

The Team Development & Performance Improvement People.



People | Technology | Processes

www.sigmastrat.com

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Our Mission

Our mission is to ensure that through the best resources, the best educators and the best courses and programmes, trainees get the best learning, knowledge, skills, experience and exposure that allow them to become successful participants in a truly competitive global economy. It is our aim to tackle corporate performance improvement from the perspectives of people, technology and processes. We pride ourselves in having a wide network of experienced trainers, coaches and specialists from a broad spectrum of backgrounds – public and private sector, local and international, who are professionally accredited and accomplished in their fields of specialisation.

Our commitment to you is to be professional, flexible and deliver great value while maintaining high standards to ensure we deliver excellent services every time.

Our Vision

Our vision is to be recognised as the leading Corporate Performance Management solution provider in Africa with a far reaching global presence. We will become the regional force working with the most respected establishment, regulatory and governing bodies to develop, encourage and enhance learning and promote improvement in all sectors of the corporate environment.



Who We Are

Sigma Strategic Business Consult Limited (SigmaStrat) is a Business Strategy, Project Management and Performance Improvement consulting firm that serves as a key advisor to leading companies in Ghana and the West African sub-region. We provide our clients with unique solutions to their most pressing problems and offer unique insights into critical decision making. The solutions SigmaStrat provides include Lean Kaizen and Six Sigma with improvement in firms' structures, aiming at effectiveness and efficiency. We are dedicated to helping companies and organisations improve their performance and achieve sustained profitable growth in the global market.

SigmaStrat has a widely spread footprint with a mobile, highly experienced team of technical specialists and performance improvement experts with impressive track records and over 100 years combined experience in various fields of business growth.

Apart from **corporate level strategy**, SigmaStrat offers bespoke **management training services**, both online and classroom-based, and has tailored on-site sessions to meet specific corporate needs in suited environs.

Each year, the majority of our business comes from clients with whom we worked in previous years, an indicator of our ability to achieve lasting results for our clients. Our client relationships are enduring, as many clients have remained partners for years. We are dedicated to helping clients achieve meaningful and measurable results in areas critical to their success. We measure our success by the remarkable results our clients achieve and by the depth of our sustained relationship with them.

SigmaStrat has its headquarters in Ghana and is registered as Sigma Strategic Business Consult Limited (Reg. No. **CA 89379**).



Benchmarking
Innovation Management
Business Process Mapping
Project Management Consulting
Assessments, Profiling & Psychometric Testing
Performance Improvement Consultancy
Training & Team Development
Lean Kaizen Solutions
Six Sigma Solutions
CV Tailoring

What We Do

Since the beginning of the industrial age and into the information age, there have been mainly three things you could do to improve business performance. We facilitate **corporate performance improvements**, and design (redesign) **architectures of organisations** by helping to tackle the following areas:

- 1. People Management** - Building the capacity and filling the competency gap within an organisation's team by improving their knowledge and skills which eventually affects their efficiency and efficacy;
- 2. Technology Optimisation** - The effective use of technology to enable people and teams to execute critical work processes, communicate information, and share knowledge with all stakeholders;
- 3. Process Improvement** - A systematic approach to help an organisation optimise its underlying processes to achieve more efficient results.

At the core of all improvement initiatives, what organisations really try to do (or should be trying to do) is make improvements in one of these three areas.



Our Service Offering

1. Benchmarking

Competitive analysis is a vital foundation of business planning and continuous improvement. It will provide your business with the ability to understand its strengths and areas for improvement, understand cause and effect relationship within the business and set realistic targets across multiple areas of the business including finances, employees and customers. We also conduct benchmarking surveys on business performance, employee satisfaction and industry salary analysis among many others.

Obtain vital business information @ www.sigmastrat.com/bizmonitor

2. Training & Team Development

SigmaStrat offers a complete training and development service that is tailored specifically to meet your needs. We can provide independent, specialist support and resources to deliver maximum value to both participants and their organisation. We pride ourselves in having a wide network of experienced trainers, coaches and specialists from a broad spectrum of backgrounds – public and private sector, local and international, who are professionally accredited and accomplished in their fields of specialisation.

Visit www.training.sigmastrat.com for more details & updates.

3. Assessments, Profiling & Psychometric Testing

Your organisation requires the right people to occupy the right positions with direct responsibility to link strategy development and execution. All organisations have unique organisational cultural and trait requirements for certain roles, or just require aptitude in specific areas to fit independent opinionated views. SigmaStrat works in partnership with mental measurement specialists and organisation, both locally and internationally, to deliver psychometric testing and assessment services to organisations such as yours, to help you match personality needs with overall corporate plans.

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4. Business Process Mapping

We can help you map your business processes; i.e.

- the essential first step towards understanding your business better,
- identifying problem areas, and
- improving how you operate.

Whether you are defining specific processes or developing your entire management system, process mapping will:

- Enable better understanding of current operations
- Encourage consistency
- Identify opportunities for improvement
- Support staff induction and training

The support we provide in these and other situations takes many forms and is based on each client's needs with the assurance of confidentiality and information security. While we are often asked to lead strategy formulation, we are just as often called on to provide more discrete inputs to the strategic planning process.

SigmaStrat understands that strategy is not a one-time exercise. Rather, it is something that must be continually revisited as industry dynamics evolve and new entrants emerge. We provide leading companies with both the validation and inspiration they need to develop strategies that will support long-term value creation and sustainable competitive advantage.

5. Innovation Management

Competition, commoditisation and growth requirements often create pressure to be "innovative." Many companies tout their new innovation initiatives and cultures, but few are able to truly capitalise on innovation in order to drive profitable organic growth. Too often, innovation is promoted within an enterprise as an end, but the means, (i.e. equipping the enterprise to generate returns that innovation promises) is neglected. When budgets and investments are made, management and shareholder expectations rise accordingly. SigmaStrat helps companies to organise and build improved innovation systems that will support excellence in innovation and maximise return on investment.



6. Project Management Consulting

Precise execution of projects and programs is imperative to cost containment, sustainability, growth, and profitability. SigmaStrat's project management experts are your best team to help, guide, lead, and support your mission-critical program and project initiatives. Our trusted professionals help you maintain focus on critical project activities to attain desired business results. We use a variety of project management techniques from traditional waterfall to the more robust Agile and Scrum methodologies, tailored to fit your specific requirements and culture.

Expert resources include:

- Coaches
- Programme Managers
- Project Managers
- Project Controls Specialists

a) Coaches

Project Management coaches help bridge the gap between theory and practice. SigmaStrat coaches work closely with your project managers and project personnel to reinforce their understanding of sound project management concepts and help them apply these concepts within their work practices. This type of personalised knowledge transfer from experienced resource persons encourages the development of competencies more easily gained through example, guided learning, and hands-on practice.

b) Programme Managers

These highly-seasoned and certified PMPs have an extensive project and programme management experience required to effectively lead programmes of all sizes and complexities. SigmaStrat's Programme Managers are trained to interact with your management executives to achieve success

for your programme as well as provide constructive and objective recommendations on ways to improve your project management environment. Our Programme Managers can also support your strategic initiatives including acquisition and vendor management.

c) Project Managers

Our Project Managers average over 10 years of experience, overseeing a variety of projects across a wide spectrum of industries and business functions. Productive from day one, they are well-versed in the application of project management, product development, and systems methodologies with access to industry best practice, processes, templates, and models.

SigmaStrat's Project Managers are experienced in managing a diverse array of industrial projects with the ability to develop a delivery approach that is tailored to fit the needs of your project and technical environment.

d) Project Controls Specialists

SigmaStrat has a specialised pool of expert Project Controllers, Planners, and Schedulers who average 10+ years of experience in project planning, estimating, cost control, issue and risk mitigation, and project reporting.

To learn more about how our experts can immediately begin supporting your programme and project initiatives, contact us today.



Visit www.sigmastrat.com for more details.

7. Lean Kaizen Solutions

Originally developed by Toyota, Lean Kaizen has become synonymous with continuous improvement. Though “Kaizen” (Japanese for “improvement” or “change for the better”) was initially developed for the manufacturing sector, the Kaizen principles have since been adapted for other environments. In the UK for instance, the Kaizen methodology has become increasingly popular with both public and private sector companies as a means of engaging and empowering staff to optimise efficiency and improve the service experience for both staff and customers.

Continuous improvement through Lean Kaizen does not usually involve throwing money at the problem. Instead, Lean Kaizen is often about finding ways to do things smarter and eliminating any activities that waste time. The Kaizen way of working is usually readily adopted by staff as Kaizen considers them the owners of the solution, not part of the problem.

8. Six Sigma Solutions

SigmaStrat’s Six Sigma tools and techniques make your organisation more effective and efficient by producing rapid business improvements. We ensure sustainable results by developing your people alongside any process improvements.

Why use SigmaStrat’s **Six Sigma** approach?

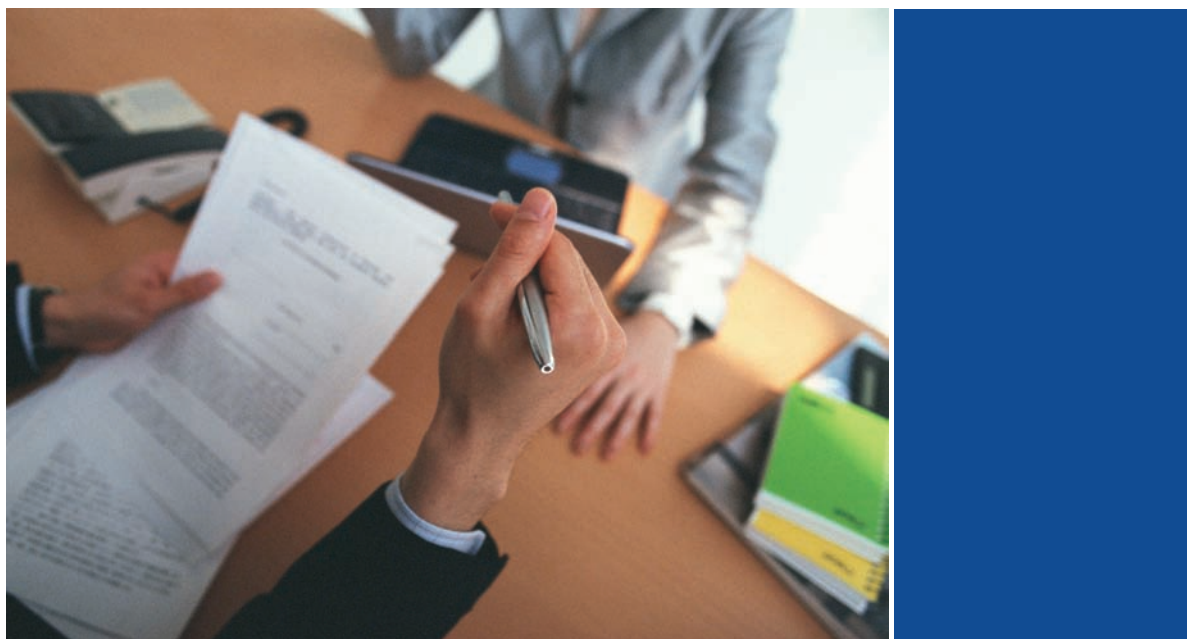
- ✓ Improve on areas that directly impact and influence your customers;
- ✓ Address issues that keep impacting on your efficiency;
- ✓ Improve your existing processes and develop a continuous improvement philosophy;
- ✓ Adapt quickly and effectively to rapidly changing forces;
- ✓ Reduce delivery times and operating costs;
- ✓ Increase the effectiveness of resource investments.

9. CV Tailoring

Do you know that your potential employer could check your LinkedIn profile, blog, Facebook account or your personal website?

At SigmaStrat, we believe that your well-tailored CV is what gives you a better opportunity for an interview. Your CV is typically the first impression an employer will have of you. It needs to market your skills and accomplishments as they relate to the job for which you are applying. Beyond this, your online presence can impact your chance at landing your dream job and building a sustained career. This means taking the time to target your CV specifically to the jobs you are interested in and harnessing a suitable online profile.

Our CV tailoring services combine a well planned conventional CV with the positive effect of your online presence to give you an edge over all other applicants.



How We Do It

Advisory

Our Performance Improvement advisory service helps your organisation to identify set objectives and standards versus actual performance with rigorous systematic measurement to bring any gaps to bear. Through interviews, workshops, and systems audits among others, these gaps are outlined and we help you create powerful alignment around an improvement roadmap that focuses on closing the gaps by documenting lessons learned and injecting into future planning. Our extensive experience in deeply understanding the drivers behind corporate performance improvement empowers us to build a solid foundation and framework for improvement.

Improvement Journey

We focus on skills development, learning, and leadership interventions. Our improvement journey program accelerates your organisation's ability to contribute to the improvement initiative through skills development, learning, and leadership interventions. These are targeted, role-based interventions designed to ensure organisational alignment to your strategic objectives. Our extensive experience in injecting energy into the organisation and mobilising the community ensures that the best possible result is achieved. We deploy executive coaches and operational performance coaches to walk the organisation through the change process over an agreed period with set results and targets.



Experiential Learning

In our varied mode of training we combine case studies, role plays, games, activities, audio and video clips along with PowerPoint presentations in order to make the greater part of the learning process experiential; at least 70%.

'Tell me, and I'll forget. Show me, and I may remember. Involve me, and I'll understand.'

- Chinese proverb.

Today's manager needs to be more commercially **Astute, Proactive, Creative, Inspiring, Motivating & Have Great Interpersonal & People Skills!** Being good at "the process" and "the technical" side of things is not good enough! We can offer you a wide variety of training solutions to help your human resource to become more competent, effective and to improve their performance holistically.

These solutions include:

- Open courses at various locations throughout the country
- In-house, bespoke training courses delivered at your premises or a location of your choice
- Modular-based management and development programmes



Overall, our core competencies help stimulate efficiency & effectiveness to manage the following:

- **Troubled Project Recovery**
- **Organisational Change/Transformation**
- **Process Improvement**
- **Systems Integration Deployments**
- **Regulatory Compliance**
- **Infrastructure Program Management**
- **Data Center Consolidation**
- **Cost Reduction Initiatives**
- **New Product Development**
- **Vendor Management**
- **High-Risk Capital Initiatives**
- **Manufacturing Facility Operations**



SigmaStrat is already positioned as your strategic partner for the long haul!

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