ALVERON ADVISORY SERVICES

🌍 **EAST AFRICA & GLOBAL MARKETS**
Uganda • Kenya • Tanzania • Rwanda • South Sudan • UAE

★ OFFICIAL CORPORATE PROFILE ★

ALVERON ADVISORY SERVICES

Strategy, Corporate Governance, Human Capital & Digital Transformation

THE CONFLUENCE OF STRATEGY AND EXECUTION



🏛 **LEGAL ENTITY & STATUTORY STATUS**
Alveron Advisory Services Limited • Reg: 80034753060334 • TIN: 1058511254

📍 **HEADQUARTERS & REGIONAL HUB**
Bukenya Mall, Plot 2 Kimera Road, Ntinda, Kampala, Uganda

🌐 **EAST AFRICAN & GLOBAL FOOTPRINT**
Uganda HQ • Kenya • Tanzania • Rwanda • South Sudan • UAE Corporate Desk

💼 **CLIENT MANDATE & SECTOR SCOPE**
Government MDAs, Multilateral Partners, Commercial Banks & Corporates

EXECUTIVE OVERVIEW & OPERATING FOUNDATION

STRATEGIC PRACTICE PROFILE

Kampala-Based Management Advisory Practice Serving East Africa & Global Partners

Alveron Advisory Services is a Kampala-based management advisory practice. We help organisations make decisions about growth, people and operations, and turn those decisions into work that managers can lead and measure.

Our work spans strategy and organisational development, human resources, monitoring and evaluation, professional training, digital transformation and AI, and workplace health, safety and sustainability. We serve businesses, public institutions, development organisations and international teams with operating interests in Uganda and across East Africa.

1 PILLAR 1

Strategy and organisational development

A strategy is useful when people know what to prioritise, what to fund and who is accountable. We help leadership teams assess their operating context, make choices about growth and translate those choices into plans with owners, milestones and performance measures. Where a change in strategy calls for a change in structure, we examine roles, reporting lines and decision rights so the organisation can carry out the plan.

2 PILLAR 2

People and workforce advisory

We help employers put the systems in place to recruit, manage and develop their people. Assignments may cover workforce planning, role profiles, recruitment support, job evaluation, compensation, HR policies and performance management. For organisations preparing to hire in Uganda, we help clarify workforce needs and the responsibilities involved in the engagement model. For established employers, we look at whether policies and management practices work consistently across teams and locations.

3 PILLAR 3

Research and programme evidence

We support organisations that need evidence to design a programme, understand performance or decide where to invest next. Engagements can include research design, surveys, baselines, monitoring frameworks and evaluation. We identify what information each decision requires, how it will be collected and who will review it. The resulting findings should give programme managers and leaders a clear basis for action.

100%	Big 4	15+ Yrs	5+ Nations
STATUTORY COMPLIANCE	EXECUTION RIGOR	DOMAIN LEADERSHIP	EAST AFRICAN REACH
URSB, URA, NSSF, PPDA Fully Registered	Senior Partner-Led Advisory Delivery	CMC, MCIML, FCMC, MBA, and PhD Experts	Uganda, Kenya, Tanzania, Rwanda, S. Sudan

"In an era of information density, we choose clarity. Every strategic advisory intervention is designed to lead toward impact, reinforcing our role as the definitive partner for organizations seeking a sophisticated confluence of high-level strategy and granular operational execution."

– MR. ROBERT MWESIGE, LEAD CONSULTANT & MANAGING PARTNER

PROVEN TRACK RECORD: SELECTED INSTITUTIONAL CLIENTS SUCCESSFULLY SERVED

Stanbic Bank Uganda Limited

CORPORATE TRAINING & DEVELOPMENT

Executive stakeholder management masterclasses, cross-functional operational cohesion, and strategic communication training.

Ministry of Finance, Planning and Economic Development (MoFPED)

CAPACITY BUILDING & TRAINING

Institutional capacity development, public financial operations analytics, and executive management training.

Ministry of Health (Global Fund)

CAPACITY BUILDING & SUPPORT

Capacity building and strategic training under the Global Fund Project, supporting national health program governance.

ACTIVE OPERATING FOOTPRINT ACROSS EAST AFRICA & GLOBAL DESKS

Delivering cross-border advisory & institutional transformation

UG	KE	TZ	RW	SS	UAE
Uganda (HQ)	Kenya	Tanzania	Rwanda	South Sudan	UAE Desk

1. STRATEGY GOVERNANCE AND MARKET ENTRY

MARKET ENTRY & FEASIBILITY

Business planning and market entry

We help investors and founders evaluate **business opportunities in Uganda**, compare routes to market and test whether the proposed operating model is viable. Our **business facilitation services** can help turn the chosen option into a launch plan. Through **business mentoring**, we help founders challenge their assumptions about customers, costs and working capital before committing resources.

A **business plan** sets out how the venture will operate. We can develop the financial assumptions with the client and use those assumptions to refine the **business plan for the Ugandan market**. For established teams, our **entrepreneurship skills training** and **business training programmes** help managers test new opportunities with the same discipline.



STATUTORY & SECRETARIAL

Corporate setup and secretarial support

We assist clients preparing to **register a company in Uganda**. That may include organising information for the **URSB e-Registry**, helping teams work through the **company registration steps** and establishing responsibilities for post-registration administration. Our **corporate secretarial and compliance support** can extend to record keeping and recurring governance tasks.

We also support organisations looking to **register a company limited by guarantee** or **establish an NGO in Uganda**. The scope depends on the proposed structure, the organisation's objectives and the information needed to move the application forward.

BOARD EFFECTIVENESS & OVERSIGHT

Strategic planning and board effectiveness

Our **strategic planning consultants** help leadership teams define priorities, assess trade-offs and allocate responsibility for delivery. We can support **risk management**, **governance and regulatory compliance** and the design of processes for **board appointments**. We make sure the resulting plan gives management a way to review performance and act when delivery falls behind.

Boards and executives can build on this work through **board leadership training**, **governance and compliance training** or a **strategic planning and implementation course**. For projects that require independent scrutiny, we can scope **project oversight and value-for-money reviews**.

2. HUMAN RESOURCES AND WORKFORCE OPERATIONS

WORKFORCE ARCHITECTURE

HR strategy and operating policies

Our **human resource consulting** connects business priorities to workforce capacity. We help clients establish an **HR operating model**, and our **HR management advisory** can include reviewing how managers apply policy and make people decisions. As part of **organisational development and restructuring**, we clarify roles, reporting lines and ownership of recurring decisions.

We develop **HR manuals and employee handbooks** and help management translate those documents into **workplace policies and procedures**. Where unclear job levels or inconsistent pay create friction, we can combine **job evaluation and grading** with **salary benchmarking and compensation design**.

EMPLOYER OF RECORD & HIRING

Recruitment and employment arrangements

Our **recruitment and staffing support** begins with a role brief and selection criteria. We can design the **recruitment process** and agree what **pre-employment screening** is relevant to the position. International organisations can discuss **Employer of Record services** when they need a defined framework for administering local employment.

APPRAISALS & RELATIONS

Performance and employee relations

We help managers set expectations and build a regular review cycle through **performance management training**. We can tailor a **performance management course** to the organisation's appraisal process or provide **HR training for non-HR managers** and a **broader HR practitioner programme**. For teams preparing to negotiate, we offer **negotiation skills training**, including **negotiation for collective bargaining**.

TEAM BUILDING SERVICES & COMPANY RETREATS

Career development and team engagement

We support staff transitions through **career advisory and CV writing**, **retirement preparation** and **personal financial literacy**. Where collaboration needs attention, we design **team-building programmes**, help clients **organise team-building events** and plan activities around the **retreat venue** and the outcomes the team wants to achieve. We also assist with **staff event planning** where it forms part of a broader engagement programme.





3. RESEARCH MONITORING AND EVALUATION



BASELINE & FIELD EVIDENCE

Research design and fieldwork

We provide **research and data collection support** for teams that need to understand a market, assess needs or evaluate an intervention. We begin with the decision the research must inform. From there, we agree the sample or sources, develop the instruments, and define checks for completeness and consistency before analysis.

INDEPENDENT EVALUATIONS

Monitoring systems and independent evaluation

Our **monitoring and evaluation services** help organisations define what progress looks like and collect evidence at useful intervals. A **monitoring and evaluation framework** can bring together the programme's intended results, indicators, baselines and review responsibilities. For a specific study, we can scope **evaluation and learning support** around the questions that matter most to programme teams and funders.

PROPOSAL & GRANT WRITING

Strengthening programme teams

We design **monitoring and evaluation training** around the tools participants use in their work, including indicator definitions, data quality checks and reporting templates. Teams can pair it with **report writing training** to make findings easier to act on. Through **proposal and grant writing training**, we help teams connect their analysis of the problem to outcomes, activities and budgets. We can also support a **grant writing workshop** focused on developing and reviewing a specific funding application.

M&E EVIDENCE & EVALUATION FRAMEWORK

STAGE 1
Baseline Audit
Field surveys, indicator benchmarks & data verification protocols

→

STAGE 2
Routine Monitoring
Digital dashboards, routine tracking & data quality audits

→

STAGE 3
Mid-Term Evaluation
Interim impact analysis, bottleneck diagnostics & realignment

→

STAGE 4
Grant Review
Value-for-money reporting, donor accountability & policy briefs

4. DIGITAL TRANSFORMATION AND COMMUNICATIONS



WORKPLACE AI & DIGITAL WORKFLOWS

Digital operations and artificial intelligence

Our digital transformation advisory starts with a workflow review and a clear measure of what needs to improve. Through AI consulting, we help clients identify use cases, prioritise pilots and agree how staff will review the output. For teams considering workplace AI training, exercises can focus on tasks such as summarising documents or analysing feedback. We tailor artificial intelligence training to staff responsibilities and can design executive AI workshops or leadership programmes for the age of AI around decisions about adoption and oversight.

POWER BI & ADVANCED ANALYTICS

Collaboration and business intelligence

We offer Google Workspace training for everyday collaboration and can combine it with digital workflow training where teams need to redesign processes across departments. Our Power BI training can cover the path from raw data to a dashboard, while a Power BI reporting workshop can centre on a specific set of management indicators. We provide advanced Excel training and can tailor an Excel analytics workshop to the models and reports a client uses. Workplace cybersecurity training can help teams recognise common threats and follow procedures for sharing and protecting information.

STRATEGIC COMMUNICATIONS & PR

Communications marketing and reputation

Our strategic communications and media relations support helps clients decide who needs to hear from them and what information they need. We can develop PR and communications plans, support personal branding and provide professional content writing. For organisations working to reach customers online, our digital marketing and SEO services can include an SEO review, and our digital marketing training helps teams plan campaigns and evaluate results. We can also run digital marketing workshops around a client's own customer journey and campaign data.

DIGITAL MATURITY & ENTERPRISE ADOPTION ROADMAP

PHASE 1	PHASE 2	PHASE 3	PHASE 4
Workflow Audit	**Cloud Workflows**	**BI & Analytics**	**AI & Automation**
Process mapping, tooling diagnostics & bottleneck analysis	Google Workspace, secure repos & team agility protocols	Power BI dashboards, real-time KPI models & reporting	Executive AI prompts, agentic workflows & cybersecurity

5. LEADERSHIP AND PROFESSIONAL TRAINING



EXECUTIVE COACHING & SUPERVISION

Leadership and supervision

Our leadership skills courses help managers practise delegation, decision-making and feedback. We adapt leadership training to the demands of each level, and combine managerial and supervisory skills training with practical supervision training when teams need a common way to set standards and follow up. We also offer executive coaching, emotional intelligence training and women's leadership development.

COMMERCIAL SALES & NEGOTIATION

Communication sales and service

We design **communication skills training** for everyday interactions, with **communication workshops** for specific needs such as meetings or stakeholder updates. **Public speaking and presentation skills training** can help participants structure a message, while a **public speaking course** can give them time to practise delivery. Commercial teams can work on **sales skills** or book **corporate sales training** around account development. We also provide **customer care training** and can build a **customer service programme** around feedback and service recovery.

TENDER MANAGEMENT & PROCUREMENT

Office administration finance and procurement

We offer **training for administrative assistants** and **office administration courses** focused on records, workflows and coordination. For staff who work with budgets, **finance for non-financial managers** can be paired with **financial literacy training**. Procurement and commercial teams can learn **bid and tender management**, and a **tender management workshop** can give them time to practise reviewing requirements and developing a compliant submission. We can also tailor a **negotiation workshop** to supplier or customer discussions.

WORKPLACE TRAINING METHODOLOGIES

Training design and delivery

We use **workplace training methods** suited to the task participants need to perform. Through **Training of Trainers**, we help internal facilitators plan sessions and give feedback. A **trainer development programme** can include practice delivery and peer review. Organisations can enquire about **professional training courses in Uganda**, **short courses in Kampala** and **corporate workforce development programmes**.

6. WORKPLACE SAFETY AND RESPONSIBLE OPERATIONS



OSHMIS WORKPLACE REGISTRATION

Occupational safety and health

Our occupational safety and health consulting helps managers identify hazards, understand existing controls and prioritise improvements. Our workplace health and safety services can support the design of inspections, incident reporting and corrective action processes. We can also assist clients preparing for OSHMIS workplace registration and help them organise the information needed for a workplace registration certificate.

EMERGENCY READINESS & FIRST AID

Emergency readiness and field practice

Our occupational safety and health training helps supervisors apply controls during routine work. We offer workplace fire safety training, first aid training and work ethics and professionalism training for security and field staff. We tailor exercises to the hazards, responsibilities and resources at each workplace.

SUSTAINABILITY, ESG & ACCOUNTABILITY

Sustainability and accountability

We help teams turn environmental and social commitments into responsibilities that operational managers can monitor. An assignment can include mapping commitments, identifying what data managers need, and agreeing who will review incidents, supplier issues or corrective actions. This work can complement existing safety, risk and governance arrangements.

OSHMIS & ESG COMPLIANCE ARCHITECTURE

STEP 1
Hazard Risk Audit
Comprehensive site diagnostic, risk assessment & safety baseline

→

STEP 2
OSHMIS Registration
Statutory registration, safety manuals & regulatory filings

→

STEP 3
Emergency Response
First aid protocols, fire marshal drills & crisis mitigation

→

STEP 4
ESG Accountability
Sustainability tracking, governance compliance & annual audits

7. DISCUSS AN ASSIGNMENT

CLIENT CONSULTATION & SCOPING

Partnering with Government & Global Institutional Clients

Tell us what decision you face, who needs to be involved and when you need to act. We can use that conversation to agree the scope, deliverables and support your team needs.

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SUBMITTED & CERTIFIED BY LEAD CONSULTING PRACTICE

ALVERON ADVISORY SERVICES LIMITED

Incorporated under the Companies Act 2012 (Reg: 80034753060334 • TIN: 1058511254)

Mr. Robert Mwesige, CMC, EMBA (USA)
Lead Consultant & Managing Partner • Certified Management Consultant (CMC)
Global Code of Professional Ethics • East Africa Advisory Operations

APPROVED

GLOBAL GOVERNANCE & ETHICS COMMITMENT

Institutional Standards & Ethical Engagement Commitment

Alveron Advisory Services Limited certifies that all consulting mandates, capacity development assignments, diagnostic evaluations, and workforce transformations are executed in strict adherence to global professional management consulting codes of ethics, the UN Global Compact principles, and national procurement governance frameworks.

INSTITUTIONAL ENGAGEMENT & ONBOARDING PROTOCOL

STAGE 1
Initial Consultation & NDA
Confidential briefing, terms of reference (ToR) and problem definition.

→

STAGE 2
Proposal & Scoping Agreement
Technical methodology, team deployment, deliverables and SLA sign-off.

→

STAGE 3
Inception & Execution Rigor
Mobilisation, fieldwork execution, executive reporting and knowledge handover.

