

Welcome!

**COMPANY
PROFILE**

OF



FL
FOUNDATION LEADS LTD
INSIGHT. STRATEGY. RESULTS

About Foundation Leads Limited (FLL)



Foundation Leads Limited (FLL), is a Strategy and Research Consultancy Firm, established in 2015 and formally incorporated in 2018.

Offering three core services that include; Human Resource and Development Solutions (HRDS); Business Intelligence, and Advisory Services (BIAS); and Technology, Media & Sustainability Solutions (TMSS).

Notable clients include; East African Employers Organization, ILO, Uganda National Cultural Centre, IAVI-UVRI, Federation of Uganda Employers, Lira University, Ministry of Public Service, Oxfam, Caritas and others.

Mission & Vision

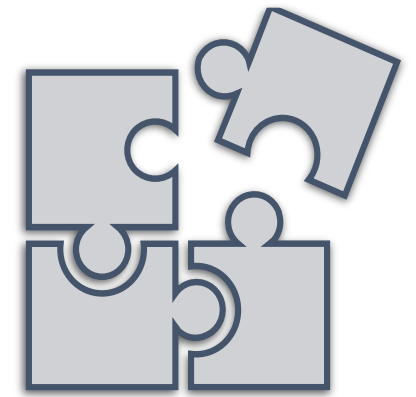
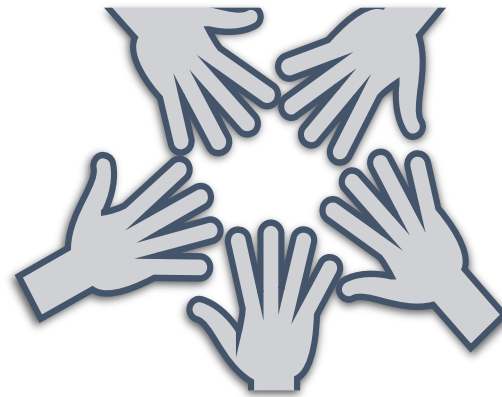
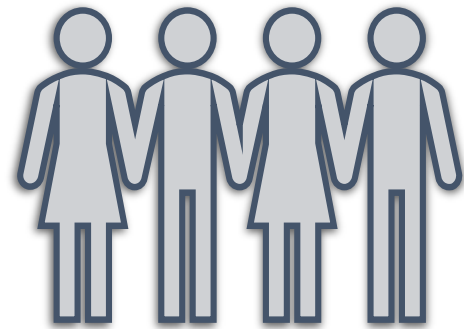
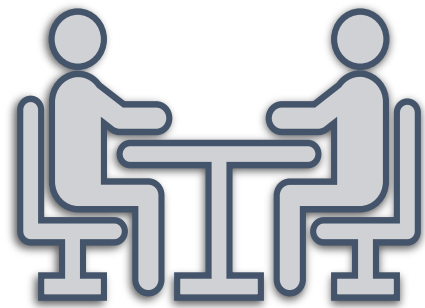
Mission

- To provide consultancy services for excellent private and public sector growth and sustainable development

Vision

- Driving sustainable transformation for a better future

Core Values



Professionalism

Team work

**Integrity,
Accountability
& Transparency**

**Equity &
Fairness**

**Innovation &
Adaptability**

Who we Are

- Foundation Leads Limited (FLL), is a strategy and research consulting firm, which offers evidence - based business advisory. We are a team of 30 highly qualified and widely experienced local and international consultants.

What we do

- We provide specialized services in three core areas; Human resource and Development solutions (HRDS), Business Intelligence and Advisory services (BIAS), and Technology, Media and Sustainability solutions (TMSS). We help our clients adapt to rapid change, implement new technologies, and build resilient business models that can thrive in an uncertain environment.

Our Objectives

FOUNDATION LEADS LIMITED

Company Chart





Core Service Offerings

1

Human Resource and Development Solutions (HRDS)



Technology and data-driven HR

AI-Integration, data-Driven decisions,
HR Technology Upgrades



Leadership and Strategy

Adaptive Leadership, Curriculum design
Human-Centric Approach, Agile and
tailored Strategies



Strategic Workforce Planning and Development

Skill-based development, strategic workforce
Planning and future-ready leadership



Learning and Development

Talent acquisition, retention,
performance management, and
Succession planning.



