ORGANIZATIONAL CAPACITY STATEMENT

Updated
Introduction

Hands-on Consultancy Service Plc is a legally registered Ethiopian Business &Development Consulting Firm established in July 2015. Hands-on is a multiple specialty firm ranging from capacity building of the workforce to research and development. It uses comprehensive approaches in solving organizational, team, and individual level challenges that helps them move towards achieving their vision and strategic objectives. It is established to provide effective prompt and concise professional advice, practical solutions and guidance to governmental, non-government and private organizations in achieving their objective specifically with reference to the terms of each engagement.

We effectively and efficiently organize education/training, and mentoring support, as required, to the benefit of our clients for the successful operation of their organization. We uniquely provide onsite coaching after each capacity building sessions.

Hands-on is composed of expert consultants offering a wide range of services including conducting research, various type of census, short and long term leadership, management and governance training's, Short term training's, organizing seminars, preparing strategic & business plans, and feasibility studies. It is a firm specializing in partnership for a better future development approaches. Hands-on focuses on evidence based interventions through Research, Survey, baseline assessment, program evaluation and capacity building, focusing on business and development sectors. Hands on has the size, know-how, technology, human resources and infrastructures to meet all the challenges providing total quality solutions to private and public establishments.

Hands on is a firm constantly investing to improve its state-of-the-art knowledge not only in the domains of its core expertise but also in advanced technological areas that would potentially create new business activities, enhancing its service offering.
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**Vision**
To be the most trusted and respected professional services firm recognized by our clients for delivering excellence.

**Mission**
To serve our clients by providing the highest quality professional services that address their business issues. We retain the most knowledgeable and passionate professionals, and we deliver superior financial results to the investment community while contributing to the communities in which we live and work.

**Values**
*Integrity* - We do the right thing regardless of the consequences.

*Pursuit of Excellence* - We continually strive to exceed the expectations of our people and our clients.

*Accountability* - We take responsibility for individual and collective actions.

*Collaboration* - We work together to achieve collective and individual goals.

*Passion* - Our energy and enthusiasm are contagious. We are inspired to make a lasting impact.

**Services**
**Hands-on** Consulting provides consulting and training services. It offers services in the areas of corporate strategy, organizational development and training, business processes, business ICT, and marketing consulting. The company also offers certificates; and training and development programs in interpersonal skills, management, sales and marketing, human resource management, finance, and operations.

**Hands-on** Consult works with governments, non-profit agencies, local and international development and humanitarian agencies to help and understand constraints to doing business and formulate suitable policies and incentives to spur private sector led growth and development.
Among our services are:

**Business Coaching**: We do organizational system development, human resource management, business strategy development research and studies. Designing and development of Financial Policy & procedures, Costing system, marketing and procurement system, Inventory management system, structuring, Salary scale, Manning & job definition, Administration policy. We provide such services to Government, Non-government and business organizations.

**IFRS AND IPSAS CONVERSION AND TRAINING**

**PROJECT AND FEASIBILITY STUDIES**: The Company study new project and expansion projects for businesses in different sectors, we defend our studies in front of stakeholders who seek explanation including financiers and bankers.

**Training**: We provide training in business related fields including business management, financial management, marketing, taxation, human resource management and others.


Preparing legal opinions and initiate discussion on the creation of a more conducive business environment; supporting capacity building for Business Membership Organizations Performing multi-disciplinary research and development, strategy formulation, program Intervention, and policy analysis; Design and implement innovative private sector development programs. Business and Transaction Advisory Services: We offer a one-stop-shop operation, serving the needs of investors from idea conception and conducting due diligence, to executing business plans, driving productivity and growth. Services include: Investment advisory services to foreign and local firms in the area of resource management, technology transfer, intellectual property, Business feasibility studies, business plans, and hand holding services;

**DEVELOPMENT**: We do development activities for different Non-Governmental organizations. Such activities include marketing research, value chain study, survey on impacts of economical phenomenon etc.

**Hands-on** is composed of expert consultants offering a wide range of services including capacity building though short-term training, conducting research, various type of census, short and long-term leadership, management and governance training’s, Short term training’s, organizing seminars, preparing strategic & business plans, and feasibility studies. It is a firm specializing in partnership for a better future development approaches. Hands-on focuses on
evidence-based interventions through Research, Survey, baseline assessment, program evaluation and capacity building, focusing on development sectors. Hands on has the size, know-how, technology, human resources and infrastructures to meet all the challenges providing total quality solutions to private and public establishments.

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**Hands-On consulting** has technical experts having wide previous exposures: who implemented and coordinated a wide range of integrated maternal child health nutrition at national and local level, having progressive experience on capacity building of local civil societies and government staffs on integrated WASH, Nutrition and MNCH; Demonstrated administrative and management experience, program development on maternal and child health nutrition; Coordinating and conducting both quantitative and qualitative research at regional and national level; Effective coalition builder including hands-on experience building relationships with international organizations.

