation and the attainment of organisational goals, developing a strong set of key messages and ensuring that these messages are delivered clearly and consistently to the right audiences, in the right ways, at the right time.

Our proprietary stakeholder relationship management tools assist our clients to record and track stakeholder sentiment.

Introducing Our HR Consulting Services



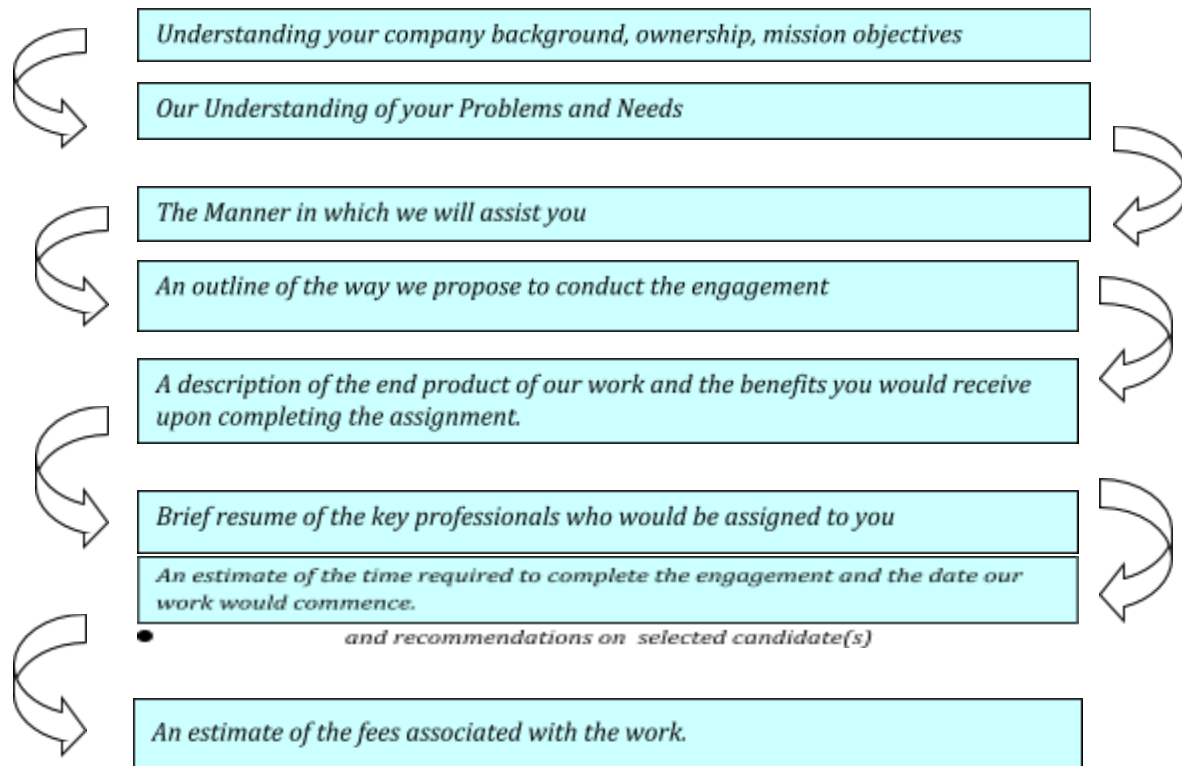
The depth of our expertise, defined by a carefully selected pool of multi-disciplinary consultants, ensures that we continue to be the firm of choice to our growing list of discerning clientele.

Over the years, we have provided the most efficient and effective services in:

- Capacity Building Training

- Training Needs Analysis
- Audit of HR Policies and Systems,
- Review of Staff Handbook,
- Development of HR Policy Manual,
- Developing Job Positions, Description and Specifications,
- Recruitment/Executive Search – conducting aptitude and psychometric tests, developing and implementing Performance Management System, as well as Staff Training & Development and so on.

Our Approach and Methodology





Our Learning & Development Services

The Path Strategy's Capacity Building service is focused on an organization's ability to perform specific activities such as Training and People Development. An Organizational Development approach is used by Path Strategy to develop our client's human capital, so they can better fulfill their defined mission. We believe that the steps to building organizational capacity include:

- Developing a vision and strategy
- Developing a conceptual framework
- Establishing an organizational attitude
- Developing an organizational structure
- Acquiring skills and resources

At Path Strategy, we believe in 'Human Profit'; profit is an outcome of managing and developing people well. We approach training and development from this standpoint and seek to enable learning in our client organizations, in order to foster people who perform well, progress, and stay around long enough to become great at what they do, and to help others become so.

