



TalentWins Consulting

# COMPANY PROFILE

---

Win the Workplace, Win the Marketplace





“

When our research tracked 20,000 new hires, 46% of them failed within 18 months. But even more surprising than the failure rate, was that when new hires failed, 89% of the time it was for attitudinal reasons and 11% of the time for a lack of skill.

- Forbes

”



## About Us

We are a human resource management company that views human talent as the most important asset for organizations that want to win the market. As such, we headhunt and recruit the best professionals and the right fit for our clients — setting them up to achieve their business goals. We are based in Nairobi, Kenya, but our network is without borders just like our hires are without limits.

### Vision

To place human resource at the heart of our clients' business strategy by matching top talent with the right organizations and continuously developing the capacity of both parties.

### Values

Excellence	Professionalism
Integrity	Progressiveness



# Our Services



## 1. Recruitment Services

Every time you work with us you will know what to expect: only top candidates ready to fit in your company culture, take on a challenge and leverage their experience to be successful in their role. We guarantee this because we harness the power of behavioral science to remove bias, and carry out thorough background checks to substantiate a candidate's profile

A bad hire costs up to 3 times that role's annual salary. So take advantage of our extensive network, in-depth industry know-how and tech screening tools to get it right, save money and increase your speed of hire.

## 2. Talent Management and Development

Not all shortcoming should be solved by recruitment. Bringing new people in is just as important as identifying, developing, engaging, retaining and deploying high-value and high-performing individuals already in your employ.

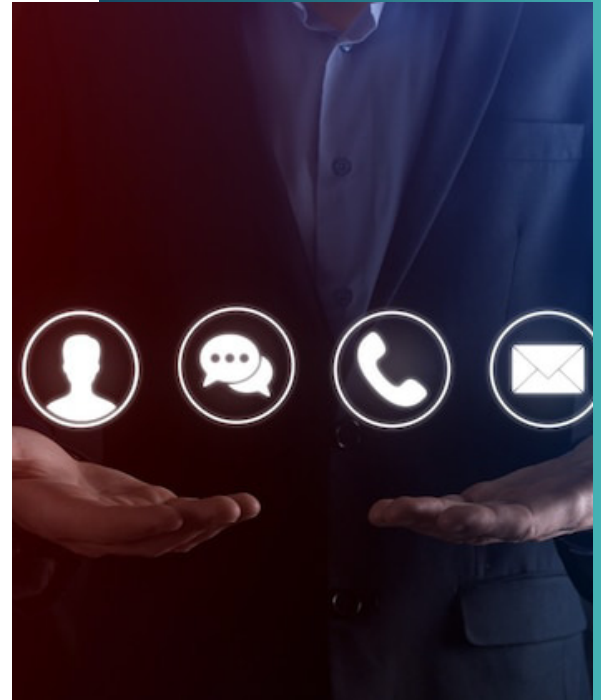
Our talent management strategy empowers our clients to plan and sustain a reliable pipeline of employees to fill critical roles on short notice and ensure smooth continuation of business operations, client management and business performance.



### 3. Redundancy Outplacement

For employees whose roles have been made redundant, practical and emotional support is needed to help them transition into new appropriate roles as quickly as possible. Our redundancy outplacement gives the clarity and focus about their next role, which makes their job search campaign more time-efficient. We also write their CVs and coach on interview skills and salary negotiation.

For a company and those left behind, this service is equally as important because there is reduced conflict and fewer legal disputes when affected individuals feel supported.





## 4. HR Department Outsourcing

Due to limited resources, budget or capacity, it can be difficult for some businesses to have a full-time human resources department. So they come to us for crucial HR responsibilities like recruitment, employee training and development, payroll and taxes, benefits administration, risk and compliance, and other HR administrative tasks.

