



Peoplesource Consulting

Maximising People and Corporate Performance



Our Partners





Who we are

Peoplesource is a team of management consultants with extensive global and local experience. We are passionate about enhancing corporate and people performance. We work with boards of directors, senior management teams and Human Resource leaders to add strategic value to their organisations.





Our Services

Our Business



We provide business transformation and human resource consulting, learning and development solutions, search and selection services and a variety of products and tools to help our clients enhance their corporate and people performance.



Consulting

We focus on solving our clients' most critical business issues and opportunities. We help them in the areas of strategy, sales and marketing and human resource management. We bring deep, functional expertise, and are well known for our holistic perspective: we capture value across boundaries and between the silos of an organisation.

Achieving your objectives to gain advantage requires expertise, experience and foresight. We will help you make the best decisions to move your business forward with confidence as you leverage on our expertise, experience and foresight. No matter how complex your business questions are, we have the capabilities and experience to deliver the answers you need to move forward and also go on the journey with you.



Strategy Consulting



Peoplesource Consulting has helped clients in different sectors of the economy develop and deliver winning strategies.

- We see things that others miss, offering you more creative solutions that combine our deep experience, intimate sector knowledge and clear insights into how to create value in your business.
- We work collaboratively, build lasting capabilities in your team and help your organisation mobilise for change.
- We define our success by your results. We care deeply about our clients and we enjoy our work and we have fun doing it.
- We deploy the best tools to provide an effective strategy consulting service.

Case Study: Re-envisioning and Building Capabilities

The Problem

One of the largest indigenous cosmetics companies in Nigeria discovered suddenly that they were not well prepared for the prevailing economic situation and the various changes they were forced to make internally. They contacted Peoplesource Consulting to help design and deliver a strategic management retreat to facilitate a complete re-branding and relaunching exercise in the organisation.

The management team needed to re-communicate the vision of the organisation to the employees in order for them to know what good looks like as far as the organisation was concerned. Secondly, they needed to come up with strategies to maximise the prevailing economic conditions. Also, there were a lot of their processes that they felt needed to be changed; performance management, talent management, change management, etc.

The Solution

Peoplesource Consulting packaged and delivered the strategic session programme. We facilitated all the sessions involved, ensured their needs were met and provided remote and on-sight follow up support to ensure the agreed resolutions were successfully executed.

Outcome – Balance was effectively restored within the organisation. This translated into a tremendous improvement in their figures. They subsequently signed a retainer contract with Peoplesource to ensure the momentum is sustained.



Human Resource Consulting

Today's business challenges present a new wave of HR, talent and organisation priorities. Peoplesource Consulting leverages research expertise, experience and industry and economic foresight to design and execute critical solutions from business driven HR to innovative talent, leadership and change initiatives.



We believe that advancing your approach to human capital will propel your business forward. This is because human capital remains the most important asset to the organisation. We will help you focus on your organisation's people strategy; making sure the right people with the right capabilities are in the right positions so they can positively impact your growth.

Change is inevitable; both internal and external change. Getting the best from people at every level when there is constant change is the key to sustainable competitive advantage. Solid strategies, processes and technology alone do not deliver results. It takes people to accept, adopt, drive, and sustain the change to realise tangible impact. Success in business hinges on strategic agility and the ability to execute. We will ensure your people are agile in response to changing conditions and are also able to execute policies successfully.



Case Study: Enhancing Employee Engagement

The Problem

Our client; a large multinational sales and marketing company operating in the pharmaceutical segment of the FMCG sector and overseeing business growth in Nigeria and Ghana engaged Peoplesource Consulting to help make key decisions regarding operations and employee engagement. Being the global leader and a key player in the Nigeria and Ghana markets, our client had almost 200 employees, mostly sales staff, working in office locations across its region. Its senior management team (SMT) had just be reconstituted. The company therefore required a series of interventions to enhance operational effectiveness, boost employee morale and to reduce high attrition rates.

The Solution

Our firm designed a series of solutions to turn the situation around. An Individual Development Plan (IDP) road show was held across all regions to educate employees about development opportunities available to them and equip managers to lead with a career development mindset. DISC profiling was deployed across the business to enhance individual and team effectiveness, we introduced the SMT to Patrick Lencioni's team effectiveness assessment in the context of a retreat with built-in 6 month reviews to empower the nascent team to manage employee and business expectations collaboratively. Culture was also addressed with culture ambassadors nominated and equipped to represent the core values of the business and cascade them to colleagues so that behaviour that supports strategic objectives become the norm in the organisation.

The Outcome

There was a significant rise in employee engagement levels which led to tremendous improvement in the figures of the market company and the Nigeria-Ghana affiliate gained global recognition for its transformational efforts. They subsequently retained Peoplesource Consulting to ensure momentum is sustained.



Learning & Development

Our learning and development services focus on helping our clients develop their people effectively through access to excellent and innovative learning experiences.

Our team has acquired vast experience designing and facilitating training programmes for organisations globally and within Nigeria. Our programmes focus on **result oriented learning** and are aimed at employees working in top and middle management positions. We also work exclusively with HR teams helping them build their competence. Our training solutions will enable your business;

- ☐ Develop its **leadership** and **specialist HR** capabilities
- ☐ Improve its **people management** competence
- ☐ Enhance **employee performance** across its organisation
- ☐ Secure, retain and harness its **customer relationships**
- ☐ Significantly improve the **employee engagement** levels

This ensures your organisation can progressively achieve its objectives and continue to deliver superior results for its stakeholders.





Case Studies: Learning & Development Programmes

Our **specialised in-house training programmes** are designed, specifically to suit your present training needs. They can also be selected off-the-shelf from our variety of signature in-house programmes.

