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*Management & Institutional Development Consultants*

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# PROFILE

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## About us

PRASOL Consult (**PRASOL**) is a research, training and digital solutions consultancy firm specialized in offering up- to date Practical Solutions on organizational and social development challenges. Registered in Kenya since 2005, and with working experiences in the Eastern and the Horn of Africa regions, PRASOL strives towards innovating sustainable solutions and developing competences within the public, private, and the non-profit sectors. We do this through research, innovation, training, information dissemination and quality technical advice.

At **PRASOL**, we recognize that *change* is the most constant element in today's globalized and highly dynamic world. For individuals and institutions to be able to perform better at solving individual, organizational and societal challenges, **PRASOL** believes that we must devise new, strategic and creative ways of managing change.

To achieve this, **PRASOL** brings together a network of experienced professionals who have over 25 years of hands-on experiences in the field of applied research, development, strategic management and institutional development and innovative technologies to develop efficient, effective and practical solutions to everyday challenges at home, work and in our communities.

**PRASOL** has national and international linkages with experts and organizations such as JKUATES, KIM, STL Consultants, NOBIVE Solutions and ASPIRE Ltd. This allows us to tap into a wide range of experienced expertise to undertake various training assignments.

## Our Mission

We strive towards innovating sustainable solutions and developing competences of individuals and organizations within the public, private, and the non-profit sectors.

## Our Vision

A hub for excellence in applied research, competence development, change management and IT solutions for sustainable development.

## Our Services & Products

### Our Approach

Our approach is practical, **creative** and **collaborative**. We listen and integrate our clients' vast experience in finding **practical solutions** to their work challenges in a dynamic developing world. Our focus is on clients' needs for practical solutions. We maintain a **progressive approach** which seeks to incorporate tested and contemporary methods of solving day to day individual, organizational and societal challenges in a sustainable manner. We have a core team of experts who offer technical knowledge, insights and expertise. We ensure quality control, value for money and better results for all our assignments.

## 1. Applied Research

Prasol supports clients to undertake a number of applied research to enhance their knowledge base, support planning and programming and make informed decision making. Our research areas include:

- ✓ Customer/client satisfaction/perceptions surveys
- ✓ Product surveys
- ✓ Baseline surveys
- ✓ Market surveys
- ✓ Project impact studies
- ✓ Knowledge Attitudes and Practices (KAP) surveys
- ✓ Case studies

## 2. Training

**PRASOL** delivers quality, customized trainings that provide participants with practical skills to enable them face day to day workplace challenges with confidence. We offer a wide variety of short trainings covering the following three thematic areas.

### a) Training thematic areas:

#### ***i) Organizational Effectiveness Trainings:***

- ✓ Strategic Planning and Management
- ✓ Lobby, Advocacy and Networking Skills
- ✓ Change Management Skills
- ✓ Effective Human Resource Management
- ✓ Strategic Fundraising Skills
- ✓ Team Building skills

#### ***ii) Project Management Training:***

- ✓ Project Cycle Management
- ✓ Community Needs Assessment
- ✓ Conflict Resolution and Peace Building
- ✓ Disaster Preparedness, Planning & Management
- ✓ Financial Management for Non-Financial Managers
- ✓ Gender Equity & Mainstreaming
- ✓ Participatory Monitoring and Evaluation
- ✓ Proposal Writing for Donor Funded Projects
- ✓ Report Writing for Donor Funded Projects
- ✓ Results Based Management
- ✓ Rights Based Approach to Development

#### ***iii) Personal Development Courses:***

- ✓ Communication and Presentation Skills
- ✓ Effective Writing Skills
- ✓ Facilitation Skills (ToT & ToF)
- ✓ Good Governance & Leadership Skills
- ✓ Practical Management and Supervisory Skills
- ✓ Recruitment and Interviewing Skills
- ✓ Stress Management

**iv) Research skills training:**

- ✓ Academic research methods
- ✓ Corporate/applied research methods
- ✓ Participatory research methods

**b) Training Modes:**

- a) Open Training
- b) In-house Training
- c) Individualised coaching
- d) On-line/distance learning

### 3. Consultancies

**a) Programme/project Support:**

- ✓ Organizational profile development
- ✓ Concept note /Proposal writing and reviews
- ✓ Project report writing and reviews
- ✓ Desk studies
- ✓ Baseline Surveys
- ✓ Third Party Monitoring
- ✓ Project Evaluation
- ✓ Impact Assessments
- ✓ Fundraising/Resource Mobilization and Donor Relations

**b) Organizational Development & Management Consulting:**

**i) Institutional Capacity Building**

- ✓ Institutional capacity assessments
- ✓ Staff capacity assessment
- ✓ SWOT analysis
- ✓ Development of capacity-building strategies

