



# TRANSOLUTION SERVICES



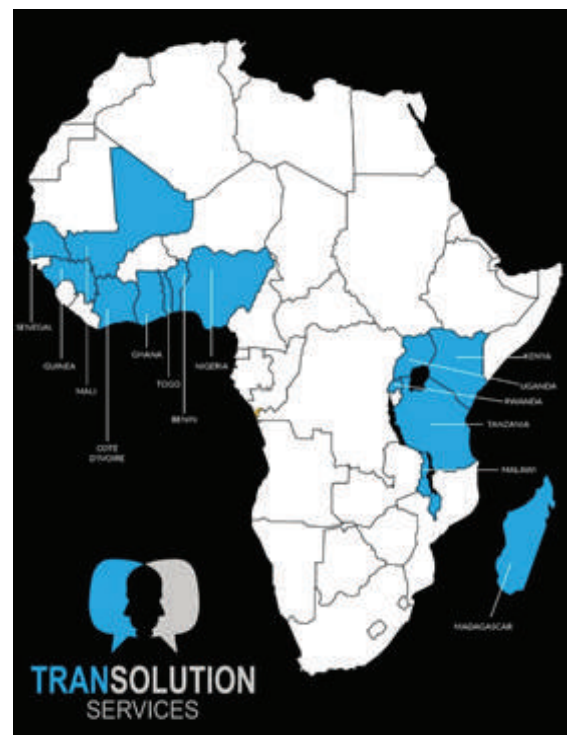


# Who Are We ?

Transolution Services Africa Limited is a multi-award winning firm that prides in being a champion of transforming lives, sharpening leadership management skills and challenging businesses to achieve their potentials.

We work with a variety of clientele ranging from government, institutions, community-based organizations, young people and senior leadership among others- both locally and internationally. Our goal is to help our clients maximize opportunities within their ecosystems.

Through our expertise, we have a presence in 14 countries in Africa.







PASSION LED US HERE

## OUR VISION

To be the leading choice of our clients as a one roof business advisory platform and propel the wealth of our continent.

## OUR MISSION

We pride in championing world class, executive, bespoke services.

## OUR AMBITION

Our clients experience platinum services that ultimately transform them into who they should be - effective.

## OUR ETHICS

We are ethical and professional in all our corporate and civil undertaking and God is our anchor.

# CORE VALUES



➤ EXCELLENCE



➤ TEAMWORK



➤ QUALITY



➤ TIME

# VALUES



# 04

## WHAT WE DO

### We provide solutions in three key clusters:

#### Learning Development And Counselling

Better organizations can only come about as a result of its people being at their best potential. For staff to find the need to work together, put the interest of the company above all else in their interactions, work planning and team engagement, they must be encouraged to and provided with opportunities to first seek to be at their individual BEST in their outlook, strengths, attitudes, perceptions communication and behaviours.

As a NITA certified organization, we offer training and coaching in the areas of: Leadership, Team Development, Customer Excellence, Time & Stress Management, Change & People Management, Sales & Marketing, Communication, Diversity & interpersonal relationships, Entrepreneurship, Self-development, Team Building.

#### Consultancy

We are a group of Chartered Managers, Human Resource Specialists, Law advisors, and Business Development Experts. We provide consultancy in Corporate Strategy Development and Management, Business Development Services, Operation Management, Organization Development, Human Resources Management, Mediation, Counselling and Marketing & Sales.



#### Linguistic Support

With the current globalization and improved networking, organizations are seeking to expand into various trans-national markets, build capacity and enhance their offerings. We help your organization maximize global opportunities while eliminating communication barriers.

We provide translation and interpretation in over 20 international languages.

A strong believer that diversification and globalization are the keys to the future our goal is to help our clients maximize global opportunities while eliminating communication barriers. Through our expertise and understanding of different cultures, we contribute to the growth and development in Africa.

We have worked with local, regional and international companies/NGOs in a number of assignments including: conference interpretation, translation of brochures (promotional materials), letters, training materials, power point presentations, financial documents, reports, minutes, researches, and websites among others.

Our staff has vast experience in the core areas of translation and interpretation. For each assignment, we pool together the best capable team/individual to study, design, implement and evaluate the project.



# M3

People are the organization YET people are the sum of different elements. If organizations, corporations, governments, churches, communities are a representation of what an organization does and how it behaves, then its identity and behavior is created by the people who make it up. The M3 model of TSAL is based on the principle that an organization can only become efficient, effective and productive, if it invests in its people



## Format

M3 combines 3 processes:

**Me:** Refer to a better understanding of self to ensure individuals operate at their best capabilities and maximize personal output;

**Merge:** Alludes to the team work that must be inculcated within the organization to be able to help it achieve...

**Mastery:** Organizational Mastery is achieved once individuals are able to inculcate their skillset and work collaboratively to achieve the organization's goals.

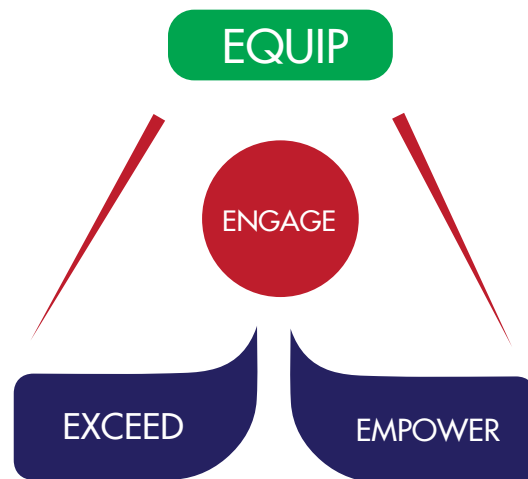
M3 includes a combination of leadership, management and counselling theories.

## Process and Approach

M3 targets every individual within an organization. From officers, managers, leaders, to senior management team- the programme targets the people who make up the identity of the organization.

Our learning programmes support your organization on a journey of transformation at individual, team and organization level to enable you to achieve greater success.





## Engage

We ensure that everyone attending a learning programme understands the reason they are there, the objectives of the learning and what is expected of them after the learning. This provides a safe environment for individuals to feel comfortable to speak up and be heard.



## Empower

Being heard and understood is a powerful yet subtle motivator, allowing individuals and teams alike to act upon the barriers to success through a more effective type of group collaboration, where motivation is generated by and within the group... allowing ordinary people to achieve extra-ordinary things.

## Equip

By developing a safe and trusting environment, the root of issues can be shared, discussed and importantly ideas generated to overcome these. Experiential learning, cutting-edge tools and techniques, appropriate anecdotes and stories are used that bring the learning to life.

## Exceed

By fostering more trust between individuals and facilitating good conversations, we are able to get buy-in and accountability to drive individual and team performance to enable even greater success at individual, team and organizational level to be achieved.

## Our approach consists of the following stages:



M3, our learning development programme offer various programme options for organisations.

**1-hour introductory session:** This is an introductory session that provides participants with a basic understanding of themselves. It emphasises more on the self and how the lack of understanding may affect working and social relationships. This is a short motivational session and used as a demonstration workshop for a selection of management of organisations.

**4-hour better your best personal development session:** This is a half-day workshop that allows participants to explore their personal preferences in terms of how they communicate with themselves and others, what perception is created to others and what assumptions are built as a result of the defined perception. This session offers personal profile reports to participants and uses a combination of theories and activities to explore personalities for individuals in the team.

**Full-day team workshop:** This workshop is a built up of the 4-hour personal development session with a focus on team dynamics, similarities and working together. The exercises help develop specific tools and actions for future group and team development within the organisation. Participants leave these workshops with action steps and assignments for further development.

**Two-day team building programme:** This is a full team development programme utilising the full clarity4D tools along with GROW coaching, ideation management and organisational forward planning. Several other areas of organisation development can be explored in this tailor made workshop.



**3-4 day Organisational Development Programme:** This unique programme is offered in a corporate retreat and delivers as its foundation the full basic and team workshops with tools such as Clarity4D, and team energy maps. It may also be very relevant to project teams either working from different locations or from different organisations (such as in a merger). It highlights key issues of the development of individual executives in management and leadership. It paces participants through practical leadership case studies and explores topics such as team communications, harnessing innovativeness in teams, supervision, as well as leadership planning within business units. It then delves further into topics on stakeholder management, relationship mapping within organisations and explore a value-addition matrix for organisational development.

**Coaching:** Using the GROW coaching model and other OD interventions, this is a 2 hours private session aimed at brainstorming, challenging individuals and defining a strategic approach towards tasks.

**Counselling:** If people are a sum of different elements, then their attitude and actions in the workplace are a direct correlation of those elements. Counselling is a 1/2 hour weekly session where individuals/group are provided with a safe environment to resolve personal, social, or psychological problems and difficulties.



# Some of our CLIENTS





#### Nairobi, Kenya

3rd Ngong Avenue, Upper hill Garden, E03

Phone: +254 735 870 149

Mobile: +254 722 870 149

Address: P.O Box 76245-00508 Nairobi

#### Rwanda, Rugando

Tel:+250 783 148 614

#### Cote D'Ivoire, Cocody

Tel: +225 07 98 47 90 38

#### Dar es Salam, Tanzania,

+255 767 495 540

P.O. Box 12374, plot no 59,  
Bahari Beach.

Email: [info@transolutionservices.com](mailto:info@transolutionservices.com)

Website: [www.transolutionservices.com](http://www.transolutionservices.com)