

PPD CONSULTANTS LTD
Private Public Development Consultants

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CAPABILITY STATEMENT

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Our Mission at **PPD** is: "*to create a leading edge consulting firm that will positively impact the social and economic development of the Region*". This aspiration is reflected in the range of services that we provide, which include the following:

- (i) Institutional Development*
- (ii) Policy Development*
- (iii) Strategic Plan Development Consultancy*
- (iv) Business Development and Financial Management Services*
- (v) Training Services*
- (vi) Feasibility Studies & Sourcing of Funds Assignments*
- (vii) Capacity Building Assignments*
- (viii) Enterprise Development and Business Development Services*
- (ix) Project Design and Development*
- (x) Monitoring and Evaluation*
- (xi) Trade Promotion*
- (xii) Development Research*

OUR EXPERTISE

Our technical expertise is complimented by strengths that include:

- A strong focus on delivering results.
- A proven ability to work from your point of view, and in this manner, harness the extensive knowledge and skills that exist in your organisation. We are thus able to deliver home-grown solutions and build the capacity of in-house personnel to independently undertake similar assignments in the future.
- A keen understanding of the market place, acquired through employment and the execution of consultancy assignments.

OUR COMPETENCE

With over twenty (20) years of consulting experience in the public, private and development sectors, PPD Consultants Ltd has built extensive competence in five core areas of business management and development. These are:

- *Institutional Development*
- *Project Management and Planning*
- *Small and Medium Enterprise Development*
- *Private Sector Development*
- *Monitoring and Evaluation*

CONSULTING SERVICES

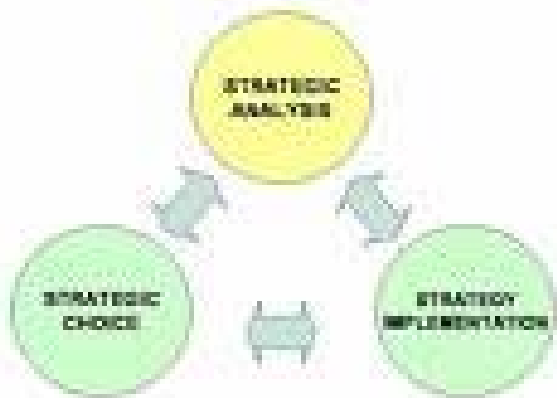
Our consulting services are results oriented. Emphasis is on intensive involvement of the client in problems identification and clarification. Options in problems resolution are generated and form the basis of strategies, structures and processes that respond to the needs of the client.

Recent examples of clients who have benefited from PPD Consultants Ltd specialized services in the five core consulting areas of institutional development, project management and planning, small and medium enterprise development, private sector development and monitoring and evaluation are listed in the following sections of this capability statement.

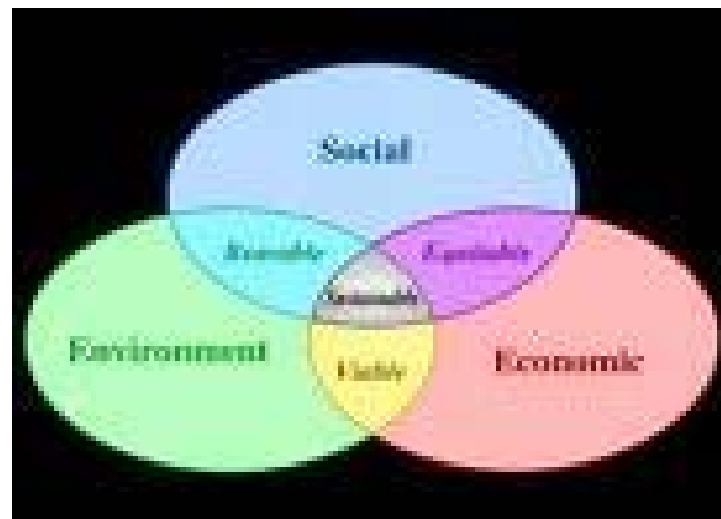
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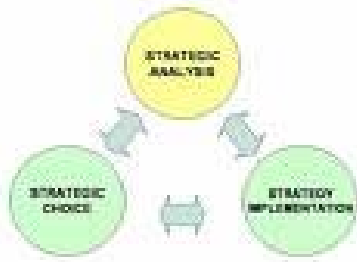
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INSTITUTIONAL DEVELOPMENT