**ii) Strategic Planning**

- ✓ Development and review of strategic plans

**PRASOL Training Goals:**

- *To offer a variety of tailor-made practical trainings, advice and information services to individuals and organisations in the public, corporate and non-profit sectors;*
- *To offer an on-line and distance learning courses on relevant subjects to those unable to attend face to face trainings;*
- *To establish a hub for for incubating practical approaches to individual, organizational and societal challenges.*

- ✓ Review and development of Key Results Framework
- ✓ Development of resource mobilization plans

**iii) Human Resource Management Support Services**

- ✓ Formulation of organizational procedures (Administrative, HR and Financial)
- ✓ Recruitment support services
- ✓ *Communication Strategies*

**c) Backstopping consultancy services:**

We provide continuous advice to ongoing project and organizational processes.

- ✓ Project/programme support services
- ✓ Organizational development support services – Using the Building of Effective, Efficient, Sustainable organizations (*The BEES Approach*).

## 4. Digital Solutions

PRASOL acknowledges that globalization and advancements in technology currently being witnessed across the globe is having huge impact on our lives. Information technology in general and data analytics in particular, is changing how individuals and organisations relate to with each other and performing day to day tasks and will ultimately impact on the society. It is with this realization that PRASOL is paying keen interest in identifying key challenges that, individuals, organizations and society experiences which can be solved with appropriate IT solutions and data analytics. PRASOL has assembled a team of social scientists and IT solution experts with a view of devising tools and applications that can provide data driven decisions for practical solutions to these challenges.

Some of the IT solutions that PRASOL is currently involved in include:

- ✓ Human resource management applications
- ✓ Customer relationship management
- ✓ Assets management systems
- ✓ School management systems
- ✓ Market information management systems
- ✓ University assessments information management systems
- ✓ Labour market management systems
- ✓ eCommerce
- ✓ health insurance management systems

## Our Clients

PRASOL works with a wide range of clients at local, national, and regional levels in Eastern and the Horn of Africa regions. Our clients represent the non-profit, public and corporate sectors. They include UN Somalia, CBRC/USAID, NRT/AMAYA Triangle, Transparency International - Kenya, Danish Refugee Council – Somalia, ADESO, National Cohesion Integration Commission - Kenya, Actionaid International, Tanathi Water Services Board, Isiolo County Government, Caritas Switzerland/Luxemburg, Women Political Alliance – Kenya, Medair-Somalia, Solidarités International, CEFA, COOPI, COSPE and IIDA Women’s Development Organization.

The table below highlights some of the assignments that we have undertaken for different clients over the years.

	Assignment	Client	Location
	<b><i>Programme/Project Support Services</i></b>		
1.	Summary Evaluation of IGAD Centre of Excellence’s Prevention and Countering Violent Extremism (ICEPCVE) Programme.	IGAD/ICEPCVE	7 IGAD member states, Tanzania and Rwanda
2.	External Evaluation of the UN Joint Programme on Local Governance	UN JPLG Somalia	Somalia
3.	Development of COPAD’s Policy Framework for Cooperation for Peace & Development (COPAD	NRT/AMAYA Triangle	Kenya
4.	Conflict and Climate Risks Assessment of Moyale Cluster for CBRC.	Chemonics/USAID	Kenya/Ethiopia Border
5.	Rangelands Management Policy for Isiolo County Government	NRT/AMAYA Triangle	Kenya
6.	Isiolo County Disaster Risk Reduction Policy	County Government of Isiolo	Kenya
7.	End Term Evaluation of the Support to Electoral Processes in Kenya (SEPK) Project	UNDP Kenya	Kenya
8.	Market Survey at Bosaaso, Qardho, Garowe and Mogadishu -Resilience	Care International	Somalia
9.	Feasibility Study on Renewable Energy	Isiolo County Gov’t	Kenya
10.	Final Evaluation on Increasing Access and Quality of Education in Somalia with special focus on IDPs and girls/women in Somalia	Oxfam Novib	Somalia
11.	Study on Cash and Protection in Somalia	Danish Refugee Council (DRC)	Somalia
12.	Review of the Environmental and Social Impact Assessment Report for the Thwake Water Supply and Sanitation Project	Tanathi Water Services Board	Kenya
13.	Development of a Resettlement Action Plan for the Thwake Water Supply and Sanitation Project	Tanathi Water Services Board	Kenya