Workforce configuration for hybrid working models

Location strategy, scheduling,
Role suitability, Technology & Infrastructure



Employee Experience and Culture

Change management, policy analysis, well-
Being & Engagement, Structure design &
optimization, and Culture transformation

2

Business Intelligence and Advisory Services (BIAS)

Applied Research

Market entry and feasibility studies, competitive intelligence & benchmarking, and competitive analysis & risk assessment.

Strategic Research

Trend analysis & future forecasting, industry white papers, and thought leadership.

Data Science and Analytics

Training in data & analytics, e.g. data literacy, advanced research methodology support, and hands-on training with statistical software (SPSS, STATA, among others).

Monitoring and Evaluation

M&E framework design, performance audit & impact assessment (mid term & end of project evaluation), and capacity building.

Entrepreneurship, Enterprise Growth and Services



**Investment
Appraisal &
Business valuation**



**Policy Development
and Governance**



**Strategic Growth
Planning**



**Operational
Management
Support**



**Digital Branding &
Market presence**



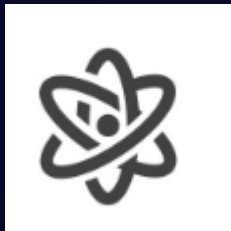
**Corporate
positioning**

3

Technology, Media, and Sustainability Solutions(TMSS)

Reliable IT infrastructure and managed services to facilitate business continuity and scale digital operations.

A. Technology Consulting



Engineering



Application Development



Cloud Computing



ICT consultancy services.



Enterprise Application
ERP & CRP Consulting



Machine Learning and AI

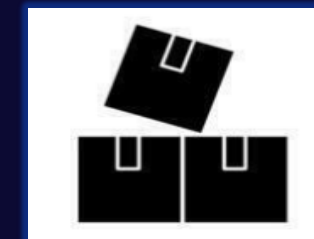
B. Media /Events Advisory and Management



End-to-end event planning and execution



Corporate and community events,



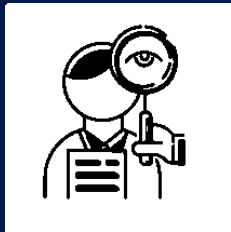
Logistics and coordination.



Venue selection and set-up

C. Language and Editorial services

Professional language services to support publications, events, and cross-lingual stakeholder engagement.



Translation and proofreading



Copy-editing and formatting.



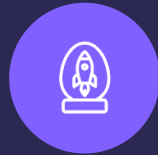
Interpretation services.



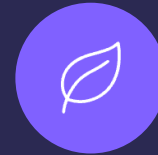
Transcription services.

D. Research, Development and Environment t

Services that align product and organizational development with sustainability and social responsibility standards.



Development and Innovation Support
(R&D incubation).



**Environmental, Social and Governance
(ESG) Advisory**

Impact assessments and sustainability planning.

E. Sports Development and Associated Services

Holistic support for sport ecosystems combining technical, commercial, and governance interventions.



Sports Development Programs
Athlete development pathways.



Corporate Wellness Programs
Team-building retreats.



Strategic Planning & Governance
Compliance for sporting organizations.



Financial Advisory
Budget management for sports entities.



Brand Management & Marketing
Sponsorship facilitation, and media relations.



Athlete & Talent Management



Compliance and Governance



Operational Efficiency
Facility management support.



Sponsorship and Media Rights

Typical clients: sports leagues, sporting federations, sponsors, collegiate programs, talent development academies, and professional athletes.

Why You Should Choose us

Expertise and Industry knowledge

Innovative problem – solving

Transparent communication and accountability

Focus on long – term partnerships

- Our team consists of **seasoned experts** with **deep industry knowledge**, ensuring clients receive the highest level of insights. Leveraging years of experience, we actively track **trends and innovations** to deliver fresh, relevant perspectives.

- 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.

- 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.

- We view every project as an opportunity to build a lasting relationship, supporting our clients in the long term.
- Our focus on sustainable, effective solutions, demonstrates our commitment to partnering with you for years to come

Our Clients



Federation of Uganda Employers



Testimonial

What they say about FLL

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)
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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
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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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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
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
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
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	<p>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:</p> <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)	May, 2024 - APRIL 2025	Uganda
Strategy Plan Development	Guiding and supporting the strategic planning process, improving reporting mechanisms, and building internal capacity for strategy management for the financial year ending 30 June 2026. Activities include:	BDO in Uganda	MARCH - MAY 2025	Uganda

WE REMAIN



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