



sopconsulting

Strategy | Organisation | People



Corporate Profile



Unit 3, Eastwing, Clyde Road
Eastlea, Harare
Zimbabwe
Tel: +263 242 496183; +263 776183963
Web: www.sopconsulting.co.zw
Email: consult@sopconsulting.co.zw



Company Overview

A specialized Team of Consulting Experts providing Management solutions in:

- Strategic Management
- Organizational Development
- People Management

Founded in 2009, **S.O.P CONSULTING** has successfully delivered Management solutions to a wide range of client organizations in Africa.



Vision

To be a leading provider of Management Expertise in Organizational Development and Human Resources Services



Mission

To support organizations through offering quality, innovative & client - focused Strategic Management, Organizational Development & Human Resources Solutions in Africa.



Values

- Partnership
- Client Focus
- Innovation
- Excellence
- Professionalism

Business Operations

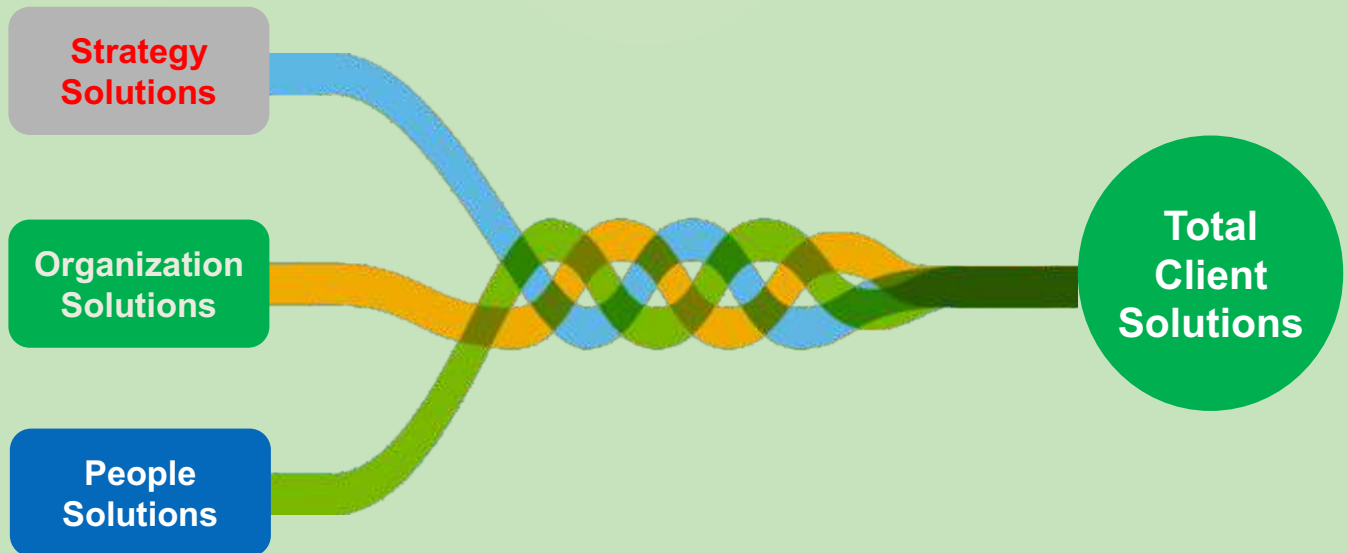
We've extensive experience in our areas of specialization across various industries. We are passionate about people and helping organizations succeed effectively and efficiently through their people!

We pride ourselves in providing Integrated HR & OD Solutions. Our main focus is the design & development of appropriate organizational infrastructure (structures, systems, work processes, policies and procedures) development of people within organizations

We foster the development of appropriate that enable organizations to achieve optimum performance

We also strive to ensure that through our expert support, organizations employ effective people performance

Strong on R & D: solution



Our Value Streams



Strategy Solutions

- Strategy Setting & Execution
- Strategy Monitoring & Evaluation Tools
- Performance Management
- Change Management
- Corporate Culture Alignment: “Culture by Design”
- HR Business Strategy
- Board Processes (Board Induction, Evaluation, Code of Ethics)



Organization Solutions

- Organization Structure Review & Design
- Job Design & Alignment
- Workload Analysis
- Job Evaluation
- Remuneration Structuring & Surveys
- HR Auditing & Alignment
- HR Policies & Procedures
- HR Management Support Services
- HR Automation
- Succession Planning



People Solutions

- End-to-End Recruitment Services
- Workforce Planning & Optimization
- Talent Management
- Psychometric Testing
- Employment Due Diligence
- Skills Auditing & Alignment
- Employee Engagement
- Team Building & Team Performance
- People Surveys
- Industrial Relations Management
- Skills Development/Training Services

Our Value Streams

Our main focus is the design and development of appropriate organizational infrastructure (structures, systems, work processes, policies and procedures)

We foster the development of appropriate organizational cultures and workplace environments that enable organizations to achieve optimum performance. We develop human resources in organizations to achieve superior performance and productivity. We also strive to ensure that through our expert support, organizations employ effective people management strategies that contribute to superior performance. We have three main channels in our value proposition which seek to create:

Through our Value Streams, we seek to create:

- Business Direction
- Business Alignment
- Business Performance



Learning and Development Focus Areas

- Strategy Execution
- Leadership Development
- Corporate Culture Alignment
- Corporate Governance
- Agile Management
- Management Development
- Effective Supervision Skills
- Effective Change Management
- Train the Trainer
- Effective Remote Working
- People Skills for Line Managers
- Managing Workplace Diversity
- Team Building and Teams that Deliver
- Job Design and Job Description Writing
- Performance Management and Productivity
- Retirement Planning
- Creating the right Workplace Environments
- Strategic Talent Management
- Recruitment and Selection Skills
- Employee Engagement
- Client Relationship Management
- Customized Training



One of our key Service Channels under People Solutions is Learning and Development. We believe that when you develop your people, the quality of their input into work processes also improves

It is therefore important that organizations invest in Learning and Development. We have structured a number of L & D Programmes, targeted at enhancing the delivery capacities of People

All our L & D Programmes can be customized to best meet every organization's unique circumstances and dynamics. We also engage Clients to diagnose and structure new Programmes that are organization - specific



SME HR Solutions

We support SMEs with professional full-service HR Management Solutions, enabling them to achieve optimum performance:

- Recruitment Services
- Employment Contracts Management
- Job Design and Job Description Writing
- Staff Outsourcing
- Managing Performance
- HR Policies & Procedures
- Payroll Management
- Capacity Building
- Professional Skills in SME Environments
- Enterprise HR Management Solutions

Our Consultants

- We are a TEAM of seasoned Consultants – over 20 years of collective experience
- Well qualified in our areas of specialization
- Diverse local & regional/international experience
- Excellent Project Management skills
- Very strong R & D skills
- Driven by our passion for organizational efficiency & effectiveness
- Supported by a network of Experts



Our Promise

In supporting our Clients, S.O.P Consulting, promises the following:

- Understanding the uniqueness of your business
- Using our collective experience to deliver customized solutions
- Delivering best practices in our areas of specialization
- Providing Integrated HR & OD solutions
- Our engaging consulting approach ensures our solutions bring real value to your business
- Our passion to deliver cutting edge insights



sopconsulting

Strategy | Organisation | People



Unit 3, Eastwing, Clyde Road
Eastlea, Harare
Zimbabwe

Tel:+263 242 496183; +263 776183963

Web: www.sopconsulting.co.zw

Email:consult@sopconsulting.co.zw

 :SOP HR Consulting

 :@SOPHRConsulting

 :@SOPHRConsulting