



FOUNDATION LEADS LIMITED

COMPANY PROFILE

A LEADING CONSULTANCY FIRM

Foundation Leads Limited boasts of expert consultants who bring deep industry knowledge, innovative strategies, and a commitment to measurable outcomes that help our clients thrive.

2025

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CEO/FOUNDER'S MESSAGE



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FLL, is one of the top consultancy firms in Uganda founded in 2015 and formally incorporated in 2018. Our aim has been to be a trusted consulting service provider whose name speaks for its self by contributing to the development of economic activities through our services and solutions. We will strive to create new value in form of shared value which are pivotal in today's dynamic business landscape, offering expertise, strategic insights, and innovative solutions to address various challenges organisations face.

FLL, has continued to grow as a trusted firm for businesses, government, and individual, assisting them in making informed decisions, optimizing operations, and driving sustainable growth. As such, collaborating and growing together with our diverse stakeholders is essential for increase corporate value. Our highly qualified consultants communicate closely with clients, have discussions from multiple perspectives and offering tailored advice and professional service.

We will strive to fulfill our responsibility as a company by continuously creating significant shared value while seeking to address various societal and industrial challenges, based on the spirit of our core values.

COMPANY HISTORY

BACKGROUND

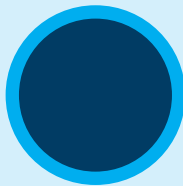
Foundation Leads Limited (FLL), established in 2015, started as a Community Based Organisation focusing on mentorship and training. Over the years, it has evolved into a leading professional multi-disciplinary consultancy Company, legally registered with all and regulated under Uganda's relevant Laws and attendant Regulations. FLL operates with, statutory of Kampala Capital City Authority (KCCA), Trading License, Workplace Certificate of Registration, URA, Public Procurement and Disposal of Public Assets Authority (PPDA), URSB with reg. No. 80020000641718, NSSF and a running partnership MOU with the Federation of Uganda Employers (FUE). We have implemented 50 projects for over 30 clients in the eight of our service area.

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We have provided expert advice, strategies, and solutions to enable organizations improve their performance, address challenges, and achieve their goals. Our customers have received specialized knowledge in areas such as management, finance, technology, or operations, tailoring our recommendations to meet the unique needs of each client.

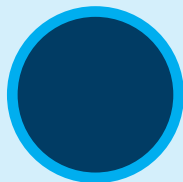
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TRACK RECORD



FLL has proved itself a profound consultancy firm in providing timely efficient and effective consultancy service to its clients, and has not only developed a rich history but incorporated various innovative services into its overall mission to provide reliable consultancy services for building and strengthening Non - Governmental organizations, Government Ministries, Departments & Agencies, and Companies in their Operations.

EXPERIENCE



With over thirty (30) specialist consultants in Project Management, Information Communication Technology (ICT), Entrepreneurship development, Research, and Management Consulting, providing a wide range of services to both Private and Public Sector clients, FLL manages its programs / projects within Uganda and beyond in a manner that creates visible and measurable change in society.

MISSION & VISION

MISSION STATEMENT

To provide competitive and reliable consultancy services in building and strengthening private and public sector growth by providing cutting-edge consultancy services that empowers organisations and communities across Uganda.



VISION STATEMENT

“To be the lead transformative consultancy firm for holistic and sustainable development in Uganda and beyond, by 2035”



“

We are more than consultants—we are partners in our growth

”



OUR CORE VALUES

PROFESSIONALISM

We value competencies for quality and efficiency in attaining results, with reliability and quality prioritized, amongst other values.

TEAMWORK

We believe in for collaborative effort to achieve common goals, complete tasks most effectively and efficiently.



INTEGRITY, ACCOUNTABILITY, & TRANSPARENCY

We serve our clients with integrity, accountability, and transparency and also encourage and promote the same values in clients' organizations.

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Aligning consulting practices with a broader mission for societal impact and ethical responsibility

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EQUITY & FAIRNESS

FLL strives for access to fair treatment, opportunities, and advancement for all, a proven requirement for organizational growth.

INNOVATION & ADAPTABILITY

We understand and profess that innovation involves continuous improvement in the entire pursuit of any development project or program.



ABOUT US



Our commitment to gender sensitivity and inclusivity drives our approach, ensuring that diverse perspectives shape our Corporate Strategies and solutions for addressing diversity challenges



WHO WE ARE

Foundation Leads Limited (FLL), is a strategy and research consulting firm, which offers evidence-based business advisory programs to assist executives and start up businesses on issues of strategy, development as well as day-to-day operations. We are a team of over 30 highly qualified and widely experienced local and international consultants. We assist corporate businesses, research institutions, public sector institutions and non-governmental organisations to successfully develop, implement, manage and deliver tailor-made customized solutions to cater for their strategic and operational needs.

OUR OBJECTIVES

The company's primary objective is to provide high-quality and innovative solutions to client's problems, ensuring maximum client satisfaction. Our aims are to among others pinpoint opportunities for change and help implement changes; provide training and resources to staff and management; bring out-of-the-box ideas to refresh processes or establish workflows, and assist in business planning and creating new businesses.

HOW WE HAVE IMPACTED WOMEN'S ENTREPRENEURSHIP

We are proud to have empowered hundreds of aspiring women entrepreneurs through comprehensive training programs focused on building skills, confidence, and business acumen. By providing hands-on workshops, mentorship opportunities, and access to essential resources, we have helped women launch and grow successful businesses across diverse industries. This accomplishment reflects our commitment to fostering inclusivity, promoting gender equality in business, and supporting women in realizing their full entrepreneurial potential. Each program participant is a testament to the impact of targeted training and support, contributing to a thriving community of women-led businesses.