Recent examples of our L&D work with **specific units within client organisations** include a 3-day in-house training course titled 'Delivering Value Through HR' designed for the entire HR function at Union Bank Plc and Leading My Team With Impact, a 3 day programme for Managers at Nigerstar7 a leading Oil and Gas company. We are also currently Total E&P's partner for the delivery of a variety of middle management training programmes across Anglo-phone and Luso-phone Africa. These programmes run in several African countries including Nigeria several times a year and form part of Total University's required curriculum for its senior managers.

We also work specifically with **senior management teams**. We are highly experienced in designing and facilitating strategy and visioning sessions as well as team retreats for senior management teams. Recent examples include our work with the senior management teams of UNICEF in Nigeria and Sanofi Nigeria-Ghana where we utilized the Management Drives and Patrick Lencioni Team Effectiveness tools to enhance team effectiveness using.

Our focus could also be **on functional groups within a client organisation**. Recent examples of this include a 3-day in-house training course titled 'Developing the Leader Within' designed for Brand Managers at Sanofi Nigeria-Ghana, a 3 day Negotiation and Communications Skills course for the entire Supply Chain Management team at NigerStar7 and a 2 day "Developing Coaching Competence" training session designed for Managers at Coca Cola Hellenic Nigeria.

Engagements in Pictures





Search and Selection



Peoplesource Consulting has gained extensive experience placing top candidates in leading organisations within the Nigerian market. We believe people are the most valuable asset in any business, they are what make any enterprise successful and we prioritize placing the right talent with the right set of skills to drive organisational excellence. Our dedicated team of recruitment consultants comprises experts having a combined total of more than 20 years' in-depth recruitment experience in various sectors, works with our clients to ensure critical roles are filled with the right talent.

Our clients include Sanofi Nigeria – Ghana, Roche Nigeria, Stanbic IBTC Bank, Tetra Pak West Africa, AXA Mansard Plc, LearNigeria, FCMB Plc, AIICO Plc, SOS Children's Villages, Coca Cola Hellenic Nigeria, Mearsk Line, Oando Plc, Guinea Insurance Plc, Nigeria LNG, Custodian and Allied Insurance Plc and Etisalat Nigeria. We believe our expertise and strong track record equips us to deliver an excellent service to meet your recruitments needs.



Products

We provide unique products to success-driven organisations who are looking to maximise the quality of their organisational and staff productivity. Our unique HR and business products include:

Management Drives

Peoplesource Consulting is Management Drives Master Partner for Africa. Management Drives (MD) is a technology enabled consulting framework and tool. It offers a software which provides insights into what motivates individuals, teams and organisations. Management Drives is useful to organisations in all aspects of its operations and including sales, teamwork, team performance, team diagnosis, team building, organisational development, culture diagnosis, strategy and envisioning.

Patrick Lencioni Team Effectiveness Tool

The Lencioni Team Effectiveness tool has become the world's most definitive source on practical information for building teams. This tool outlines the root causes of politics and dysfunction on the teams where you work, and the keys to overcoming them. The primary purpose of this tool is to provide your team with a sense of its strengths and areas for improvement

DE BONO's Six Thinking Hats ®

Dr Edward de Bono's Six Thinking Hats® is a globally renowned tool that will enhance your organisations capacity to harness the creativity and innovation of its teams and individual employees - with real bottom line impact. We deliver an accredited DeBono Six Thinking Hats course in-house to meet client requirements.



Products

DISC-Online Personality Profiling Tool

DISC is a positive tool, which helps individuals increase in effectiveness as they identify and capitalise on their strengths; recognise potential weaknesses & identify their blind spots. Peoplesource Consulting is the sole Goldisc Authorised Reseller of the DISC product range in Nigeria. We also offer an intensive one day open training programme for professionals interested in utilising the tool in their practice.

Belbin Team Roles

Using Belbin throughout your organisation will help individuals to fulfill their potential by identifying their key strengths, and enable the right people to be brought together to form high-performing teams. After many years of research into team behaviour and performance in the workplace, Belbin identified nine key types of behaviour. An understanding of this will help to significantly enhance your team performance.

SHL Assessment Tool

SHL assessments are a set of psychometric tests for employers to evaluate and compare various abilities in job candidates. The tool helps employers discover whether behaviours and abilities possessed by candidates are those required for good job performance. These are often described in terms of competencies. Competencies are a combination of behaviours and skills that lead to high performance in the role. .



Products

Career Anchors

The Career Anchor represents a unique combination of perceived career competence, motives, and values. The Career Anchors Self-Assessment allows people to identify their career anchor. The questions help participants think about what they really want out of a career. Whether it is about a human resources professional, a career counselor, or a professional at a cross-roads in his/her own career, participants can effectively maximise the advantages of the Career Anchors.

Morrisby

Morrisby is a psychometric tool used to analyse participants and help them make informed career decisions. This provides a lifelong online platform for making informed decisions about the various study pathways available and the various career opportunities. Peoplesource Consulting has qualified career counsellors who will help interpret the assessment results and also guide participants' decision making process.



We are a member of The Transformation League (TTL)



We are a member of The Transformation League (TTL). The TTL is an international network of transformation, strategy and management consulting firms that all share the same outlook, values and goals.

The TTL help companies define and achieve their business objectives by making the most of their leaders, employees and organizational strengths, harnessing the power of transformation to ensure our clients thrive, not just survive.

With offices in many countries in North and South America, Europe, Asia, Australia and Africa the TTL offers you a powerful joint force that accelerates and harnesses the power of transformation.

Together, we have helped several clients find their vision and change their business while running their operations, keeping one goal clearly in mind: sustainable success.

This gives us the capability to deliver a varied and seamless global service to our clients across all regions of the globe.

Our Experience

We work with a growing number of clients. Some of them include;





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