



Management & Institutional Development Consultants

PROFILE

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About us

PRASOL Consult (**PRASOL**) is a management consulting firm involved in research, training and consulting. We specialize in offering up-to date **Practical Solutions** on management, 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 practical, 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, 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 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.

Why Choose PRASOL?

- **Our solutions are tailor-made:** We recognize that no two individual organizations are alike. Our team of experts participatory approaches to work closely with you to develop customized strategies and solutions that align with your specific objectives and operational context.
- **We have comprehensive expertise:** Our resource persons bring a wealth of knowledge across various domains, including project/programme management, strategic planning, human resources, and organizational development. This multidisciplinary approach allows us to offer well-rounded solutions that address all aspects of your business.
- **Our methods are proven:** Leveraging industry-best practices and cutting-edge methodologies, we ensure that our clients receive the highest quality of service. Our frameworks and tools are designed to drive efficiency, innovation, and growth.
- **Our collaborative approach:** At PRASOL, we prioritize building strong, collaborative relationships with our clients. We listen to your needs, involve you in the process, and work together to achieve your vision and goals.
- **Our focus on the future:** Our goal is to create lasting value for our clients. We focus on delivering solutions that not only solve immediate challenges but also build the foundation for long-term success.

Our Services

1. MANAGEMENT CONSULTING SERVICES

In today's rapidly evolving socio-economic and political landscape, individuals, businesses and organizations face numerous challenges that require innovative solutions and strategic guidance. At PRASOL, we are dedicated to helping individuals, businesses, and organizations navigate these complexities with confidence and precision. PRASOL CONSULT is your trusted partner in achieving excellence through specialized management consulting services.

Our management consulting services are carefully designed to address the unique needs of each client, ensuring that our tailor-made solutions are not only effective but also sustainable. We take pride in our holistic approach, combining hands-on industry expertise with a deep understanding of our clients' goals and challenges.

Our core service areas:

1.1. Project/Programme Management

Project and programme management involves the planning, executing, and overseeing of projects or programmes to achieve specific objectives within a set timeframe and budget. While projects are

temporary endeavors with a clear beginning and end, programmes are collections of related projects managed in a coordinated way to achieve strategic objectives.

Efficient project and programme management is the cornerstone of successful initiatives. Effective project and programme management ensures that initiatives are completed successfully, delivering the intended value and benefits to stakeholders.

Our menu of services under Project/Programme Management

At PRASOL, we offer a range of services to support every phase of project and programme management as follows:

- Project conceptualization, planning and organizing
- Stakeholder engagement planning and communication.
- Capacity development planning and implementation.
- Organizational profile development.
- Concept Note/Proposal writing and reviews.
- Monitoring and Evaluation (M&E) systems development.
- Project evaluations and impact assessments.
- Risk management and mitigation.
- **Project Backstopping consultancy services:**
- Advisory services on project portfolio management.

1.2 Organizational Development

Organizational Development (OD) refers to the systematic approach to improving an organization's effectiveness, health, and overall performance. It involves aligning strategy, structure, people, and processes to enhance the organization's capacity to achieve its goals. Institutional Development expands this concept to include strengthening the systems, structures, and capabilities of organizations within broader institutional frameworks, particularly in sectors like public administration, education, and healthcare.

Organizational and Institutional Development are critical for enhancing an organization's ability to achieve its goals and adapt to changing environments. Building a resilient organization requires a strong foundation.

At PRASOL, we offer a wide range of OD consulting services tailored to meet the unique needs of our clients. Our expertise helps organizations build robust systems, structures, and capabilities that drive performance and foster sustainable growth.

Our organizational development services include capacity assessments, SWOT analysis, and capacity-building strategies. We help you enhance your organizational capabilities and drive continuous improvement.

Services we offer under Organizational/Institutional Development

At PRASOL CONSULT, we offer a comprehensive range of OD consulting services designed to help organizations achieve sustainable growth and development. Our services include:

- Organizational Assessment and Diagnostics.
- Organizational Development Strategy.
- Change Management Consulting.
- Capacity Building and Training Programs.
- Leadership Development and Coaching.
- Process Improvement and Re-engineering.
- Performance Management Systems.
- Governance and Board Development.
- Organizational development support services – Using the Building of Effective, Efficient, Sustainable organizations (*The BEES Approach*).

1.3 Strategic planning & management

Strategic planning and management involve setting long-term goals, determining the actions needed to achieve those goals, and mobilizing resources to execute the actions. It is a disciplined effort to produce fundamental decisions and actions that shape and guide what an organization is, what it does, and why it does it.