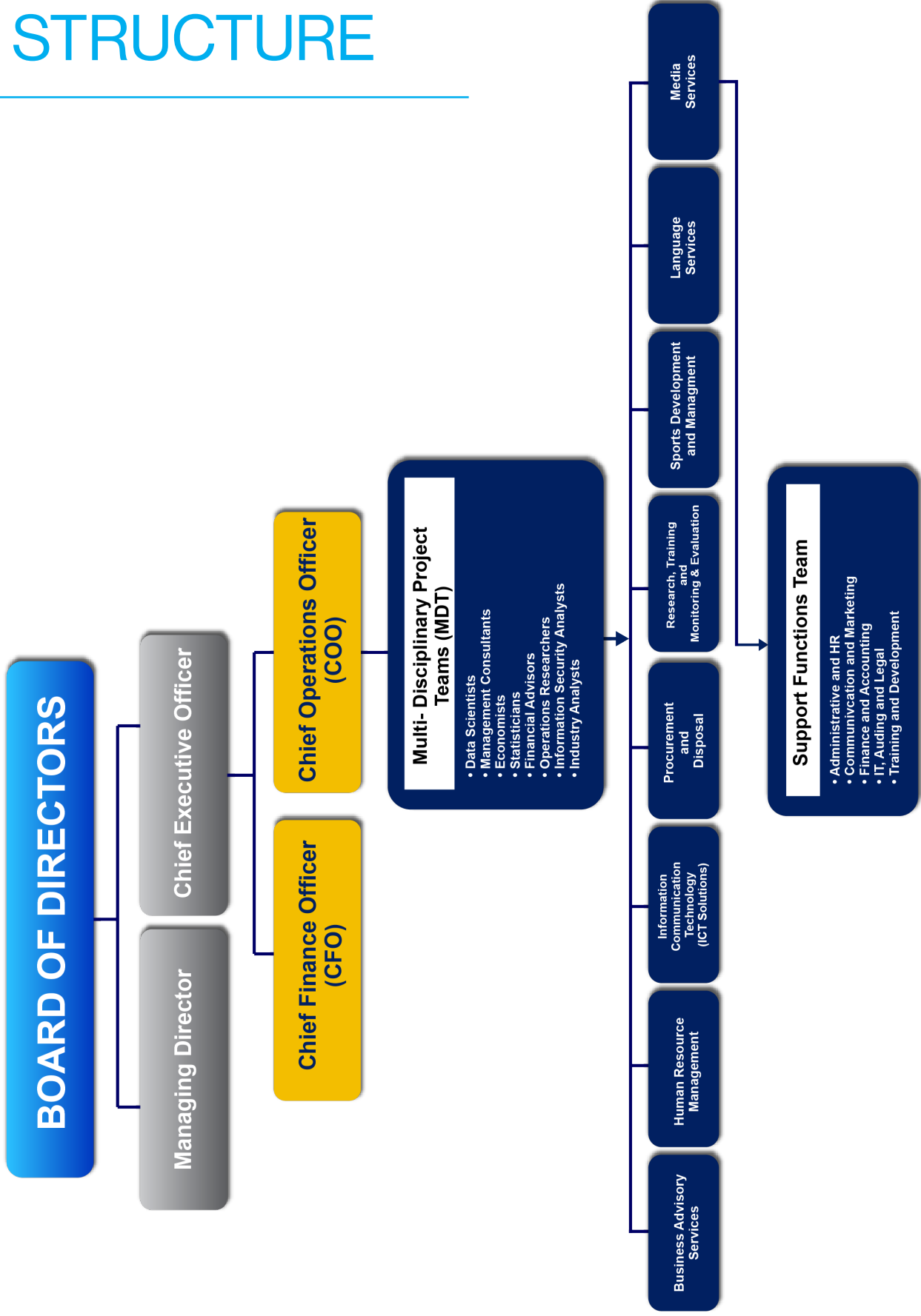
WHAT WE DO

We provide specialized services in research, management consulting advising on strategic planning, Entrepreneurship development, organizational structure and operational efficiency, ICT consulting, providing expertise in information technology, including system implementation, cyber-security, digital media services and software development, human resource consulting offering HR practices, talent management and employees' relations guidance, marketing consulting helping businesses with marketing strategies, branding, and market research.

OUR ACCOMPLISHMENTS

FLL has successfully completed a number of projects across various sectors, including development of strategic survey tools on pay and benefit, research on informal workers, and social dialogue, development of life skill modals and approaches, organizational structural review, development of strategic plans, recruitment services, functional analysis, review and development of job descriptions, training on corporate governance, among other accomplishments.

COMPANY STRUCTURE



OUR BOARD

LEADERSHIP

Our board is a dynamic group of leaders united by a shared commitment to driving innovation and sustainable growth. Comprised of industry experts, visionary thinkers, and dedicated advocates, our board combines strategic insight with a deep understanding of our mission. Together, we not only steer the organization toward achieving its goals but also champion values that inspire trust, inclusivity, and impact. Our board's focus is not only on what we do today but on creating lasting change that will shape a brighter, more resilient future for our community.



PROF. DAVID OKELLO OWINY
DEPUTY VICE CHANCELLOR (ACADEMIC AFFAIRS)
(GULU UNIVERSITY)

BOARD CHAIRMAN

Email: owinyd@gmail.com
Tel: +256 414 341254
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MRS. SPECIOZA MUKAZI
(PROCUREMENT SPECIALIST)

VICE CHAIRPERSON

Email: [mspecy2004@yahoo.com](mailto:mscopy2004@yahoo.com)
Tel: +256 414341254
+256 772 614157

AN OVERVIEW OF OUR BOARD'S ACCOMPLISHMENTS

Our board has successfully steered our consulting company toward remarkable growth and industry recognition through strategic leadership, innovation, and a client-centric approach. Under their guidance, we have expanded our service offerings, enhanced operational efficiency, and built a diverse portfolio of high-impact projects. Their commitment to excellence and sustainable growth has positioned us as a trusted advisor in the market, enabling us to deliver measurable results for our clients and foster long-term partnerships. The board's vision has been instrumental in driving our mission forward and elevating our reputation within the consulting industry.

*“Strategic Insight,
Exceptional Outcomes”*

MANAGEMENT TEAM



MR. LAMEX OMARA APITTA
MANAGING DIRECTOR



Mr. David WASIKE (PhD)
Head of Strategy



Mr. Rogers MUWONGE
Head Human Resource



Dr. Aduwo Jennifer Rose (PhD)
Head ICT



Counsel Novy Norin ACEN
Company Secretary



Mr. Martin MUNU (PhD)
Head of International Trade
and Commerce



Dr. Washington OKORI (PhD)
Computer & Information Research
Manager



Mr. Aggrey Amwonya
Finance Manager



Ms. Lydia Joyce AKOL
Administrative Assistant



Mr. Joshua OKINO
Business Development
Manager

OUR SERVICES

Our consulting services reflect a lot of emphasis on personalized support and strategic insights that consulting services provide, aiming to resonate with clients seeking long-term success and growth.



HUMAN RESOURCE MGT., HUMAN CAPITAL DEVELOPMENT & MGT., CONSULTANCY

Our HR consulting services provide expert guidance to build, manage, and optimize your most valuable asset: your people. From talent acquisition and retention to leadership development and workforce optimization, we tailor our solutions to meet your unique needs.

**Transforming
Workplaces,
Empowering
People, Driving
Success**



INFORMATION AND COMMUNICATION TECHNOLOGY SOLUTIONS (ICT)

Our ICT services provide a comprehensive suite of solutions designed to streamline operations, and secure your data. We help businesses adapt, innovate, and stay resilient.

**Empowering
Innovation,
Connecting
Tomorrow**

BUSINESS ADVISORY SERVICES

With a team of experienced advisors and a deep understanding of your industry, we deliver tailored solutions that help streamline operations, enhance profitability, and fuel sustainable growth.



PROCUREMENT AND DISPOSAL (SUPPLIES, BID PREPARATION, WORKS & SERVICES)

With our expertise, data-driven strategies, and global network, we transform procurement into a powerful tool for organizational growth. Partner with us to elevate your procurement operations and achieve sustainable, measurable results that boost your bottom line.

**Streamlining
Supply, Delivering
Excellence**



RESEARCH, TRAINING AND MONITORING & EVALUATION CONSULTANCY

We develop customized frameworks that enable you to track progress, measure outcomes, and align initiatives with your strategic goals. By partnering with us, you gain the clarity, accountability, and actionable knowledge.

**Insight-Driven
Solutions,
Measurable
Impact**

SPORTS DEVELOPMENT & MANAGEMENT

In the field of sports, we provide a holistic approach to building successful sports programs and organizations—from grassroots development to elite performance. We specialize in enhancing operations, optimizing athlete development, and engaging communities to maximize participation and visibility.



LANGUAGE SERVICES

Our language services provide precise, culturally fluent translations, interpretations, and localization solutions tailored to your industry. We ensure that your message resonates with diverse audiences and meets the highest standards of quality.