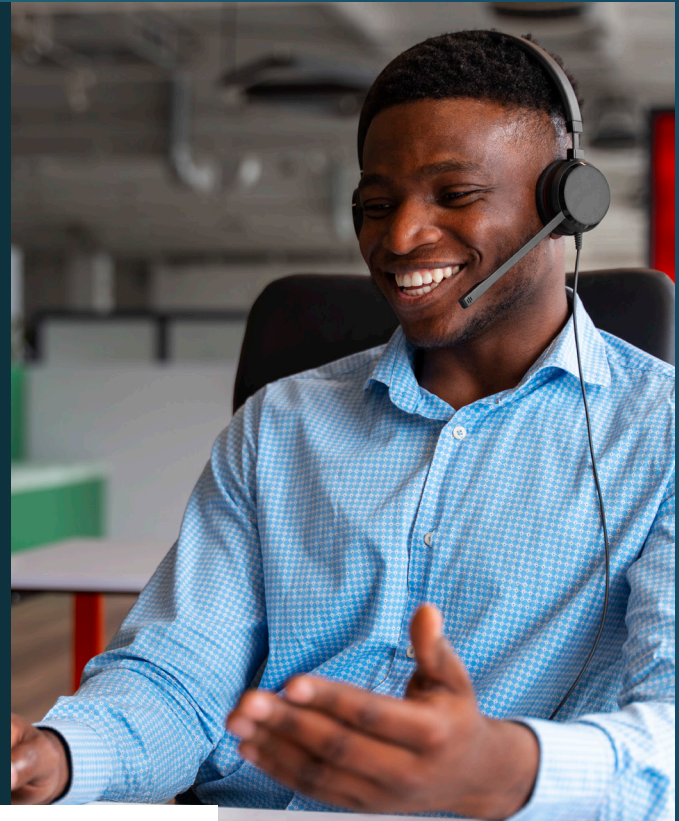
We also help you maintain legal compliance, keep your HR data secure and private, and managing employee issues as a perceived neutral party — all these without the expenses of hiring a team.



## 5. Outsourced Labour Management

It is costly and needless to hire, train and maintain staff for time-intensive jobs such as product distribution, customer service, inventory management and order fulfillment. They are better off outsourced, which helps reduce fixed costs in salary and benefits, and frees your HR to focus on more strategic functions.

With us, you also get to transfer the risk of employment, avoid repetitive administrative work, reduce employee downtime, comply with labor laws and guarantee performance management.







## 6. Corporate Wellness

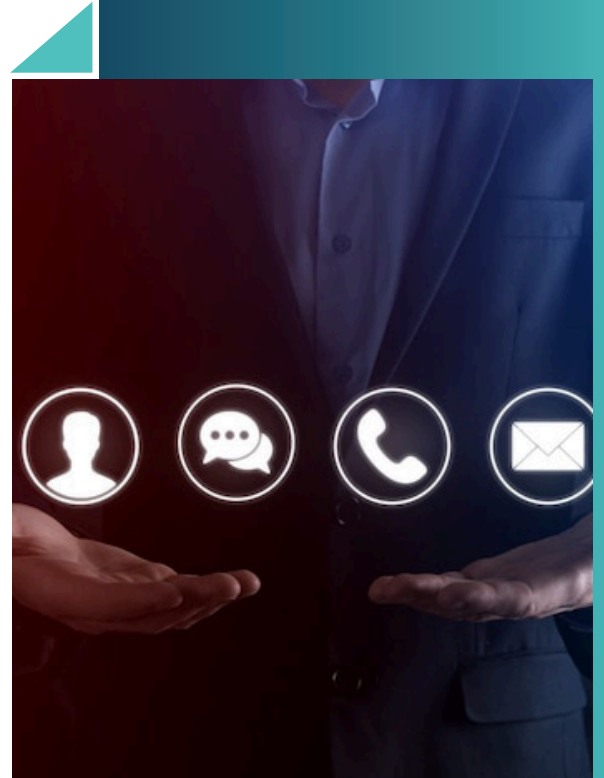
Designing and managing an employee wellness program is an important step in improving the health and productivity of employees and potentially improving the overall cost of employer-provided health care. Wellness programs can also benefit employers by reducing absenteeism, improving employee morale and loyalty.

So; whether you need mental health awareness, physical health programs, motivational talks or anything along these lines,  
we are your go-to company.