Through rich experience on health researches /survey with different local and international organizations, participating as national coordinators for national Health extension program evaluation, global Trachoma mapping projects, and on the baseline assessment for the introduction of PCV and polio vaccination program evaluation. And publishing different research works as a co-author on different international journals. Hands on have a Hands on have a senior clinical staff who have TOT on IMNCI, ICCM/CBNC, IYCF-E, CMAM and Immunization in Practice, cold chain management, Supply chain management and IPLS, Mid-level manager training and surveillance.

Accomplishments:

- Hands-On Consultancy Service plc has successfully conducted a four days intensive training on syndromic management of sexually transmitted infection (STI) for 25 health professionals working at different governmental, private and NGO health facilities. These four days training was conducted from May 04 to May 07, 2016 at MN international Hotel Addis Ababa. The session is composed of Nine Main course modules, which was mainly composed of epidemiology STI; STI flow chart; history
taking physical examination and syndromic approaches of STI management. This standardized sexually transmitted infections (STI) training was more focused on adolescent’s reproductive health, clinical aspects and skill based. Besides it was participatory and practical with selected exercises. The training has been facilitated by master trainer who has been working and experienced in different health sector areas. And it has been intended to equip health service providers with all necessary knowledge, skills and attitudes to deliver comprehensive and high quality sexually transmittable infections management; communication skill towards STI screening while working with adolescents services in a range of youth friendly centered approaches and settings.

Life coaching
Organizations strive to execute and sustain the improvements. Though execution takes place, sustenance is quite challenging. Human behaviour and interpersonal dynamics are the key for sustenance of the executed improvements. Employees need to put the organization first, rather than the self.
This new self with an attitudinal paradigm shift, builds the foundation for the positive forward momentum of individual and organizations. The evolved thought process leads to a motivated individual and a focused and progressive organization.

We conduct mind power development, interpersonal resolution & team development programs to sync the entire organization into a performance powerhouse.

Hands-on Consultancy Service plc through Australia Embassy Direct Aid Program, successfully accomplished an Impact Assessment Project on Effective Beekeeping Management, at SNNPR region of Wolayita Zone Sodo Zuria District. The Impact assessment project which focused on enhancing Effective Beekeeping Management of targeted female beekeepers was a one-year project with the objective of:

➢ Scaling up and promoting beekeeping as a viable diversification enterprise for targeted female beekeepers.
➢ Demonstrating how beekeeping can become an important business for small-scale female farmers in their agricultural endeavors and how this can support their livelihoods in rural and remote areas.

In the project area beekeeping used to be a family undertaking, where men provide for harvesting, while women and children tend to honey extraction and processing. However the project through intensive and continuous capacity strengthening in terms of awareness creation, training, continuous follow up and provision of modern beekeeping materials realized an attitude change in the female beekeepers and their families that:

➢ Women can successfully use beekeeping as a livelihood enterprise.
➢ Beekeeping can be located and done in and around the farm household; it does not require excessive labor and time to manage, as bees do the majority of the work.
➢ Women do not have to travel far to tender the enterprise and it can be a ready source of cash in times of need, as bee products can be sold to neighbors or in local markets.
➢ Beekeeping enables women to be part of an economic activity, which can provide them with income and an independence that can support them in difficult times.
➢ It is also a flexible activity, where there is no need for constant tendering, for example as with livestock and crops, and hence allows women to follow other matters on farm as well.
We have designed an accounting system for AVICOM trading plc, UPAREZ Farmers union. Hands-on Consultancy Service plc developed grant management manual and facilitated training.

We have provided a 5 days financial management and human resource management training to AVICOM Trading plc and UPAREZ Farmers union staffs.

Translated and Adopted an English Version of HIV Treatment Literacy Manual to Amharic language. Conducted national level consultative meeting with stakeholders and got endorsement from Ethiopian Ministry of Health in collaboration with National Network of Positive Women Ethiopian (NNPWE).

Translated a Training Manual for HIV Voluntary Counseling and Testing that aims to build the capacity of counsellors to provide effective youth-friendly services from its original English version to Amharic language in collaboration with Vision community Based Rehabilitation Association.

Hands-on Consultancy Service pic has completed its translation assignment for 'Support to E4A-MamaYe National EmONC dissemination and communication material development project', successfully. This is a BMGF funded project which is being technically led by Options Consultancy Services Limited which IPE Global is supporting in Ethiopia in close coordination of Federal Ministry of Health, Ethiopia.
Recognizing the quality of work that we delivered, E4A granted us to translate the EmONC assessment factsheet for all woredas in Ethiopia.

Hands-on Consultancy Service plc in collaboration with Harmee Education for Development Association has developed and translated an English version of training manual into Amharic language for the communities the organization serve in areas of: Village level saving and loan approaches and Financial management and Marketing skill and facilitated a 10 days training.

Human Resource
We operate with 6 in house staffs and with an ideal mix of seasoned experts in the area of agriculture development, health, green growth, strategic development, corporate governance alongside with well-endowed energetic young professionals and large pool of affiliated consultants.

Hands-On consultancy Service Plc Organizational Structure