**Connecting
Cultures, One
Word at a Time**



MEDIA & EVENTS MANAGEMENT SERVICES

From creative development and video production to digital marketing and analytics, we bring your brand's vision to life with compelling narratives that resonate across platforms. Whether you're launching a campaign, building brand awareness, we partner with you to amplify your message and achieve measurable results.

**Crafting
Moments,
Amplifying
Messages**

BUSINESS ADVISORY SERVICES

1

EXIT STRATEGIES &
SUCCESSION PLANNING

FLL formulates appropriate exit strategies or succession plans that map out and considers every aspect of the business in order to achieve clients' desired exit outcome. We also guide clients on decisions about who will lead their business into the future, and who will take ownership of it.

2

FINANCIAL
MANAGEMENT

Assessing and improving the financial health of the business, including budgeting, forecasting, cash flow management, and investment analysis. Partner with us to navigate complex financial challenges and build a resilient, prosperous future for your business

3

RISK ASSESSMENT

Investing in a comprehensive risk assessment today means securing our growth and ensuring that we remain agile in an ever-changing environment. Let's prioritize this essential step to navigate uncertainties with confidence and drive our success.

4

OPERATION
OPTIMIZATION

Identifying and assessing potential risks that may impact the business and developing strategies to mitigate or avoid them. Let's embrace this opportunity to innovate, eliminate waste, and position ourselves as industry leaders.

5

TAX COMPLIANCE &
FINANCIAL REPORTING

FLL professionals support clients to meet a wide range of tax reporting requirements related to transfer pricing; and corporate, fund, in-direct, customs, income, property, and flow-through taxes. We can help you critically analyze the tax strategy and compliance.

ENTREPRENEURSHIP TRAINING SERVICES

Are you ready to unlock your potential and turn your ideas into reality?

Our entrepreneurship training program offers you the essential skills, knowledge, and mindset to thrive in today's competitive landscape. With expert-led sessions, hands-on experience, and a supportive community, you'll learn how to navigate challenges, innovate, and drive your vision forward. Whether you're a seasoned business owner or just starting out, this training will empower you to transform your passion into a successful venture. Join us and take the first step toward building the future you've always dreamed of!



Foundation Leads Limited (FLL) is a committed pioneer to fostering economic growth and development in Uganda through strategic engagements centered around entrepreneurship. With a deep-rooted belief in the transformative power of entrepreneurship, FLL engages partners and stakeholders to contribute in developing designs and implement strategies aimed at equipping individuals and communities with the knowledge, skills, and resources needed to thrive in the entrepreneurial landscape.

Imagine waking up each day excited to pursue your dreams, equipped with the tools and knowledge to turn your ideas into reality. Our entrepreneurship training program is designed to ignite your passion, equip you with essential skills, and connect you with like-minded individuals. Whether you're just starting out or looking to scale your business, this is your opportunity to transform ambition into achievement.

INNOVATE. **INSPIRE.** IMPACT.

The subsequent list provides highlights of our entrepreneurship training services. Let's embark on this journey together and transcend your business goals.

01

ENTREPRENEURSHIP TRAINING PROGRAMS

- **Comprehensive Entrepreneurship Courses:** Tailored training programs designed to equip aspiring and existing entrepreneurs with essential skills in business planning, financial management, marketing strategies, and more.
 - **Specialized Workshops:** Targeted workshops focusing on specific aspects of entrepreneurship such as digital marketing, leadership development, and start-up funding.
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02

MENTORSHIP AND COACHING

- **One-on-One Mentorship:** Personalized guidance from experienced entrepreneurs and industry experts to support individuals in navigating challenges and maximizing opportunities.
 - **Group Coaching Sessions:** Interactive sessions providing peer-to-peer learning opportunities and fostering a supportive entrepreneurial community.
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03

BUSINESS DEVELOPMENT SUPPORT

- **Access to Funding:** Facilitating connections with investors, financial institutions, and funding opportunities to help entrepreneurs secure capital for business growth.
 - **Market Access:** Assisting entrepreneurs in accessing markets, both local and international, through networking events, trade fairs, and market research support.
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04

POLICY ADVOCACY AND RESEARCH

- **Advocacy Initiatives:** Engaging with policymakers and stakeholders to advocate for policies that foster a conducive environment for entrepreneurship and economic development.
 - **Research and Insights:** Conducting research to generate valuable insights into entrepreneurship trends, challenges, and opportunities in Uganda.
-

HUMAN RESOURCE MANAGEMENT CONSULTANCY

A Comprehensive support for every stage of the employee journey. Partner with us in the listed areas for strategic HR insights and solutions.

WORKLOAD ANALYSIS

We support organizations in determining optimal manpower requirements, establish the right procedure for predicting and planning for future workforce needs, the business, and pertinent skills requirements. We design effective systems for understanding workload regimes the amount of workload to be assigned and expected to be completed within specific time periods.

ORGANIZATIONAL ASSESSMENT

We focus on creating excellent work environment, encouraging our clients to have a planned and systematic review of their organizations policies and Strategic Plans to guide the development of recommendations and action plans to support the achievement of organizational objectives.

TRAINING OF TRAINERS (TOT)

FLL maintains a flexible model for Training of Trainers (ToTs), meant to engage Master Trainers in coaching new trainers that are less experienced in particular competencies or skills areas within the scope of the assignment. We focus on a holistic approach in these trainings offered to individuals, public entities, and private sector organizations.

STRATEGY, AND POLICY ANALYSIS

We advice organizations on identifying needs, gathering information, drafting, consulting, and reviewing strategic policy and statutory instruments before approval. We advice organizations on adoption of new guidelines. We provide recommendations on policy analysis processes in identifying potential policy options for addressing organizational problems.

Our approach involves deeply analyzing your organizational culture, objectives, and challenges to craft bespoke solutions. Whether it's performance management systems, conflict resolution mechanisms, or employee engagement strategies, our services are designed to align seamlessly with your goals.

VALUE ADDITION THROUGH EXPERTISE AND INNOVATION

With experience in consulting for organizations like UVRI-IAVI and Caritas International Belgium, we combine global best practices with local insights. Our innovative tools and methodologies ensure your organization remains agile and competitive in the face of evolving workplace dynamics.

Our collaborations with esteemed organizations such as the Federation of Uganda Employers, Fixperts Uganda Limited, and the National Council of Sports underscore our expertise in providing strategic, results-oriented services. These partnerships have consistently led to improved performance metrics, enhanced employee satisfaction, and sustainable workplace harmony. Choose Foundation leads Limited for performance and employment relation management services that set you apart. Together, we can build a workplace where excellence thrives, and everyone succeeds.

PERFORMANCE APPRAISAL & PAYROLL MANAGEMENT

We facilitate the creation of organizational environments that enable management to identify, evaluate and develop strategies, to document gaps and improve on them for excellent performance. We support organizations in developing workable process systems to manage the company's employees' salary details, bonuses, deductions, etc.



EMPLOYMENT RELATIONS SERVICES

We provide Human Resource management out-sourcing services for organizations wishing to divest their Personnel management functions, in line with existing labour laws. We also provide internal and external employee recruitment outsourcing services. We technically identify, appraise, carry out due diligence, etc.



ICT SERVICES

We offer streaming engines as services and CDN solutions. We are in partnerships with one of the world best Online TV and Radio development company with the capacity to make our clients broadcast their contents across various platforms 24Hrs all year round. We pride ourselves as one stop firm for providing, training, and consultancy for Internet broadcasting for both TV and Radio. We equally offer our clients customized platforms like (Android App, iOS App, Roku Channel, Apple TV App, Amazon Fire TV, integration to social media Channels), of their own to broadcast their content without restrictions. Our technology helps you to reach the world at a fraction of the cost of setting up a traditional broadcasting company.