## 7. Corporate Training

The workspace and the work we do are evolving and will continue to evolve ceaselessly. Investing in corporate training helps employees to adapt to change, and imparts them with the knowledge and skills they need to perform their jobs at a high level. It also increases motivation at the workplace, reduces staff turnover, and plays a key role in building corporate culture since it aligns with company values and strategy.

We train on leadership and management development, customer and client communications, and workplace ethics and anti-harassment among others topics crucial to all organizations.





## Our Clients

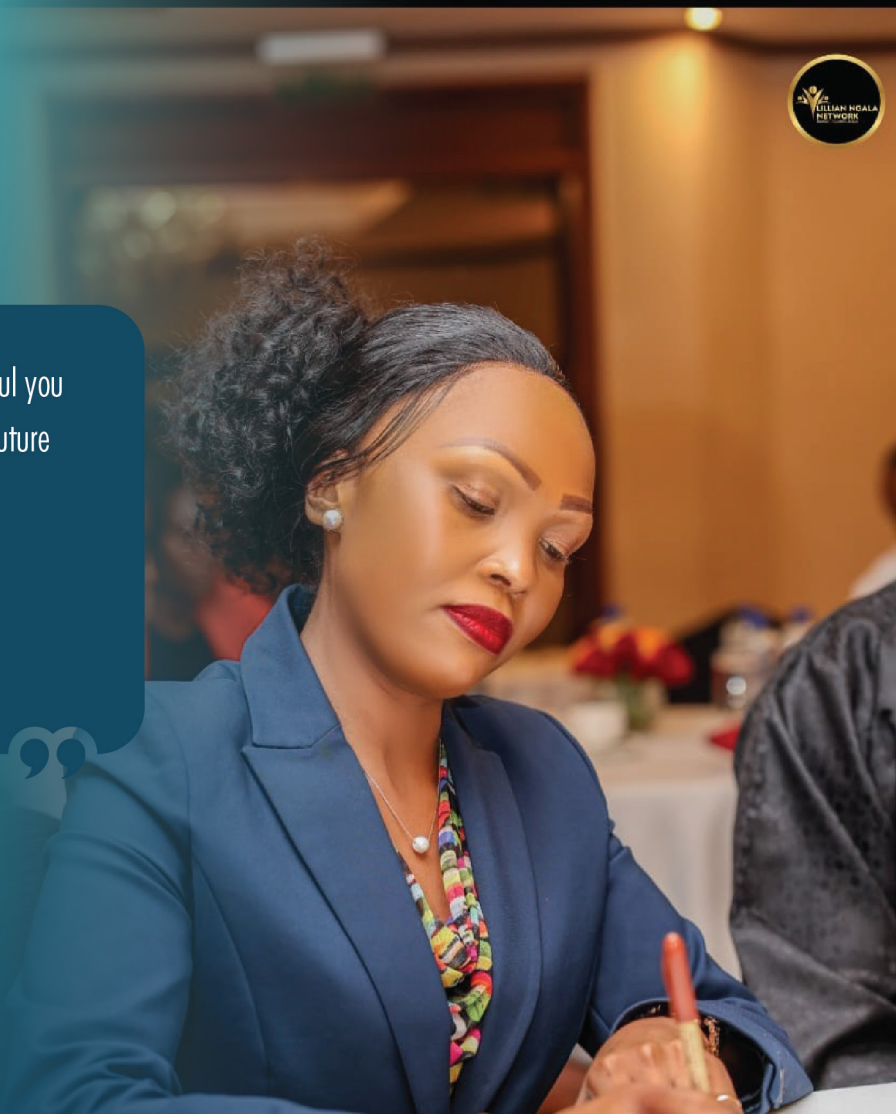


“

I emphasize this - no matter how good or successful you are or how clever or crafty, your business and its future are in the hands of the people you hire.

- Akio Morita,  
co-founder of Sony Corporation.

”



# Contact Us

Want to get your HR right and hit your business goals? Talk to us today.

 The Well Karen Next to CITAM Karen, off Langata Road

 +254 791 840 071

 [info@talentwinsconsulting.co.ke](mailto:info@talentwinsconsulting.co.ke)

 [www.talentwinsconsulting.co.ke](http://www.talentwinsconsulting.co.ke)

 @talentwins