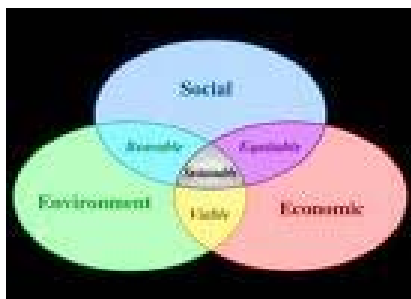




STRATEGIC PLANNING CONSULTANCIES

PPD Consultants has wide and varied experience in successfully facilitating the development of strategic plans and the undertaking mid term reviews of strategic plans for influential organizations in the public, private and development sectors. We take pride that our facilitation expertise, coupled with our knowledge of the three sectors, has enabled our clients chart the direction of their respective organization into the future. We have also participated in the development of Policy's for key Government Ministries. Key examples of organizations we have facilitated include the following:

THE MINISTRY OF TOURISM AND WILDLIFE	MINISTRY OF ENVIRONMENT AND NATURAL RESOURCES DEVELOPMENT	EGERTON UNIVERSITY	EQUITY BUILDING SOCIETY	KENYA BUREAU OF STANDARDS
MOMBASA WATER AND SEWERAGE COMPANY	KENYA PORTS AUTHORITY	NURSING COUNCIL OF KENYA	MINISTRY OF WATER AND IRRIGATION	MINISTRY OF AGRICULTURE
MINISTRY OF LIVESTOCK AND FISHERIES DEVELOPMENT	CENTRAL WATER SERVICES BOARD	LAKE VICTORIA NORTH WATER SERVICES BOARD	NZOIA WATER SERVICES COMPANY	KENYA LITERATURE BUREAU
HARAMBEE CO-OPERATIVE SAVINGS AND CREDIT SOCIETY	POSTAL CORPORATION OF KENYA	KENYA TEA DEVELOPMENT AGENCY LTD	K-REP HOLDINGS	WORLD VISION AFRICA
KENYA AIRPORTS AUTHORITY	KENYA WILDLIFE SERVICE	INSTITUTE OF POLICY ANALYSIS AND RESEARCH	UNDUGU SOCIETY OF KENYA	NYERI HOSPICE



INSTITUTIONAL DEVELOPMENT CONSULTANCIES

Examples of key institutional development consulting assignments undertaken by PPD Consultants Ltd and its associates are listed below.

CLIENT	ASSIGNMENT DESCRIPTION
Sameer Africa Ltd	PPD Consultants Ltd successfully facilitated a restructuring and downsizing exercise for Sameer Africa Ltd. After the completion of this exercise, PPD Consultants Ltd facilitated the training of senior and middle management of Sameer Africa Ltd in implementing a Management of Change and Performance Management Culture within the organization.
Lake Victoria Environmental Management Programme (LVEMP II) / East Africa Community Secretariat	PPD Consultants was part of a consulting consortium that prepared the National / Regional Management Framework: Institutional Component, for the Lake Victoria Basin. This assignment entailed the development of a Legal and Institutional Framework for Lake Victoria and its Basin.
Local Authorities Pension Trust (LAP-Trust)	PPD Consultants facilitated the development of a corporate governance, finance, property management and marketing manual for LAP-Trust (formerly Kenya Local Government Officers Superannuation Fund) and assisted in their successful implementation.
Kenya Agricultural Research Institute (KARI)	PPD Consultants facilitated the development of a Human Resources Management and Development Strategy for KARI.
Kenya Revenue Authority	PPD Consultants facilitated the implementation of a Management of Change programme for managerial staff of this Authority.
Tegemeo Institute of Agricultural Policy and Development	PPD Consultants facilitated the development of an appropriate institutional framework and organizational structures as part of a five year institutional development strategy.
NEPAD Kenya Secretariat	PPD Consultants facilitated the development of legal and institutional structures for the National Steering Committee and the Secretariat.
Kenya Tea Development Agency Ltd (KTDA)	PPD Consultants facilitated the institutional restructuring and staff rationalization of this company.
Kenya Agricultural Research Institute (KARI)	PPD Consultants undertook a Staff Rationalization Consultancy for this Institute.