IT STRATEGY AND CONSULTING

FLL supports organizations in developing a comprehensive IT strategy that aligns with their business goals and objectives. Our IT consultants work closely with clients to identify their IT needs, evaluate existing systems, and recommend strategies to improve their IT infrastructure.



SYSTEMS INTEGRATION

We can help integrate new IT systems with existing ones. We have experience in integrating enterprise resource planning (ERP) systems, customer relationship management (CRM) systems, and other enterprise software solutions.



NETWORK INFRASTRUCTURE

FLL provides complete network infrastructure services, including design, implementation, and maintenance of local area networks (LAN), wide area networks (WANs), and wireless networks.

We leverage on technology to make life more enjoyable, affordable and meaningful for companies and organisations.



Unlock the Power of Technology with Solutions Tailored for Your Business



In the digital age, businesses need robust, secure, and scalable solutions to thrive. Our cloud storage, software development, and cyber-security services are designed to empower your organization with cutting-edge technology, ensuring seamless operations and fortified defenses.



CYBER SECURITY

FLL supports organizations in developing a comprehensive IT strategy that aligns with their business goals and objectives. Our IT consultants work closely with clients to identify their IT needs, evaluate existing systems, and recommend strategies to improve their IT infrastructure.

Fortify Your Future with Unbreakable Cyber-security



CLOUD SERVICES

We guide clients in migrating their IT infrastructure to the cloud. Our cloud services include cloud strategy and consulting, cloud migration, and cloud management services.

Elevate Your Business to the Cloud—Secure, Scalable, Seamless



SOFTWARE DEVELOPMENT

Our software development team has extensive experience in developing custom software solutions for our clients. We work with clients to understand their unique requirements and develop software solutions that meet their needs.

Crafting Innovative Software, Empowering Your Vision

Partner with us to; Enjoy reliable, scalable, and cost-effective data solutions that ensure accessibility and business continuity while protecting critical assets; Benefit from tailored, user-focused solutions that streamline your processes, enhance efficiency, and deliver exceptional user experiences; and Safeguard your digital infrastructure with proactive, state-of-the-art security measures, minimizing risks and protecting your reputation.

PROCUREMENT & DISPOSAL



In today's world, efficiency and sustainability matter more than ever, we are here to support you in making strategic decisions that not only reduce costs but also maximize value throughout the life-cycle of your resources. Let's transform procurement and disposal into a seamless, value-driven process that supports your mission and enhances your bottom line. Our procurement consulting services are designed to transform your purchasing processes, drive cost savings, enhance supplier relationships, and optimize your supply chain through the following ways:

SOURCING

Sourcing is the backbone of effective procurement, and it can make all the difference in your organization's success. By strategically identifying and evaluating the right suppliers, we empower you to secure high-quality goods and services at competitive prices.

1

2

NEGOTIATION

Our expertise in market analysis and supplier negotiation not only drives cost savings but also fosters long-term partnerships that enhance innovation and resilience. Partner with us to transform your procurement strategy

CONTRACT MANAGEMENT

By meticulously overseeing contract compliance, facilitating clear communication, and proactively addressing potential risks, we help you forge strong supplier relationships and achieve your strategic goals.

3



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*Your Partner
in Strategic
Sourcing
and Asset
Management*

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PURCHASING

Our tailored approach to purchasing ensures you're not just acquiring goods, but strategically investing in quality and efficiency. We analyze your needs, optimize supplier selection, and negotiate favorable terms, empowering you to make informed decisions that enhance your bottom line.

4

5

SUPPLIER RELATIONSHIP MGT.,

We foster collaborative partnerships that drive innovation, enhance quality, and ensure reliability. By investing in these relationships, we help you unlock shared value, mitigate risks, and respond swiftly to market changes

COST MANAGEMENT

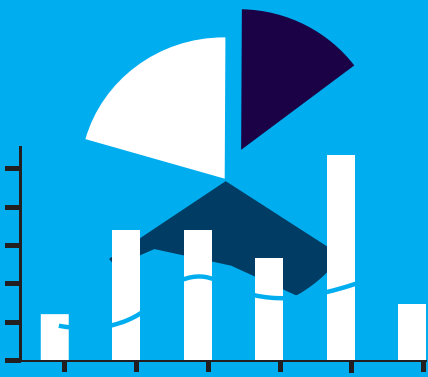
By implementing strategic cost control measures, we help you reduce expenses while maintaining quality and service levels. With our expertise, you can transform procurement from a cost center into a value driver, enabling you to reinvest savings into growth initiatives.

6

RESEARCH

TRAINING, MONITORING & EVALUATION

In today's fast-paced world, organizations thrive on insights that are precise, data-driven, and strategically relevant. FLL excels at turning complex data into actionable strategies that fuel innovation, optimize decision-making, and enhance competitive advantage.



The following entries highlight essential aspects, offering a quick overview of our key research areas for easy reference and understanding:

MARKET RESEARCH

We conduct research on behalf of clients to gather data and insights about their target market. This might include customer surveys, focus groups, and other types of data collection and analysis.

STRATEGIC PLANNING

FLL works with clients to develop strategic plans that align with their overall business objectives. This might involve analyzing market trends, competitive landscapes, and other factors to identify opportunities and threats.

MONITORING & EVALUATION SYSTEMS DEVELOPMENT

Our services include defining the purpose and scope of the M&E; Agreeing with clients on the outcomes and objectives; planning on data collection and analysis, information flow and reporting requirements, reflection processes and events, and the necessary resources.



FUTURE HUMAN RESOURCE TRENDS

To assist our clients in identifying HR trends and assessing HR priorities, FLL focuses on improving the effectiveness of HR leaders and HR managers, employee experience, and preparation for future recruitment and emerging work related demands.



INNOVATION & DIGITAL MARKETING CONSULTING

We support clients in identifying and developing new products, services, or business models. This might involve conducting market research, brainstorming sessions, and other activities to generate ideas and test their viability.



PROJECT PROPOSAL DEVELOPMENT

When it comes to project proposal development, our major focus is to develop fundable projects for our clients. To achieve this, we thoroughly analyze the problems or opportunities. This is then followed by the formulation of a detailed plan, budget, and implementation strategy.



FIRST AID, FIRE SAFETY, EMERGENCY PREPAREDNESS

We provide clients with basic first aid, fire fighting skills, and awareness. These may include fire safety and prevention, equipment usage and limitation, proper handling of equipment, and treatment of minor injuries like burns, broken bones, and sprains.



STRATEGIC LEADERSHIP & MANAGEMENT TRAINING

Effective leadership and management skills are crucial for success. Investing in leadership and management training not only empowers your team with advanced strategies for decision-making, communication, and problem-solving but also boosts morale, productivity, and retention across the board. Our training programs are designed to build leaders who inspire, drive innovation, and navigate challenges with confidence and vision. Equip your team with the tools to excel, adapt, and lead in any situation—making your organization more resilient and future-ready. With our expert-led training, you can transform managers into leaders and build a foundation for sustained growth and excellence. Invest in your team's potential today and watch your organization thrive tomorrow. The subsequent list provides brief descriptions of key leadership and management training services that we offer at FLL. Each entry highlights essential aspects, offering a quick overview for easy reference and understanding.