Strategic planning and management are essential for long-term success. At PRASOL, we offer a range of services to help your organization navigate the complexities of strategy development and execution. By leveraging our expertise, you can ensure that your strategic initiatives are well-planned, effectively implemented, and continuously monitored to achieve your long-term goals.

Our strategic planning/management support involves a combination of collaborative engagements, analytical rigor, creative problem-solving, and the ability to implement strategies effectively. Our strategic planning/management services helps you navigate organizational and business dynamics with confidence, and achieve your vision and goals.

Types of Strategic Planning/Management services we offer

At PRASOL, we provide a comprehensive suite of strategic planning and management services to help individuals, organizations, and organizations define, plan, execute, and achieve their strategic objectives/long-term goals.

Our services include development of:

- Corporate/business strategy.
- Innovation & business building approaches.
- Merger & Acquisition strategy.
- Investor relations strategy.
- Digital integration strategy.
- Portfolio value creation.
- Strategic review and re-orientation support

1.4 Business Support Services

PRASOL's business support services entails both Business Development Services (BDS) and Business Processes Support Services (BPSS). These services are designed to meet the evolving needs of MSMEs and large businesses in Eastern & Horn of Africa. These services are grounded in globally recognized principles — including the International Labour Organization (ILO)'s BDS Guidelines — and tailored to the regional contexts.

Specifically, our offering includes:

- Customized business diagnostics and capacity building to address performance gaps;
- Strategic business planning and investor readiness support to enable scale and sustainability;
- Business processes improvement advisory including: HR, finance, procurement, IT, and governance systems;
- Market systems development (MSD) and linkages for better value chain integration;
- Access to finance facilitation including investment packaging and pitch coaching;
- Digital transformation guidance to adopt smart tools and platforms;
- Inclusive and sustainable business model integration, including ESG, SDGs, and gender mainstreaming.

1.5 Human Resources Management

Human capital is your greatest asset. Human Resource Management (HRM) is the strategic approach to managing people effectively within an organization. It involves overseeing various functions such as recruitment/talent acquisition, training, performance management, and employee relations to maximize employee performance and achieve organizational goals.

Our HR management solutions are designed to attract, retain, and develop top talent. We offer a wide range of HRM consulting services tailored to meet the unique needs of our clients. Our expertise helps organizations build strong HR practices that drive performance and foster a positive work environment.

Our Human Resource Management services include:

- Recruitment and Selection
- Training and Development.
- Performance Management.
- Compensation and Benefits.
- Employee Relations.
- HR Compliance and Legal Issues.
- Leadership development and succession planning.

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
- ✓ Facilitation of Collaboration, Learning, and Adaptation sessions
- ✓ 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

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.*

d) On-line/distance learning

Our clients

PRASOL works with a wide range of clients at local, national, and international levels. Our clients represent the non-profit, public and corporate sectors. They include the UN, USAID, National Cohesion & Integration Commission (NCIC – Kenya), NRT/AMAYA Triangle, Transparency International - Kenya, Danish Refugee Council – Somalia, ADESO, 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.

Examples of some of our recent assignments

	Assignment	Client	Location
	<i>Programme/Project Support Services</i>		
1.	Development of Livestock Sector Masterplan for the Amboseli Ecosystem – Kajiado County	African Wildlife Foundation	Kajiado County
2.	Development of Joint Work Planning Manual for the USAID/Resilience Learning Activity	RLA/USAID	Nairobi, Kenya
3.	Facilitation of learning events on Joint Work Planning between USAID IPs and 9 Northern, Northeastern and South Eastern Counties	RLA/USAID	Naivasha, Kenya
4.	Summative Evaluation of IGAD Centre of Excellence's Prevention and Countering Violent Extremism (ICEPCVE) Programme.	IGAD/ICEPCVE	7 IGAD Member States, Tanzania and Rwanda
5.	External Evaluation of the UN Joint Programme on Local Governance	UN JPLG Somalia	Somalia
6.	Development of COPAD's Policy Framework for Cooperation for Peace & Development (COPAD)	NRT/AMAYA Triangle	Kenya
7.	Conflict and Climate Risks Assessment of Moyale Cluster for CBRC.	Chemonics/USAID	Kenya/Ethiopia Border
8.	Rangelands Management Policy for Isiolo County Government	NRT/AMAYA Triangle	Kenya
9.	Institutional and personnel skills gap assessment and development of capacity development strategy.	Gambia Ministry of Public Service - Public Administration Modernization Programme - World Bank funded	Banjul, The Gambia
10.	Development of a Five-year Strategic Plan	Isiolo Community Development Trust (ICDT) – USAID funded	Isiolo Kenya
11.	Development of 4-year Strategic Plan	Sustainable World Organization (SWO) – Aga Khan Foundation funded	Nairobi Kenya
12.	Institutional Development Specialist: Provide Technical Advisory support to the	Authority for Civil Society Organization	Addis Ababa, Ethiopia