14.	Final Evaluation of the TACKLE Project	Hope Worldwide Kenya	Kenya
15.	Final Evaluation of the “Gender and Economic Governance Programme”	Women Political Alliance-Kenya	Kenya
16.	Baseline Survey on Gender and Equality in Laikipia, Marsabit, Isiolo, Wenje Districts	Action Aid International	Kenya
17.	Verification Exercise of the Caadale Project implemented by SAACID	Medair	Somalia
18.	Independent External (Mid-term) Evaluation	Transparency International-Kenya	Kenya
19.	Survey on Factors that Contribute to Early Sexual Activities Among Adolescents: A Case Study of City of Nairobi	Wema Centre	Kenya
20.	Mid- term Evaluation of ‘Humanitarian Assistance for IDPs and Conflict/ Drought Affected People in South Somalia Project	Solidarités International	Somalia
21.	The Somalia Constitution Making Support Media and Civic Education	HornAfrik	Somalia
22.	Technical Assessment of Water Systems (WSPD)	Horn Relief	Somalia
23.	Final Evaluation of the Strengthening Somali Civil Society through Capacity Building	Oxfam Novib	Somalia
24.	Midterm Evaluation of “Decrease the Vulnerability of the Population Living in Southern Somalia Project- Bardera	Solidarités International	Somalia
<b><i>Organizational Development/Management Services</i></b>			
1.	Capacity assessment for Disaster management operations and identification of learning and development needs	Kenya Red Cross Society	Kenya
2.	Leadership training for management staff	TechnoServe - Tanzania	Tanzania
3.	Job Evaluation/ Salary survey	Marie Stopes - Kenya	Kenya
4.	Development of curriculum for technical, entrepreneurial and life skills training for skills 4 life project	Swiss Contact	Kenya
5.	Capacity building and training on livelihoods or PAPs in the Resettlement Action Plan	Tanathi Water Service Board, Kenya	Kenya
6.	Report Writing Skills	National Steering Committee Secretariat	Kenya

7.	Development of a public awareness and communication strategy	East African Association of Anti-Corruption Authorities (EAAACA)	Kenya
8.	Energy sector skills training	KEPSA	Kenya
9.	Organizational capacity building for MWA Members	Minority Women in Action	Kenya
10.	Recruitment of Project Officer	IIDA Women's Development Organization	Somalia
11.	Capacity assessment for Member Organizations and development of Operations Procedures manual (Administration and Finance)	Somali Women's Agenda	Somalia
12.	Capacity assessment of Local Authorities, Civil Society Organizations and service providers in the Water, Hygiene and Sanitation sector in Gedo and Lower Juba regions of South Somalia.	Cooperazione Internazionale- (COOPI)	Somalia
13.	Review of the Country Strategy Document	Swiss Group (Caritas)	Somalia
14.	Development of a 5 year Strategic Plan	GTDO	Kenya
15.	Partner Capacity Assessment for Society for Education, Empowerment and Development Sericho- SEEDS	Actionaid Northern Regional Office	Kenya
<b>Backstopping Services</b>			
1.	Technical Backstopping of EC funded - 'Empowering the Somali Women's Agenda, Empowering Somalia' project	Somali Women's Agenda	Somalia
2.	Project backstopping services – IIDA	IIDA Women's Development Organization	Somalia
3.	Organizational development backstopping services	RUSWEDA	Kenya
4.	Provision of technical backstopping service for the EC NSA Project – Non-formal Education support in Somaliland	Caritas Switzerland	Somalia



## Partnerships

We have developed local, national and international linkages with experts and organizations such as JKUATES, Kenya Institute of Management, STL Consultants, NOBIVE Solutions and ASPIRE Ltd. PRASOL has a network of experts and associate consultants across the region who are available to undertake assignments at short notice. This allows us to tap into a wide range of experienced expertise to undertake various research, training and consultancy assignments. Additional information on our partnership and range of experts can be found at: [www.prasolconsult.org](http://www.prasolconsult.org)

## Management

PRASOL has a two competent and experienced Board of Directors and four non-executive board members who oversee the its strategic and policy direction. The day to day operations are managed by an administrator and three project officers responsible for training, research and IT solutions. The firm has ample office and requisite facilities to undertake quality assignments in a timely and professional manner.

## Our Resource Persons

PRASOL brings together qualified and experienced researchers, trainers and subject matter experts to undertake all its assignments. PRASOL assignments are 'team-facilitated', offering the client varied and complimentary angles.

## Looking Ahead

**PRASOL** is in the process of establishing a specialized hub for incubating practical approaches to individual, organizational and societal challenges. This hub will provide opportunity to upcoming researchers, students and industry novices to exchange ideas, innovate solutions to societal challenges. This hub will integrate innovative IT/web-based, online learning with face-to-face opportunities to interact with industry's finest. An outreach program that seeks to establish collaboration, learning and adaptation with institutions of higher learning in the Eastern and the Horn of Africa is currently being designed. This outreach program will initially cover South Sudan, Somalia/Somaliland, Eritrea, Kenya, Uganda, Tanzania, Rwanda and Burundi.