MANAGEMENT SKILLS

Emphasis is put on creating a dynamic environment, developing society, achieving organizational goals and increasing efficiency in promoting a strategic approach to sustainability.

STRATEGIC THINKING & INNOVATION

To help organizational leaders achieve essential organizational milestone, such as developing new ideas, solving critical problems and improving existing processes, we incorporate vital components of innovation and strategic thinking.

FINANCIAL ACUMEN

With expertise and experience in financial literacy, we equip organizational leaders with the basic financial skills to make good judgment and decisions quickly for their departments and organisations.

LEADERSHIP & MANAGEMENT

Our research-based leadership development services and solutions scale for your needs and can be customized for organizational unique culture.

CORE LEADERSHIP SKILLS

We focus on the fundamentals of core leadership skills such as communication, conflict resolution, self awareness and relationship building that are essential for growth.

TEAM BUILDING & DELEGATION

We provide technical support that equip organizational leaders to appreciate team building and delegation, which are essential to improving overall individual and organizational performance.

CHANGE MANAGEMENT

Our change management training considers a systematic approach to dealing with transition of organizational goals, processes and technology. This facilitates the implementation of strategies for effective adoption of change.

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A transformative training that goes beyond theory and drives real change

”

SPORTS

DEVELOPMENT & MANAGEMENT

**“Building brands
that resonate
with passion and
performance”**



STRIVE, DRIVE, & ALWAYS

THRIVE

In today's fast-paced, health-conscious world, sports and recreation facilities are more than just spaces—they are hubs of community, fitness, and opportunity. Developing and managing these spaces effectively requires expertise, vision, and a keen understanding of what drives both user satisfaction and financial success.

At FLL, we specialize in turning sports facility dreams into thriving realities. With a comprehensive approach that blends cutting-edge design, operational efficiency, and innovative management strategies, we ensure that your investment not only stands out but also generates sustainable returns.



HOW WE CAN SUPPORT YOU

Our team of experts brings decades of experience in sports facility construction and management, offering services that include:

01

STRATEGIC PLANNING

We support clients develop a comprehensive plan to achieve their sports-related goals. This could involve creating a road-map for building a successful sports program or developing a longterm plan for sports facility management.

02

SPORTS PROMOTION AND MARKETING

We support clients plan and manage sports events, including logistics, scheduling, marketing, sponsorship mobilization, contract negotiation and general coordination. We assist athletes with career planning, contract negotiation, and brand management.

03

SPORTS EDUCATION, TRAINING & TOURISM

We support clients plan and manage sports events, including logistics, scheduling, marketing, sponsorship mobilization, contract negotiation and general coordination. We assist athletes with career planning, contract negotiation, and brand management.

04

SPORTS FACILITIES DESIGN & DEVELOPMENT

We work with clients to plan, design, and oversee all sports facilities construction to international sports federation's specifications, and certification, and to meet clients' unique needs. This includes designs, construction supervision, and equipment supply and installation.

LANGUAGE SERVICES

**BREAKING LANGUAGE BARRIERS,
BUILDING CONNECTIONS**

Unlock global opportunities with our comprehensive language services—designed to break barriers and build connections. From precise translations to culturally nuanced interpretations, we ensure your message resonates across borders. Whether you're expanding into new markets or enhancing local engagement, our expert linguists deliver accuracy, clarity, and cultural sensitivity. Trust us to amplify your voice and make every word count.

BRIDGING CULTURES

Our consultants include; linguists, translators, editors, and project managers with expertise in various languages and industries. They have served sectors such as Legal, Health, Technical, Entertainment, Business, Government, and NGOs, providing accurate and culturally appropriate language solutions.



Adapting services, products, websites, software, or marketing materials to fit the cultural and linguistic needs of specific communities, regions, and nations

WHY WORK WITH US

We offer high-quality language services at competitive rates, ensuring you get accurate and reliable translations, interpretations, and localization solutions without exceeding your budget. Our commitment to affordability and excellence guarantees exceptional value for your global communication needs.

BELOW IS A LIST OF OUR KEY LANGUAGE SERVICES



TRANSLATIONS

Our translation services involve converting written or spoken content from one language to another, ensuring that the meaning, tone, and intent of the original message are preserved. We provide these services as human translators, with linguistic expertise and cultural understanding.



COPY EDITING

In offering copy editing services, we review and refine written content to improve its clarity, flow, and overall quality. We check for grammatical errors, spelling mistakes, punctuation, consistency, and adherence to style guides. Our copy editors suggest changes to enhance sentence structure, tone, and readability, ensuring the text is coherent and polished. We focus on both the accuracy and effectiveness of the writing. We offer these services for polishing books, articles, marketing materials, and other professional documents.



INTERPRETATIONS

We convert spoken language from one language to another in real-time or near real-time. With our expertise in this area, we facilitate communication between speakers who do not share a common language, typically in live settings such as conferences, meetings, legal proceedings, or medical appointments.



TRANSCRIPTION

Our transcription services involve converting spoken language from audio or video recordings into written text. We offer these services during meetings, interviews, lectures, legal proceedings, or media content. In doing so, we create records of spoken content, making it accessible, searchable, and easier to analyze. The Academia, legal, medical, business, and media industries have benefited from our transcription services.



PROOFREADING

We review written content to identify and correct errors in grammar, spelling, punctuation, and formatting. The goal is to ensure the text is accurate, polished, and free from mistakes before final publication or submission. In offering proofreading services, we focus on surface-level issues to ensure clarity, professionalism, and correctness in the final version.

Let's start your project!

MEDIA & EVENTS MANAGEMENT SERVICES

“
*Transformative
Success Stories*

”

Our multimedia services have helped clients achieve transformative success through innovative, high-impact projects. One client saw a 50% increase in engagement after we developed a vibrant social media video series tailored to their audience, making their brand stand out in a competitive market. Another client, seeking to enhance internal training, reported a significant improvement in retention and understanding among employees after implementing our custom animated training modules. For a global brand launch, our 3D visualizations and immersive presentations generated a buzz that led to unprecedented market reach and customer interest. These success stories illustrate how our multimedia solutions don't just tell stories—they create experiences that drive lasting results.



**WE ENSURE IT'S
HEARD BY THE RIGHT
AUDIENCE**

Unlock the full potential of your brand with tailored media strategies that resonate, engage, and inspire. At FLL, we don't just amplify your voice—we ensure it's heard by the right audience at the right time. Our expert team combines cutting-edge media insights with hands-on experience to craft campaigns that drive results and build lasting connections. Let's transform your story into compelling narratives that elevate your brand and accelerate growth. Choose us as your media partner, and watch your influence expand!

MANAGEMENT OF TV PRODUCTION COMPANIES

We provide expert management services for TV production companies, handling all operational aspects to ensure smooth and efficient production processes. Our services include talent management, scheduling, budgeting, and logistics.

1

ARTICLES AND SCRIPT WRITING SERVICES

Our team of professional writers' crafts engaging and informative articles and scripts tailored to your needs. Whether you require content for TV shows, documentaries, corporate videos, or on-line platforms, we deliver high-quality writing that captivates your audience.

2

CONTENT WRITING

Our team of professional writers' crafts engaging and informative articles and scripts tailored to your needs. Whether you require content for TV shows, documentaries, corporate videos, or on-line platforms, we deliver high-quality writing that captivates your audience.

3

WHITE LABEL MEDIA SERVICES

With our white label media services, you can offer a full suite of multimedia solutions under your brand. We provide end-to-end services, including production, editing, and content creation, ensuring your clients receive top-tier results without compromising your brand identity.

4

DEEP AUDIENCE UNDERSTANDING

Businesses that harness the power of strategic media can elevate their brand, engage their audience, and drive measurable results. Our comprehensive media services offer tailored solutions that amplify your message across multiple platforms, ensuring your content reaches the right people at the right time. By investing in our expertise, you'll not only enhance your visibility but also build lasting relationships with your customers. Let us help you transform your media presence and unlock your brand's full potential.

5

VIRTUAL 24/7 TELEVISION

We empower you to establish and run your own independent virtual television and streaming services, ensuring seamless 24/7 operations. Our solutions are designed to provide uninterrupted broadcasting, offering your audience continuous access to high-quality content.



6

MOBILE & WEBSITE TV DEVELOPMENT

Our expertise extends to developing custom mobile apps and websites for TV streaming. We create user-friendly and feature-rich platforms that allow your audience to access your content seamlessly on any device.



7

PHOTOGRAPHY SERVICES

Capture your moments with our exceptional photography services. We offer a range of professional photography solutions, including event coverage, portrait sessions, and commercial photography, ensuring stunning visuals that tell your story.



Elevate your brand's impact and reach with innovative media solutions that make a difference. We specialize in crafting powerful media strategies that turn attention into engagement and engagement into loyalty. Whether you're launching a new product or amplifying your brand's presence, we bring a wealth of expertise and a tailored approach to ensure your message resonates with your target audience. Partner with us to drive growth, spark conversations, and build a brand that truly stands out.



8

VIDEOGRAPHY SERVICES

Our videography services deliver captivating video content that meets your specific needs. We cover events, corporate functions, promotional videos, and more, ensuring each project is executed with precision and creativity.



9

VIDEO EDITING SERVICES

Our skilled video editors transform raw footage into polished, compelling content. We offer a full range of editing services, including color correction, audio enhancement, special effects, and more, to ensure your final product is of the highest quality.



10

ANIMATION (2D/3D)

Bring your ideas to life with our cutting-edge 2D and 3D animation services. We create visually stunning animations for various applications, including advertisements, explainer videos, educational content, and entertainment.



WHY CHOOSE US?

Our team will always listen to your needs and adapted their approach to fit your specific challenges. We are committed to building trust as a long term investment in your success.

Foundation Leads Limited brings you expertise and professionalism to every meeting. Our ability to understand complex problems and offer clear, actionable solutions will bring you all the difference in your project. We uphold ethical standards, deliver on promises, and maintain confidentiality. FLL offers insights difficult to consider, which could help you see the bigger picture, enabling you to approach your challenges in innovative ways.



The ease of working with our dedicated team assures clients of predictable and timely project outcomes, guaranteeing satisfaction at all stages of project implementation.



WHY YOU SHOULD CHOOSE US



EXPERTISE AND INDUSTRY KNOWLEDGE

- Our team consists of seasoned experts with in-depth knowledge of a diverse range of industries, ensuring clients receive the highest level of insights and guidance.
- With years of experience, we stay on top of industry trends, innovations, and challenges, bringing fresh, relevant perspectives to our clients



INNOVATIVE PROBLEM-SOLVING

- Our team leverages cutting-edge tools, techniques, and technology to develop creative and effective solutions.
- We embrace innovation as a core strength, approaching each challenge with flexibility and resourcefulness to find the best outcomes.



TRANSPARENT COMMUNICATION AND ACCOUNTABILITY

- We prioritize open, transparent communication, keeping you informed every step of the way.
- We take responsibility for outcomes, consistently tracking progress and making adjustments as needed to meet targets.



FOCUS ON LONG-TERM PARTNERSHIPS

- We view every project as an opportunity to build a lasting relationship, supporting our clients in the long term.
- By focusing on sustainable, impactful solutions, we aim to be your trusted partner for years to come.

WHAT THEY SAY



EFFICIENT & IMPACTFUL COLLABORATION

“FLL took up a huge and multi-challenging task that involved a review of policy documents and translation a compendium of costed services delivery into six selected local languages for the Ministry of Public Service, which they satisfactorily completed. From start to finish, they made the process easy, straightforward, and our satisfaction was brought to a maximum. It was a pleasure to work with them, and we’d recommend them to anyone looking for top-tier consulting.”

MR. OJOK FRED ONGOM
COMMISSIONER PUBLIC SERVICE INSPECTION & QUALITY ASSURANCE

MINISTRY OF PUBLIC SERVICE - UGANDA
 TEL: +256 779 459 642
 EMAIL: fredojok138@gmail.com

STRATEGIC INSIGHTS & PROBLEM SOLVING

“Foundation Leads Limited truly understands the complexities of our industry. They didn’t just offer solutions—they took the time to understand our challenges, guiding us to practical, innovative strategies we hadn’t considered. Our entire team is grateful for their expertise”

DR. BRENDA OKECH
 EXECUTIVE DIRECTOR
UGANDA VIRUS INSTITUTE – INTERNATIONAL AIDS VACCINES INITIATIVE (UVRI-IAVI)
 EMAIL: bokech@iavi.or.ug
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COMMITMENT TO CLIENT SUCCESS

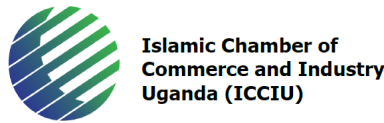
Partnering with FLL has been a transformative experience for our organization’s human resources. Their expertise in HR development enabled us to build a robust talent strategy, refine our training programs. We were able to streamline our on-boarding process, and create clear pathways for employee advancement. We highly recommend FLL for any organization looking to elevate its HR capabilities

MR. JOHN NUWAGABA
GENERAL MANAGER
ANKOLE COFFEE PRODUCERS AND COOPERATIVE UNION
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CLIENTS

A DIVERSE CLIENTELE COMPRISING LOCAL, REGIONAL AND INTERNATIONAL CLIENTS

FLL is privileged to serve a diverse clientele that spans local, regional, and international markets. From small businesses and startups to large corporations and government entities, our clients represent a wide array of industries and sectors. This diversity enriches our perspective, allowing us to tailor solutions that meet varied needs while adhering to industry-specific and cultural nuances.



PICTORIAL



ANNEX

We take pride in offering a comprehensive range of consultancy services tailored to meet the unique needs of our clients. Below, you'll find a brief overview of the consulting services we have provided.