CLIENT	ASSIGNMENT DESCRIPTION
Kenya Airways	PPD Consultants facilitated the development and implementation of Quality and Productivity Improvement Programmes.
Housing Finance Company	PPD Consultants facilitated the development of a Corporate Governance Policy
Nairobi Peace Initiative	PPD Consultants facilitated the development of a Human Resource Management Strategy and Personnel Policy manual
Meru Water Supply and Sewerage Services	PPD Consultants facilitated the design and development of an institutional mechanism
Kenya Ports Authority	PPD Consultants was part of a consulting consortium that facilitated the development of this Authority's 25 year Master Plan and 3 year Business Plan. Key consulting inputs included the development of Institutional Policies and Strategic options.



TRAINING SOLUTIONS

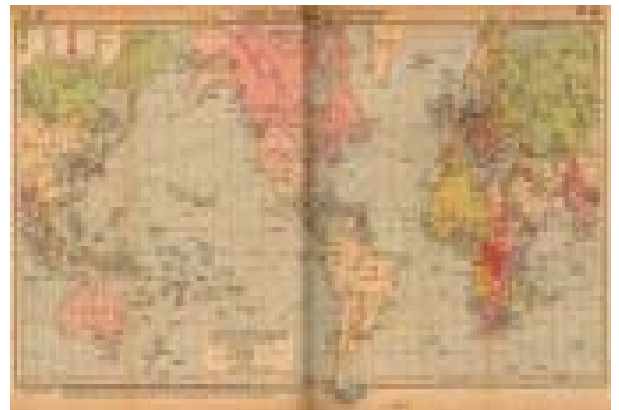
PPD Consultants Ltd offers training solutions and interventions that are designed to achieve positive impact and results. We have developed and implemented innovative management training programmes for major public and private enterprises in Kenya. Emphasis is on utilizing proven and up-to-date information and techniques to facilitate successful training and the achievement of learning objectives for target beneficiaries. Core training intervention programmes are in *Operations Management, Strategic Management, Human Resources Development, Marketing, Customer Service, Productivity and Quality Improvement and Management of Change.*

Beneficiaries of our training solutions include:

KENYA BREWERIES LTD	OMAERA PHARMACEUTICALS.	KENYA AGRICULTURAL RESEARCH INSTITUTE (KARI)
UNGA LTD	STANDARD CHARTERED BANK OF KENYA LTD	KENYA RAILWAYS CORPORATION (KRC)
UNGA FEEDS LTD	KENYA POSTS AND TELECOMMUNICATIONS	UCHUMI SUPERMARKETS LTD
NIC BANK	SAMEER AFRICA LTD	KENYA AIRWAYS
NEW VISION NEWSPAPERS, UGANDA	KENYA NATIONAL CHAMBER OF COMMERCE & INDUSTRY	TANZANIA ASSOCIATION OF CONSULTANTS (TACO)
MADISON INSURANCE COMPANY	KENYA TEA DEVELOPMENT AGENCY LTD	WORLD VISION AFRICA
LONGHORN PUBLISHERS LTD	BRITISH COUNCIL	KENYA LITERATURE BUREAU
KENYA WOMEN'S FINANCE TRUST	KENYA REVENUE AUTHORITY	EUROPEAN UNION - SOMALIA UNIT
COOPER KENYA	KENYA ASSOCIATION OF MANUFACTURERS	KENYA WILDLIFE SERVICES (KWS)
COCA COLA BOTTLING COMPANY OF NAIROBI	KENYA TEA DEVELOPMENT AGENCY LTD	SECURICOR KENYA LTD



PRIVATE SECTOR DEVELOPMENT





BUSINESS DEVELOPMENT AND FINANCIAL MANAGEMENT

Recent examples of business development and financial management consultancies that PPD consultants have undertaken for private, public and development organizations in the East African Region include:

CLIENT	ASSIGNMENT DESCRIPTION
Ministry of Trade and Industry / European Union / Danida	PPD Consultants Ltd provided consulting expertise in the formulation of a Private Sector Development Strategy (PSDS) Implementation Plan for Kenya (2007-2012). The objective of PSDS is to enhance private sector growth and competitiveness in line with Vision 2030. A consultant of PPD has now been contracted by the Ministry of Trade and Industry to co-ordinate the implementation of the PSDS for 2 years (2007 -2009).
Athi Water Services Board	PPD Consultants Ltd was contracted to prepare the transitional business plans for newly created Water Services Providers (WSP) with a specific role of providing the financial management and business development expertise in the project.(ongoing)
Pyrethrum Board of Kenya	PPD Consultants Ltd, in association with M.A. Consulting Group, was appointed by the Ministry of Agriculture to prepare a three year business for this organization as part of its restructuring efforts.
Kenya Power & Lighting Company Limited (KPLC) /World Bank	Consultants of PPD undertook the financial review of KPLC to determine its true financial position and recommend strategies to restore its efficiency and profitability. The World Bank funded the review.
Ministry of Finance and Planning/IFAD	Reconciliation of Kenya Government IFAD funded Projects.
Ministry of Finance/IFAD	Consultants of PPD undertook the training of the Comptroller and Auditor General staff on how to Audit IFAD funded projects in Kenya including review and harmonization of salaries and benefits for IFAD funded project staff.
Kenya Rural Electrification STABEX Project/European Union	Project cost audit of the Kenya Rural Electrification Project implemented by Kenya Power & Lighting Company. The audit included the review of the implementation of this Kshs. 360 million project in accordance with the International Auditing Standards and in compliance with project regulations. The European Union funds the project.
Uganda Land Management Project (ULAMP)/SIDA	Project audit of ULAMP in accordance with the International Auditing Standards and in compliance with SIDA grant regulations.

<p>Interim Oversight Board/Nairobi City Council/World Bank</p>	<p>Monitoring and supervising the preparation and updating of financial records for four years for Nairobi City Council. Analyzing its financial position and streamlining the budgeting and reporting procedures. Assessing the management information systems and the efficacy of the internal control environment and preparation of cash flow projections. The World Bank funded the project.</p>
<p>Mombasa Municipal Council</p>	<p>Financial and operations review including managing the compilation of its financial statements backlog for over ten years.</p>



FEASIBILITY STUDIES AND SOURCING OF FUNDS ASSIGNMENTS

PPD continues to undertake various feasibility and sourcing of funds assignments for various private and development sector institutions in Kenya and internationally. A few examples of assignments that we have undertaken are listed below.

CLIENT	ASSIGNMENT DESCRIPTION
Royal Danish Embassy/Danish International Development Agency (DANIDA)	PPD Consultants Ltd is part of a Danish International Development Agency team that is currently undertaking a feasibility study on the proposed Business Sector Program Support "BSPS" focusing on improving the competitiveness of the MSE sector; and influencing the reform of labour laws in Kenya.
International Finance Corporation (IFC)	PPD Consultants Ltd, in association with Development Associated of Denmark, undertook a Dairy Sector Value Chain Study. The objective of this study was to analyse the specific roles of players in the sector and identify commercialization and investment opportunities in the Kenya Dairy Industry and technical assistance possibilities in investments and commercialization of the sector with a view of recommending potential IFC Investments in Dairy Industry. A model of IFC Investment with an embedded technical assistance component was also prepared by the consultants.
Freshco /FICA/ Senter	Successfully prepared a pilot project proposal to fund the development of a sustainable development of a macadamia sector in Uganda, which was funded by the Dutch Government Development Agency Project for Cooperation with Emerging Markets (PSOM).
Equatorial Nut Processors Limited	Successfully prepared a project proposal to fund a local and international marketing campaign for this company for funding by the Centre for Development of Enterprises an European Union Agency.
Equatorial Nut Processors Limited	Retained by the company to prepare a feasibility study on the diversification of its business into maize milling and rice processing.
Centre for British Teachers (CFBT)	Formulation of Legal Framework and Improvement of management and Governance in the Kenyan TIVET System – Retained by CfBT as part of a larger team to support this project. My role included reporting on the current TIVET funding and resources requirement as well as preparation of a strategic plan for resource mobilization including strategic interventions to encourage private sector involvement.
Danish International Development Agency (DANIDA) / Centre for British Teachers CFBT	Support to Improved Education in Somaliland/DANIDA – Retained by CfBT to support Somaliland Ministry of Education in collecting baseline data on NGO and Government involvement in funding the education sector.
Freshco Kenya Limited/Ministry of Agriculture and Animal Resources Rwanda	Successfully prepared a three-year US\$ 800,000 pilot project proposal for funding of the development of a sustainable macadamia sector in Rwanda by the World Bank under the Rural Sector Support Program.



DEVELOPMENT RESEARCH

PPD, through its team of consultants, has undertaken research assignments on various sectors of the Kenyan economy. Recent examples are:

CLIENT	STUDY NAME	STUDY OBJECTIVE
Japan International Co-operative Agency	<i>Study on Institutional Improvement and Rehabilitation of Water Supply Systems for 10 Local Towns in the Republic of Kenya.</i>	The objectives of the study were: to obtain baseline information regarding water supply systems for ten local towns; to recommend the institutional arrangement for effective water service delivery and rehabilitation plan of the relevant facilities in the project areas, and; to give advice on the application of the recommendations to the other areas in the Republic of Kenya.
Ministry of Environment and Natural Resources – Water Resources Urban Water Group	<i>Study on commercialization and private sector participation options for water and sanitation in urban and peri-urban areas in Kenya.</i>	The outcome of this study was the development of options in private sector involvement in the delivery of water and sanitation services. The study was funded by development partners, viz: World Bank / UNDP; RWSG – ESA; GTZ – UWASAM and BADC
Kenya Association of Manufacturers/USAID	<i>Study on the performance of parastatals in Kenya and their Impact on the manufacturing sector</i> <i>Study on the constraints in Kenya's Rural Industrialization</i>	These two studies were contracted by the Kenya Association of Manufacturers and funded by the United States Agency for International Development
Ministry of Agriculture and Livestock Development / World Bank	<i>Study on the financial and management aspects of the cotton industry in Kenya.</i>	The outcome of this World Bank funded study was a detailed analysis of the cotton industry in Kenya and its potential for improvement.
German Technical Co-operation Agency (GTZ)/Kenya Institute of Management	<i>Study on the training needs of small-scale industries in Kenya.</i>	The study was contracted by Kenya Institute of Management and funded by GTZ.
Natural Water Conservation and Pipeline Co-operation / Wessex Water International, UK –	<i>Study on the improvement of revenue collection and financial management.</i>	The study entailed detailed analysis of the revenue base of the corporation and the institutional and operational mechanisms for service delivery throughout the systems network.



TRADE PROMOTION

The importance of trade to any county's development cannot be gainsaid. To promote trade, both regionally and internationally, interventions geared at enhancing enterprise capacity to engage in trade, and the creation of an enabling macro and micro environment, are required. Study and promotion activities geared at improving sector competitive advantage to enhance exports is an integral objective of PPD. Examples of Trade Promotion activities undertaken by PPD consultants are detailed hereunder.

CLIENT	STUDY OUTPUT
Kenya Export Promotion Council/European Union	Study to determine the Export Supply Capacity for Kenya
Kenya Association of Manufacturers	Analysis of Kenya's Trade with PTA countries. This was part of USAID funded Policy Impact Studies executed by.
Center For Promotion of Imports From Developing Countries (CBI)	Facilitated the development and promotion of product adaptation and entry strategies for Kenya's agro-based exports to western European markets.



SMALL AND MEDIUM ENTERPRISES (SME) DEVELOPMENT





ENTERPRISE DEVELOPMENT AND BUSINESS DEVELOPMENT SERVICES

PPD, through its team of consultants, has provided advisory services in the area of Enterprise Development and Business Development Services. Key examples of our intervention in this area include:

CLIENT	ENTERPRISE AND BUSINESS DEVELOPMENT SERVICES OFFERED
Lari Dairies Alliance Limited	Prepared a business plan and implemented a turn key project for this alliance of five Dairy Cooperative Societies to set up a milk processing and value addition plant in Lari Division, Kiambu District. The dairy plant was commissioned in April 2006 and has the capacity to 40,000 litres of milk per day.
Kenya Institute of Public Policy and Research (KIPPRA)	PPD provided a "Project Co-ordinator" to co-ordinate the implementation of the "Umbrella Project." This DFID funded project aims to create a favorable environment for the private sector in Kenya.
EU Somalia Unit	PPD facilitated a Private Sector Strategy Workshop for the EU Somalia Unit to review the existing EC Private Sector Strategy in Somalia where challenges and constraints were identified and feasible solutions developed.
Kenya Rural Enterprise Development Programme (K-REP)	PPD finalized the development of the strategic plan for this major micro finance institution involving structural re-arrangement of the consulting division and the related human resources development strategy
The British Council	PPD facilitated a DFID sponsored Business Services Development (BSD) Workshop for the British Council to review the current range of BSD products and services in relation to the evolving needs of Medium, Small and Micro Enterprises in Kenya and to identify possible areas of improvement in service delivery.
Common Fund for Commodities / International Coffee Organization	PPD organized a regional workshop for participants from Kenya, Uganda, Tanzania, Nigeria and Congo to discuss structured financing for small-scale farmers. As a result of this workshop, a pilot project proposal to provide structured finance to small-scale coffee farmers in Kenya, Uganda and Tanzania was prepared by PPD.
First City Financial Corporation & Cash Flow Management Services Limited	Organized and coordinated a workshop for senior executives in the banking and financial sector to discuss the bad debt crisis in Kenya and to evaluate the potential of asset securitization in Kenya as a way of enhancing liquidity in the financial sector. The workshop attracted two international presenters as well as renowned financial and legal experts in Kenya.
Mild Coffee Trade Association of Eastern Africa -	Organized and co-ordinated a workshop for MCTA to discuss liberalization and new developments in the Coffee Sub Sector.
Coffee Board of Kenya	Organized and co-ordinated a workshop for Coffee Delegates to discuss liberalization and new developments in the Coffee Sub Sector including the development of the Nairobi Coffee Exchange.
KESSFA	Consultants of PPD designed and facilitated the development of an enterprise development programme for this Agricultural based organization, and its members based in their field offices in Meru and Nyeri.



TOURISM DEVELOPMENT AND MANAGEMENT SERVICES

PPD, through its team of consultants, has provided advisory services in the area of development and management in the dynamic tourism sector. Interventions and services provided by the firm and its consultants have been innovative and geared towards the development of new and sustainable solutions for the development of the sector and its key stakeholders. Key examples of our intervention in this area include:

CLIENT	ENTERPRISE AND BUSINESS DEVELOPMENT SERVICES OFFERED
Tourism Trust Fund / Government of Kenya / European Union –	PPD is currently retained in the business planning panel of consultants to provide technical back stopping to Tourist Trust Fund Technical Appraisal Committee in the technical evaluation of the projects to be funded under the Kenya Tourism Diversification and Sustainable Development Programme (KTSDP)
Tourism Trust Fund/European Union	PPD Consultants Ltd provided support in the fund's Institutional Strengthening Project "ISP" specifically in the area of designing and developing efficient fund management systems.
Oryx Ltd and Koiya Group Ranch	Consultants of PPD designed and structured a business plan that formed the basis for raising US\$ 54,000, towards the development of the "Star bed" facility an 8-bed high end tourist facility, currently successfully managed by Oryx Ltd on behalf of Koiya Group ranch. A financial scenario plan for projected expansion financing amounting to US\$ 40,000 - 60,000, to be sourced in year 3 and 4 of the business plan, was also developed. Additional financing will provide working capital for growing receivables and inventories and payables as well as investment in capital assets for business operations, such as vehicles, equipment and machinery, Infrastructure development, including bridge, fortifying river banks, etc.
Anjuan Ltd and Kijabe Group Ranch	Consultants of PPD developed a business plan for the establishment of a 10-bed, US\$ 400 per lodge night lodge perched on an overhanging cliff on community ranch. The business plan formed the basis for a structured investment plan which raised US\$ 217,948 towards the construction of the Lodge, infrastructure development (earth dams and boreholes), pre-operational expenses and working capital requirements. The 5 year management contract for this lodge was awarded to Anjuan Ltd.
Serena Group of Hotels and Ngutuk On'giron Group Ranch	Consultants of PPD facilitated on site visits to ascertain the feasibility of the development of a 10-bed luxury tented facility in the Group Ranch; and developed a business plan to raise financing worth US\$ 120,000 for the development of a natural resource plan, training and equipping of game scouts with communication, security and GPS equipment, and construction of access roads, airstrip and landscaping. The Serena Group of Hotels decided not to proceed with this project due to changing business priorities.



MONITORING AND EVALUATION



MONITORING AND EVALUATION CONSULTANCIES

CLIENT	ASSIGNMENT DESCRIPTION
Mid-term Review of Investment Climate Action Programme (ICAP) – Client: Ministry of Trade and Industry, 2006.-	The objective of the Mid-term Review was to assess the extent to which ICAP has been implemented by different ministries and public agencies; and to identify challenges and limitations that have been encountered in the process of programme implementation. Lessons learned will inform future design and implementation of government policies and programmes.
Assessment of the strategic thrust and performance of the European Foundation (ECDPM) for the period: 2001-2005 (February to May 2006).	PPD Consultants Ltd’s institutional development expert was part of the External Evaluation team assessing the strategic thrust and performance of this European Foundation (ECDPM) for the period: 2001-2005. The external evaluation assessed the extent to which the mandate, vision and mission of ECDPM has been sustained throughout the last five years strategic cycle. The outcome will inform relevant changes in the strategic thrust of ECDPM in the planning cycle: 2006-2010.
Study to Establish the Status of Agricultural Sector Reforms with Emphasis to Regulatory and Institutional Reforms (Presidents Office, Planning and Privatization, Tanzania) 2006	The objective of this assignment was to carry out a comprehensive review of the agricultural sector reforms that have so far been undertaken in Tanzania since 1983, identify gaps between policy formulation and implementation taking into account the current agricultural context, and propose appropriate measures and approaches to address identified gaps. The outputs of this study will provide Agricultural Sector Lead Ministries and other stakeholders in Tanzania with a comprehensive reference point from where further institutional and regulatory reforms can be developed and implemented.
Institute of Economic Affairs	The Institute of Economic Affairs has contracted PPD Consultants Ltd to carry out an independent evaluation of its programmes and institutional arrangement. The Terms of Reference for this evaluation call for an evaluation of its Programmes activities and an Institutional Appraisal.



PROJECT MANAGEMENT



PROJECT MANAGEMENT AND APPRAISAL

Key examples of Project Management and Appraisal assignments undertaken by PPD include the following:

CLIENT	STUDY NAME
Department for International Development (DFID) / Government of Kenya (GOK)	Evaluation of Strengthening Primary Education SPRED 2 project
Department for International Development (DFID)	Evaluation of Funded In-country Training Programmes
United States Agency for International Development (USAID)	Mid term evaluation of USAID funded Research management programme, with emphasis on agricultural research
The British Council	Evaluation of Kenya-Management Assistance Programme Business Growth Programme
Government of Kenya (GOK)	Assessment of the financial management competences of local authorities under the Urban Transport Infrastructure
Government of Kenya (GOK)	Review of Companies, Investment, partnership and Insolvency laws of Kenya
Ministry of Agriculture / Swedish International Development Agency (SIDA)	Feasibility study on the strengthening of South Nyanza Sugar Company Limited (SONY) Out-grower Company Limited; a farmer company supplying sugar cane to one of the largest sugar processing company in Kenya,

LEAD CONSULTANTS

The consultants who comprise the core of PPD’s consulting expertise are renowned experts in their field of specialization. In addition, PPD has a large data base of Associate Consultants who are experts in their respective fields and are regularly called upon to assist in assignment implementation. Brief details of our Board of Directors are provided below.

	<i>Institutional Development Expert – Raphael G. Mwai</i>	
	Qualifications <ul style="list-style-type: none"> ✦ MBA, ✦ B.Sc. (Economics), ✦ FCIS, UK, ✦ FCPS (K), ✦ FKIM 	Specialization: <ul style="list-style-type: none"> ✦ Private Sector Development ✦ Institutional Development ✦ Strategic Management ✦ Management of Change ✦ Quality and Productivity Improvement
	<i>Business and Financial Management Expert – James G. Wachira</i>	
	Qualifications: <ul style="list-style-type: none"> ✦ MBA ✦ CPA (K) 	Specialization: <ul style="list-style-type: none"> ✦ Business Development and Financial Management ✦ Corporate Finance and Structured Financing ✦ Corporate Recovery & Receiverships ✦ Business Valuation and Feasibility Studies ✦ Operations reviews and Diagnostic Studies ✦ Capacity Building and Training
	<i>Marketing and Enterprise Development Expert – Maina Kimato</i>	
	Qualifications: <ul style="list-style-type: none"> ✦ MBA, ✦ B.Sc. , ✦ MKIM, ✦ MCIM. 	Specialization <ul style="list-style-type: none"> ✦ Institutional Development, Strategic Planning, ✦ Quality Management Systems, ✦ Customer ✦ Service Excellency
	<i>Accounting and Financial Analysis Expert – Sam Ogutha</i>	
	Qualifications: <ul style="list-style-type: none"> ✦ MBA ✦ B.Com. (Finance and Accounts) ✦ CPA (K) ✦ FCPS (K) 	Specialization <ul style="list-style-type: none"> ✦ Accounting and Financial Analysis ✦ Business Planning and Strategy ✦ Systems Design, Evaluation and Review ✦ Capacity Building and Strategy Development
	<i>Information Technology Expert – Gerald Chege</i>	
	Qualifications: <ul style="list-style-type: none"> ✦ PhD (Parallel Computing), ✦ M.Sc., ✦ B.Sc. 	Specialization: <ul style="list-style-type: none"> ✦ Information Technology Systems and Management ✦ Information Technology Application and Design