	Institutional Capacity development of the Ethiopia's ACSO.	(ACSO)	
13.	Development of National Peace Institute Framework for NCIC.	National Cohesion and Integration Commission (NCIC) –	Nairobi Kenya
14.	Capacity assessment for Member Organizations and development of Operations Procedures manual (HR, Administration and Finance).	IDA - Somalia Women agenda	Mogadishu, Somalia
15.	Training of Isiolo County Department of Peace & Cohesion Staff on Mandate, Conflict Dynamics/ Analysis and work-planning.	Northern Rangeland Trust (NRT) – USAID funded	Isiolo Kenya
16.	Development of a Five-year Strategic Plan.	Isiolo Girl-child Education Trust (i-GET)	Isiolo Kenya
17.	Development of National Stakeholders' Mapping for NCIC.	National Cohesion and Integration Commission - NCIC	Nairobi Kenya
18.	SWO Organizational Policies development – HR, Finance, Transport, Programme Mgt, Risks Mitigation etc.	Sustainable World Organization (SWO)	Nairobi Kenya
19.	Development of Disaster Risk Management Policy.	County Government	Isiolo Kenya
20.	Training on Organizational Development (OD)	WHH/GAA – GIZ funded partners	Mombasa, Kenya
21.	OD training for Pastoralist Girls Initiative	PGI - Garissa	Garissa
22.	Development of Rangelands Management Policy	Northern Rangelands Trust (NRT) – USAID funded	
23.	An assessment of conflict and climate-risk factors in the Kenya – Ethiopia border regions.	Cross-Border Community Resilience/USAID	Ethiopia/South Sudan/Kenya/ Borderlands
24.	Livestock Herd Management Study in Isiolo County	VSF-Suisse (EU funded)	Nairobi
25.	Development of a Digital Performance Management System	County Government	Isiolo, Kenya
26.	Development 5 Year strategic plan	GTDO - Kenya	Nairobi, Kenya
27.	Isiolo County Disaster Risk Reduction Policy	County Government of Isiolo	Kenya
28.	End Term Evaluation of the Support to Electoral Processes in Kenya (SEPK) Project	UNDP Kenya	Kenya
29.	Market Survey at Bosaaso, Qardho, Garowe and Mogadishu -Resilience	Care International	Somalia
30.	Feasibility Study on Renewable Energy	Isiolo County Gov't	Kenya
31.	Final Evaluation on Increasing Access and Quality of Education in Somalia with special focus on IDPs and girls/women in Somalia	Oxfam Novib	Somalia
32.	Study on Cash and Protection in Somalia	Danish Refugee Council (DRC)	Somalia

33.	Review of the Environmental and Social Impact Assessment Report for the Thwake Water Supply and Sanitation Project	Tanathi Water Services Board	Kenya
34.	Development of a Resettlement Action Plan for the Thwake Water Supply and Sanitation Project	Tanathi Water Services Board	Kenya
35.	Final Evaluation of the TACKLE Project	Hope Worldwide Kenya	Kenya
36.	Final Evaluation of the “Gender and Economic Governance Programme”	Women Political Alliance-Kenya	Kenya
37.	Baseline Survey on Gender and Equality in Laikipia, Marsabit, Isiolo, Wenje Districts	Action Aid International	Kenya
38.	Verification Exercise of the Caadale Project implemented by SAACID	Medair	Somalia
39.	Independent External (Mid-term) Evaluation	Transparency International- Kenya	Kenya
40.	Survey on Factors that Contribute to Early Sexual Activities Among Adolescents: A Case Study of City of Nairobi	Wema Centre	Kenya
41.	Mid- term Evaluation of ‘Humanitarian Assistance for IDPs and Conflict/ Drought Affected People in South Somalia Project	Solidarités International	Somalia
42.	The Somalia Constitution Making Support Media and Civic Education	HornAfrik	Somalia
43.	Technical Assessment of Water Systems (WSPD)	Horn Relief	Somalia
44.	Final Evaluation of the Strengthening Somali Civil Society through Capacity Building	Oxfam Novib	Somalia
45.	Midterm Evaluation of “Decrease the Vulnerability of the Population Living in Southern Somalia Project- Bardera	Solidarités International	Somalia
Organizational Development/Management Services			
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
Backstopping Services			
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

3. 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

4. Business Support Services

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- Customized business diagnostics and capacity building to address performance gaps;
- Strategic business planning and investor readiness support to enable scale and sustainability;
- Business processes improvement advisory including: HR, finance, procurement, IT, and governance systems;
- Market systems development (MSD) and linkages for better value chain integration;
- Access to finance facilitation including investment packaging and pitch coaching;
- Digital transformation guidance to adopt smart tools and platforms;
- Inclusive and sustainable business model integration, including ESG, SDGs, and gender mainstreaming.