Assignment	Consultancy Assignment Overview	Client	Period	Country
Development of Strategic Survey Tools on Pay and Benefits	In executing this assignment, we conducted a Salary Survey of Pay and Benefits. The survey was conducted between August to November 2019 on behalf of the Federation of Uganda Employers (FUE). The project's overall aim was to provide the Federation of Uganda Employers with a complete picture and understanding of Pay rates and Benefits in all sectors of the national economy.	The Federation of Uganda employers (FUE)	August to November 2019.	Uganda
Organizational Structural Review	Our Job in this assignment was to review the client's organizational structure, job grading and salary structure, a task we satisfactorily completed with the submission of a comprehensive review report.	CARITAS Moroto and Kotido	June to August 2019	Uganda
Development of Business Agenda	We developed the Business Agenda for The East Africa Employers Organization, which was instrumental in helping the client to design and provide a clear direction for Lobbying, and Advocacy.	The East Africa Employers Organization (EAEO)	July to Feb 2019-2020	Tanzania
Research on Informal Workers and Social Dialogue	In this a assignment, FLL carried out an extensive research to understand informal workers and their engagement in Social Dialogue (Uganda as a case study). The purpose of the research was to provide insights into the Social Dialogue (SD) mechanism, the bargaining strategies adopted, and their impact on the livelihood of informal workers.	Netherlands Trade Union Confederation (UNCTAD), Mondale.	August- November 2019	Uganda
Data Collection and Stakeholders Engagement	We facilitated data collection and stakeholders' research, which aimed to inform Policy Development on Regional Trade Policy.	East Africa Community (EAC)	July 2019	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Entrepreneurship Development	This assignment involved providing training on key areas such as business planning, market analysis, financial management, and leadership, as well as strategies for innovation and scaling operations. By providing practical insights and hands-on experience, we aimed to foster creativity, enhance business acumen, and equip participants with the confidence to navigate the challenges of entrepreneurship, which would ultimately driving sustainable success in their ventures.	Do Group Company Limited	January - May, 2020	Uganda
Development of Life Skills Modules and Approaches	In delivering this consultancy service, FLL contributed to the development of life skills by conduct an extensive research, which supported the Development of Life Skills Modules and Methods for Teachers and Out-of-School Learners in both Non-formal and Formal Educational settings.	Oxfam International Novib	January - March, 2020	Uganda
Financial Literacy and Investment planning	FLL equipped selected entrepreneurs to make sound financial decisions, plan for the future, and navigate the complexities associated with the business environment. In the course of this project, we provided a diverse range of training programs in areas such as financial literacy, business management practices, client acquisitions etc.	Micro Foundation for Development Innovation Limited (MiFDI)	August - September, 2020	Uganda
Strategic Plan Development	In this assignment, FLL developed a Strategic Plan for Community Focus International for 2020/2025. The purpose of the this assignment was to provide guidance to the client on formulating strategies for strategic goals attainment.	Community Focus International	July 2021 – March, 2022	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Assessment of Child Labour along the Coffee and Tea Value Chains in Mbale and Hoima.	Our task in this assignment involved conducting research/survey to ascertain the extent of Child Labour in the context of coffee and tea farms/ estates in Hoima and Mbale Districts. The aim was to determine the scale and scope of the child labour problem, identify the Trigger Factors, characterize the Legal and Regulatory Frameworks for Elimination of Child Labour and provide recommendations for enhancing effectiveness of the legal and regulatory frameworks against Child Labor.	Federation of Uganda Employers (FUE), in partnership with International Labour Organization (ILO)	February, 2021	Uganda
Business Development and Sustainability	We provided support to POP Human Resource and Management Consult in providing training on change management and communication for selected start ups in Apac and Lira. Our corporate strategic aims reflects a lot of consideration for supporting young entrepreneurs.	Pop Human Resource and Management Consult	June - July, 2021	Uganda
Development of Strategic Concept Paper on Small and Medium Enterprise (SMEs)	FLL successfully developed a Strategic Concept Paper on Small and Medium Enterprise (SMEs) innovations to promote and provide inclusive training and bridge the communication gap amongst SMEs in Uganda through an e-learning approach.	The Federation of Uganda Employers (FUE)	May, 2021	Uganda
Strategies and Communication Skills development	FLL provided essential skills in setting goals and milestones, exploring key mentorship functions and processes for business growth among the youth and women.	Amariatek Foundation	November - December, 2022	Uganda
Human Resource Functional Review	In this assignment, we carried out a functional review of Human Resource Management System. The assignment was undertaken in association with POP Human Resource and Management Consult. We conducted a comprehensive Human Resource Functional Review for the National Council of Sports, aimed at optimizing HR processes and aligning them with the organization's goals and objectives. The review focused on enhancing efficiency, effectiveness, and strategic alignment in HR operations.	National Council of Sports	March to May, 2022	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Entrepreneurship development	In delivering this consultancy service, FLL provided specialized training for women's groups focused on financial literacy and mindset development. The program aimed to empower participants with essential financial knowledge, covering topics such as budgeting, savings, investment strategies, and financial planning. In addition to technical skills, the training emphasized building a positive financial mindset, boosting confidence, and fostering self-reliance	Goldsmith Finance and Credit Company Limited	May to July 2023	Uganda
Developing Culture of fairness and Impartiality while paying and promoting staff at UVRI- IAVI	We undertook a consultancy assignment for UVRI-IAVI aimed at fostering a culture rooted in fairness, equity, and impartiality. The initiative focused on enhancing organizational practices, ensuring transparent decision-making, and promoting an inclusive environment that values diverse perspectives. In doing so, we carried out a review of Human Resource Management Systems. The assignment necessitated carrying out a comprehensive technical salary scale grading review and developing new ones.	Uganda Virus Research Institute - International Aids Vaccine Initiative (UVRI - IAVI)	May to June 2022	Uganda
Technical Advice, Training of Trainers (ToT) for Employers & Capacity Building	In implementing the Training of Trainers (ToT) program, we provided consultancy assignments aimed at enhancing the effectiveness and impact of training delivery. These assignments focused on: <ul style="list-style-type: none"> Providing technical advice and conduct ToT for employers' organization to train their members on responsible business conduct and compliances. Conducting capacity building training focusing and strengthening aspects of due diligence mechanism (commitment, risk analysis and impact assessment, integration of preventive and mitigation measures into business operations, monitoring, communication, remediation) of private sector stakeholders by integrating child labor in the human rights due diligence approach. 	International Labour Organization (ILO)	17th August 2022 to 22nd September,	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Development of Strategic plan	We provided consultancy services to develop a comprehensive five(5)-year strategic plan for Holistic Organisation to Promote Equality (HOPE). The plan was designed to advance HOPE's mission of fostering equality, inclusion, and social justice through targeted initiatives and sustainable growth strategies.	Human Rights Awareness & Promotion Forum – Uganda (HRAPF)	24/AUG - 29/SEPT, 2022	Uganda
Comprehensive restructuring of the human resources management	We conducted a Comprehensive Restructuring of Human Resource Management to enhance organizational efficiency and align HR functions with Goldsmith's strategic goals through a comprehensive restructuring of its human resource management system. The aim was to enhance organizational efficiency and align HR functions with Goldsmith's strategic goals through a comprehensive restructuring of its human resource management system. The outcomes of this assignment were as follows: <ul style="list-style-type: none"> Streamlined HR processes leading to improved operational efficiency. Enhanced employee engagement and productivity through clear role definitions and performance expectations. Strengthened leadership capacity and workforce alignment with organizational goals. 	Goldsmith Finance and Credit Company LIMITED	Nov / 2023	Uganda
Development of Strategic plan	We developed a tailored strategic plan designed to address the client's unique challenges and position them for long-term success. The strategic plan delivered is structured around key priorities, with a focus on growth, operational efficiency, capacity building etc., and is built on a foundation of actionable insights, innovative strategies, and measurable outcomes.	UVRI- IAVI	Sept/2024	Uganda
Entrepreneurship development	FLL implemented a skills development training program tailored for small and medium women-led businesses. The training equipped participants with business management and leadership skills, financial literacy, and digital marketing skills, empowering them to navigate challenges confidently and seize new opportunities.	Youth for Life Tree Planting Limited	Nov/2023	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Recruitment and Research support	We provided comprehensive Recruitment and Research support to Chitzo construction and procurement consultants Limited, designed to streamline talent acquisition and enhance decision-making through data-driven insights.	Chitzo construction & Procurement Consultants LIMITED	March - July, 2023	Uganda
Recruitment Services	<p>FLL delivered end-to-end Recruitment Outsourcing services to ACPCU, enabling them to focus on core business operations while we managed their talent acquisition needs.</p> <p>Key Services Delivered:</p> <ul style="list-style-type: none"> • Full-Cycle Recruitment Management: Handled the entire recruitment process, from job profiling and candidate sourcing to on-boarding. • Customized Talent Acquisition Strategy: Developed a tailored recruitment strategy aligned with the client's culture, goals, and industry demands. • Access to a Diverse Talent Pool: Leveraged our extensive network and advanced sourcing techniques to identify and attract top talent. • Process Efficiency & Cost Savings: Streamlined the recruitment process to reduce time-to-hire and optimize recruitment costs. • Compliance & Reporting: Ensured adherence to industry regulations and provided detailed reporting on recruitment metrics and outcomes. <p>Additionally, FLL created Job descriptions and Job offers; Conducted effective interviews; Optimized Job-posting and Performed background checks. We also conducted on-boarding, which among others involved carrying out procedures to effectively integrate new employees into the organization.</p>	Ankole Coffee Producers Cooperative Union Limited (ACPCU)	2023	Uganda
Review of Human Resource Policy	We conducted a comprehensive review of Human Resource (HR) policies for the Church of Uganda, aimed at enhancing alignment with best practices, legal compliance, and organizational goals. This HR policy review equipped the client with a more robust, compliant, and employee-centric framework, positioning them for sustained organizational success and workforce engagement.	Church of Uganda	2018	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Review of Human Resource Policy	<p>FLL conducted a human resource policy review for new job descriptions and specifications which contributed to the development of clear, concise, and accurate job descriptions and specifications.</p> <p>The key Focus Areas were: Policy Assessment & Gap Analysis; Compliance & Risk Management; Employee Experience & Engagement; and Diversity, Equity, & Inclusion (DEI)</p> <p>The implementation Recommendations included:</p> <ul style="list-style-type: none"> Actionable recommendations with a road-map for policy updates and continuous improvement. Training programs to ensure consistent application of revised policies. 	Federation of Uganda Employers and selected members	2023	Uganda
Review of Human Resource Policy	<p>We conducted a comprehensive review of the Human Resource Policy Manual for the Local Government Finance Commission, focusing on enhancing policy alignment with regulatory standards, operational effectiveness, and workforce engagement. This review positioned the Local Government Finance Commission to achieve greater compliance, operational efficiency, and employee satisfaction, ensuring a more effective HR management framework.</p>	Local Government Finance Commission	2023	Uganda
Entrepreneurship development	<p>FLL delivered customized entrepreneurship development training for Fixperts Uganda Limited, designed to equip participants with the skills and knowledge needed to drive business growth and innovation. The key components of the training included the following:</p> <ul style="list-style-type: none"> Business Planning & Strategy Development: Guided participants in developing comprehensive business plans, focusing on market analysis, competitive positioning, and financial forecasting. Innovation & Opportunity Identification: Provided tools and techniques to identify market opportunities and foster innovation in products, services, and business models. Financial Management & Sustainability: Delivered training on budgeting, cash flow management, and funding strategies to ensure long-term business viability. Marketing & Customer Engagement: Enhanced participants' understanding of branding, digital marketing, and customer relationship management to drive market presence. 	Fixperts Uganda Limited	5th February 2024 - 19th February, 2024	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Training and Mentorship	In this consultancy assignment, FLL conducted training and mentorship for selected owners of Small and Medium scale Enterprises covering areas such as business growth, profitability, gender parity and sustainability. This training and mentorship initiative strengthened the capacity of the participants to cultivate effective leadership, organizational resilience, and promote sustainable growth.	Federation of Uganda Employers	March - May 2024	Uganda
Entrepreneurship development	This entrepreneurship development training program for management staff focused on key aspects of entrepreneurship that included business planning, financial management, marketing and customer care handling, and development of communication strategy manual. This training empowered Briagy Holdings SMC Limited with the tools to foster entrepreneurial success, enhance competitiveness, and build sustainable business ventures.	Briagy Holdings SMC Limited	10th January, 2024 to 14th January 2024.	Uganda
Capacity Building	We provided consultancy services in the areas of Organisation System Development, Entrepreneurship Development, and Business Management, Consultancy Skills development.	Golden Stars Company Limited	April 10 - 14, 2024	Uganda
Entrepreneurship Development	Entrepreneurship training to facilitate mindset change in the area of Bee value Chain in Northern Uganda Focusing on Financial Literacy and Business Development Planning.	Barkman Best Bees Company Limited	March 2022 to May 2023	Uganda
Corporate Governance Training	Provided consultancy to build capacity of newly appointed board of trustees to oversee the functions of UNCC to ensure it achieves its mandate as stipulated by the UNCC Act of 1959. It was meant to improve the effective management of stakeholder relationships, and navigate the complexities of regulatory compliance	Uganda National Cultural Centre (UNCC)	April 12- 13, 2024	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Corporate Governance Training	Provided induction training for 3rd council members of Lira University on the best Strategic corporate governance practices. In the course of this assignment, FLL covered essential topics such as board roles and responsibilities, risk management, compliance, ethical decision-making, and transparency. By fostering a deeper understanding of governance frameworks and best practices, we supported the client in enhancing their decision-making processes, ensuring regulatory compliance, and building a culture of accountability and trust within the organization.	Lira University	August, 2024	Uganda
Review of Policy Document & Translation Services	FLL took up a huge and multi-challenging task that involved a Review of Policy Documents and Completed the translation of Costed Service Delivery Standards into six local languages (Kiswahili, Luganda, Luo, Ateso, Runyakitara, and Lugbara)	Ministry of Public Service	August, 2024	Uganda
Baseline Survey & Data Analysis	We conducted data analysis, interpretation and reporting for the Project “Humanitarian Protection at Heart of the Action” PROHUMA II. The purpose of conducting this data analysis for Caritas International Belgium was to Provide actionable insights to enhance program effectiveness and resource allocation, in addition to assessing the outcomes of ongoing initiatives to determine their success and areas for improvement.	Caritas-International Belgium, Uganda, East Africa Region	July 17 - November 25, 2024	Uganda
Development of a five-year strategic plan and review of human resource policies	FLL formulated a 5 year strategic plan and strategically aligned the organization's Human resource and operational policies.	Islamic Chamber of Commerce and Industry Uganda (ICCIU)	August - October 2024	Uganda
Capacity Building	We are currently providing Capacity Building Consultancy Services designed to enhance organizational performance, strengthen internal systems, and develop key competencies. These services focus on areas such as leadership development, operational efficiency, governance, and strategic planning.	Islamic Chamber of Commerce and Industry	Ongoing	Uganda

Assignment	Consultancy Assignment Overview	Client	Period	Country
Human Resource Strategic Review	Currently conducting an in-depth organizational review and strategic structural development which among others include a Review of policies and records, Job and Workload Analysis, Performance Appraisal Tools, Review of salaries and development of salary scale.	Ankole Coffee Producers and Cooperative Union (ACPCU)	Ongoing	Uganda



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