With Path Strategy, training goes beyond classrooms and power-point presentations. We partner with our clients to identify corporate and personnel development needs from a holistic perspective. We provide a resource effective framework for learning to occur and inspire the transfer of learning to actual work environments. We believe in all stakeholders taking responsibility in identifying and implementing learning outcomes.

OUR CORE TRAINING COMPETENCIES

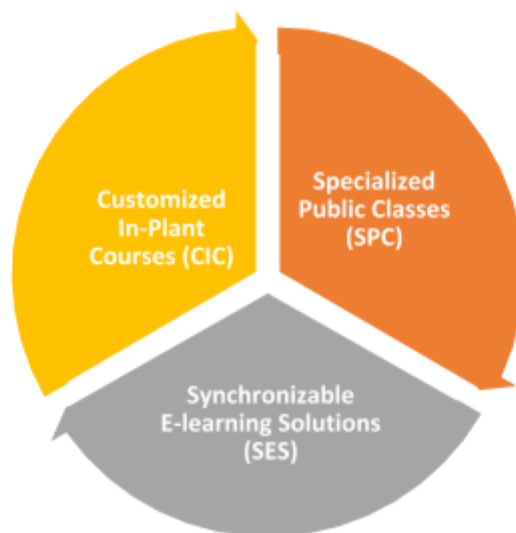
Our Tailored programs afford you the opportunity to customize the trainings to your organization. We can emphasize the topics most relevant to you and exclude those areas of less value. By designing our sessions in highly interactive forms and including practical real life examples, participants gain a truer understanding and appreciation of the material we are looking to impart.

Every Training program is designed to bridge a development gap in the form of competencies. Our training competencies are represented in the diagram below; Path Strategy is competent to handle any skill range not in this list as a customised training for your organization. Please find below a listing of our training competencies:

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1. Leadership
 2. Strategic Communication
 3. General Office Administration & Operations
 4. Human Capital Development
 5. Finance and Accounting
 6. Sourcing & Procurement
 7. Engineering / Manufacturing
 8. Information Technology
 9. Marketing & Sales
 10. Project Management
 11. Bank Operations
 12. Process Improvement
 13. Operations Risk Management
 14. Security and Analysis
 15. Corporate Strategy
 16. Desktop Skills
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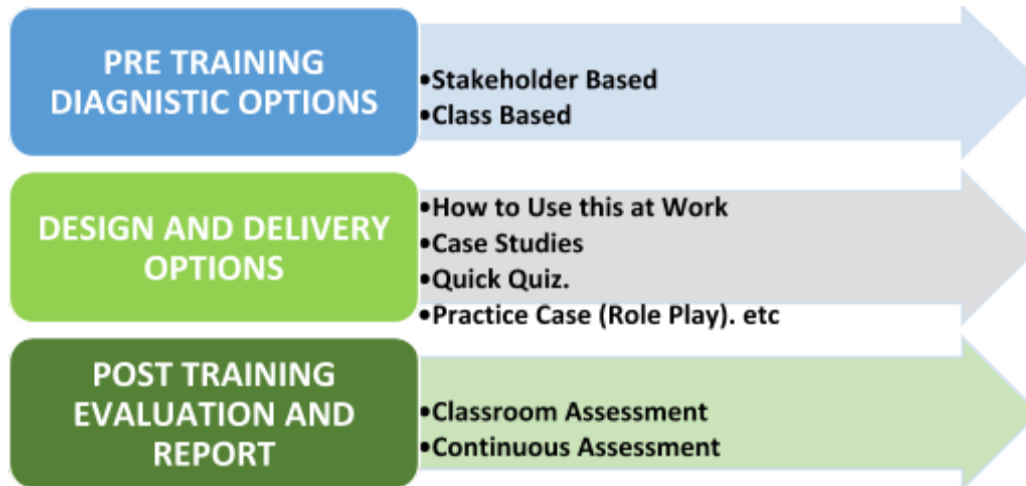
MODES OF DELIVERY

Our courses are engrained in highly interactive lecture modules, as many as possible will be leveraged upon to maintain a conducive, participatory and educational atmosphere and will also include practical real life examples and exercises to give participants a truer understanding. Path Strategy offer its courses in two training modes, namely:



1. **Customized In-Plant Courses (CIC)**
2. **Specialized Public Classes (SPC)**
3. **Synchronizable E-learning Solutions (SES) OUR TRAINING APPROACH**

Our learning and development model offers our client, options for operational effectiveness and organizational preferences. Find below a graphic representation of this model:



INDUSTRY INVOLVEMENT

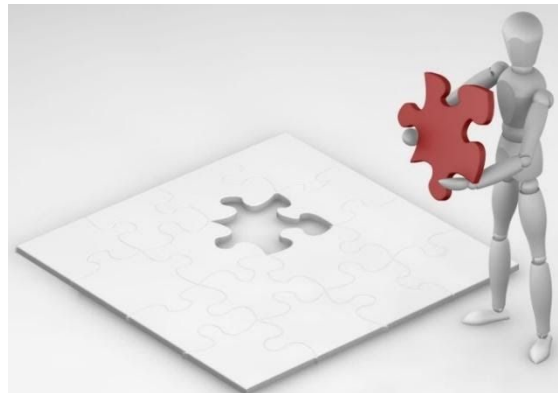
Path Strategy Consulting has over the years honed its learning and development expertise by its diverse dealing with various industry and organizational requirements including:

- Nigerian National Petroleum Corporation
- National Health Insurance Scheme
- Corporate Affairs Commission
- Central Bank of Nigeria
- Nigeria Police Force
- Bureau of Public Service Reforms
- Office of the Head of Service of the Federation
- Pension Transitional Arrangement Directorate
- Access Bank Plc
- Ecobank Plc
- Cartlark International

RECRUITMENT OVERVIEW

Recruitment and selection is a topical area, while it has always had the capacity to form a key part of the process of managing and leading people as a routine part of organizational life. It is suggested that recruitment and selection has become ever more important as organizations increasingly regard their workforce as a source of competitive advantage.

Recruitment and selection also has an important role to play in ensuring worker performance and positive organizational outcomes. It is often claimed that selection of workers occurs not just to replace departing employees or add to a workforce but rather aims to put in place workers who can perform at a high level and demonstrate commitment. It forms a core part of the central activities underlying human resource management namely: the acquisition, development and reward of workers. It frequently forms an important part of the work of human resource managers – or designated specialists within work organizations. However, and importantly, recruitment and selection decisions are often for good reason taken by non-specialists, by the line managers.



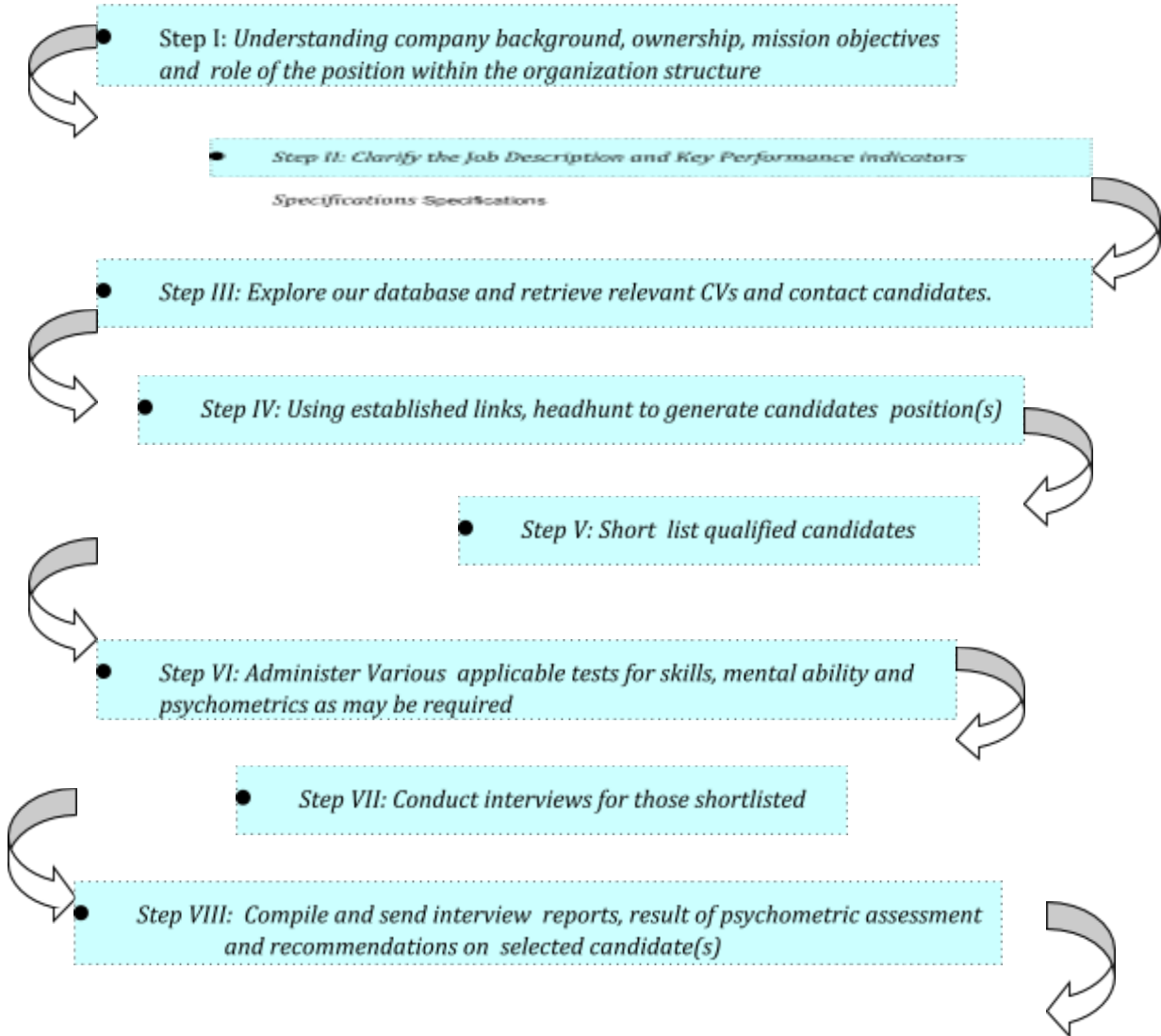
People are integral part of any organization today; no organization can run without its human resources. In today's highly complex and competitive situation, choice of right person at the right place has far reaching implications for an organization's functioning. Employee well selected and well placed would not only contribute to the efficient running of the organization, but offer significant potential for future replacement.

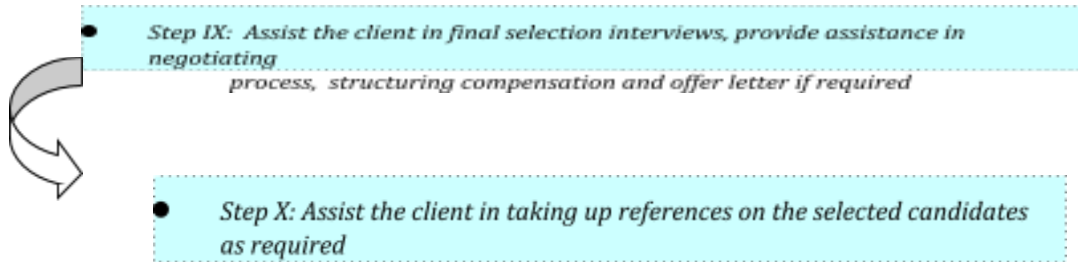
Despite back-to-back hiring campaigns made by most organizations, they still fall short of their staffing goals. The reality is that recruitment and achieving goals are inextricably linked, and among other things, a bad hire will result to:

- **Performance differential – low or negative impact on productivity**
- **Drain on resources**
- **High cost of early turnover**

OUR APPROACH

We have a distinctively detailed and personalized approach to executive search and recruitment. Our approach in executing search assignment is enumerated in the steps provided hereunder:





BESPOKE RECRUITMENT AND SELECTION

Our objective is to partner with your organization, to identify and recruit suitably qualified and experienced candidates for the various positions as may be required.

The basis for the identification of suitable staff for the positions will be the job description and specifications, as well as key result indicators to be provided by the company.

FEW OF OUR RECENT COMPLETED EXECUTIVE SEARCH AND RECRUITMENT

- ✓ Pension Transitional Arrangement Directorate
- ✓ Loius Valentino
- ✓ Cartlark International
- ✓ SOBI FM 101.9