Objectives

To realize this goal, PRASOL's technical services focus on four interlinked strategic objectives:

- a) Build entrepreneurial and institutional capacity
- b) Streamline core business functions (HR, Finance, IT, and Procurement)
- c) Facilitate access to finance, technology, and markets
- d) Promote ESG and Gender-Responsive Business Models

Scope of services

- a) Business diagnostics and needs assessments
- b) Strategic business planning
- c) Market systems analysis and linkages
- d) Investor readiness and access to finance support
- e) Business processes re-engineering (HR, Finance, IT, Governance)
- f) Digital transformation and automation support
- g) ESG, sustainability, and gender mainstreaming
- h) Monitoring and reporting systems for growth tracking

5. Climate Change Adaptation/Carbon Credit Financing

PRASOL Consult's Climate Change Adaptation & Carbon Credit Finance advisory services encompass a comprehensive range of specialized offerings designed to assist individuals, communities, organizations (civil, public and private the aims set out), and governments in effectively responding to climate change risks and optimizing benefits from carbon credit financing.

Scope of Services:

- Tailored Research and Data Analytics.
- Policy and Regulatory Guidance.
- Climate Change Risk Assessment and Mitigation Strategies.
- Carbon Credit Finance Analysis and Project Development Support.
- Skills Development and Capacity Building.
- Stakeholder Engagement and Partnerships.
- Monitoring, Reporting, and Verification (MRV).
- Innovation and Technology Solutions.

Key Benefits:

- Strategic Guidance and Expertise.
- Enhanced Climate Resilience.
- Opportunities for Carbon Credit Investments.
- Capacity Building and Knowledge Transfer.
- Alignment with Sustainable Development Goals (SDGs).
- Financial Benefits and Resource Optimization.
- Stakeholder Engagement and Collaboration.
- Innovation and Technology Integration.
- Measurable Environmental Impact.

Target Audience:

- Local Communities and Indigenous Groups.
- Local and National Governments.
- Local, National, and International Development Organizations.
- Private Sector Corporations and Businesses.
- Financial Institutions and Investors.
- Academic and Research Institutions.
- International Organizations and Donors.

Our Approach and Methodology:

- Robust Stakeholder Engagement.
- Tailored Needs Assessment.
- Action Research and Robust Analysis.
- Strategy Development and Planning.
- Tailored Capacity Building and Training.
- Project Design and Implementation Support.
- Partnerships and Collaboration.
- Continuous Monitoring, Evaluation, Learning & Adaptations.
- Innovation and Technology Integration.

Some of the ideas we are currently pursuing

- Community-Based Carbon Credit Initiatives.
- Corporate Carbon Neutrality Strategy.
- Local Government Policy and Regulatory Support.

6. Digital Transformation Solutions

At PRASOL, we offer a range of services to guide organizations and businesses through every phase of their digital transformation journey, ensuring they harness the full potential of digital technologies to drive innovation, efficiency, and competitive advantage. We provide digital strategy development, IT solutions implementation, and data analytics services to help you harness the power of digital transformation.

Whether you are at the beginning of your digital journey or looking to enhance your existing digital capabilities, our expertise and comprehensive approach will help you achieve your transformation goals.

Phases of Digital Transformation

- Digital Strategy Development
- Digital Readiness Assessment
- Technology Selection and Implementation

- Process Optimization
- Change Management
- Performance Measurement and Improvement

Our menu of services under Digital Transformation Solutions

- Digital Strategy and Roadmap Development
- Digital Maturity Assessment.
- Technology Advisory and Implementation.
- Process Optimization and Automation
- Change Management and Training
- Data Analytics and Insights
- Cybersecurity and Risk Management

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

Partnerships

We have developed local, national and international linkages with experts and organizations such as JKUATES, Kenya Institute of Management, 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

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, Ethiopia, Rwanda, Eritrea, Kenya, Uganda, Tanzania, and Burundi.

Annex 1: Our team is structured as shown in the figure below:

