

RESANI CONSULTING COMPANY PROFILE



*We Solve Organizational Problems
Because we understand People & Business*

Table of Contents



- 3** Introduction
- 4** Who We Are
Mission and Vision
- 5** Meet the Team
- 6** Locations
- 7** Our Services
- 16** Partner Perks & Promotions
- 17** Clients & Reviews
- 19** Team Members
- 29** Thank You

LETTER OF INTRODUCTION

Dear Sir/ Madam,


Resani Consulting is excited to share with you our Company Profile. We would greatly appreciate it if you would take a few minutes to look at what we have to offer.

We work across different industries providing customized solutions to our clients. Our areas of expertise are Organisational Support Services through - Human Capital Management ,Human Capital Development, Recruitment and Business Advisory Services.

At Resani, we are passionate about building teams developing corporate cultures, and most importantly solving organizational problems. From reviewing policies, to looking into the organization's long term goals in order to properly recommend growth strategies, to helping an organisation set up - this is just the tip of the iceberg of the services we can offer you.

We commit ourselves to taking you from where you are to where you need to be. Our team looks forward to adding value to your team.

Kind Regards,



Rebecca Sani
Chief Consultant

OUR MISSION

To leave an organization better than we found it, while making a positive impact on everyone we interact with along the way.

OUR VISION

To be an internationally recognized consulting firm offering customized support in Management & Human Resources.

OUR CORE VALUES

- Honesty
- Integrity
- Exceptional Customer Service

WHO WE ARE

Resani Consulting was founded in Lilongwe, Malawi.

Company Registration Number: TMBRS1013447

Resani Consulting Ltd. is an Organizational Development Consulting Company founded in 2017 but incorporated in 2021 in Lilongwe Malawi. Resani is also incorporated in the United Kingdom (UK), United States of America (USA) and Rwanda. We offer Organisational Support Services focusing on six core areas.

- **Human Resource Outsourcing**
- **Organisational Support**
- **Talent Acquisition/Recruitment**
- **Business Advisory**
- **Corporate Training**
- **One-on-One Coaching**

We take pride in offering solutions and working with you to bridge the gap of where you are to where you need to be,



Customized Solutions

Industry & Country Knowledge

Organisational Support

MEET OUR TEAM

We work with a diverse team of internal & external consultants.



**REBECCA
SANI**

FOUNDER, MD
CHIEF CONSULTANT



**GIFT
NYAMBALO**

HUMAN RESOURCES
LEAD



**MULILIMA
CHALAMBA**

HUMAN RESOURCES
OFFICER



**CHAWANANGWA
KASANGA**

HUMAN RESOURCES &
ADMIN PERSONNEL



**ALINAFE
MTUKULO**

HUMAN RESOURCES
ASSISTANT



**LILLIAN
CHAKANGA**

HUMAN RESOURCES
ASSISTANT



**NELSON
PHIRI**

FINANCE & ADMIN
ASSISTANT

INTERNATIONAL MARKETS



**LAUREN
BARGAS- MALILA**

BUSINESS LEAD
FOREIGN MARKETS



**AMINATU MAC-
SAIDU**

HUMAN RESOURCES
CONSULTANT

LOCATIONS



**MALAWI | UNITED KINGDOM
UNITED STATES | RWANDA**

HR OUTSOURCING PACKAGE

Our HR Outsourcing Package offers end to end, tailor made HR Support to our Clients' organisations.

This ranges from total management of client's HR functions on their behalf to complete provision of manpower for specific business functions.

HR Function Audit

Human Resources
Planning

Recruitment & Selection

On-Boarding & Coaching

Performance Management

Rewards, Benefits
& Compensations

Training &
Development

HR Operations &
Administration

Policy Development
Reviews

Employee &
Union Relations

Corporate Culture
Development

Attrition
Management

ORGANISATIONAL SUPPORT

Our Organisational Support Package offers customized organisational development solutions based on systematic organisational diagnosis to identify responsive solutions to our Clients' needs.

In Organisational Support, we provide tailor made value propositions in the following core areas:

- Organisational wide/business unit diagnosis and recommendations of applicable OD interventions.
- Implementation of the interventions through participatory approaches to ensure ownership and knowledge retention.
- Landing and institutionalization of the changes and review of the impact on business.

Our expertise is in:

- Functional Reviews
- Business Process Re-engineering
- Business Optimization
- Managing placements, downsizing/retrenchments
- Succession Planning and Management
- Change Management
- Leadership Development
- Policy Development and Reviews
- Employee Satisfaction Surveys
- Strategic Plan Development and Reviews
- Business Turnaround Strategies
- Organisation Culture Assessment & Development
- Diversity, Equity & Inclusion

TALENT ACQUISITION / RECRUITMENT

*Recruiting is time consuming.
We save you time.*

Our Talent Acquisition/Recruitment Package offers customized Executive Placements and general recruitment for our clients.

In Talent Acquisition/Recruitment, we provide talent sourcing, screening, selection, vetting and onboarding in the following packages:

Full Service

- Advertisement
- Shortlisting
- Selection
- Vetting
- Onboarding

CV Vetting & Forwarding

- Advertisements
- Screening
- Forwarding
- Client shortlists & interviews

CV Sourcing & Forwarding

- Advertisements
- Forwarding
- Client shortlists & interviews

- Psychometric testing available
- In house portal has 2,600+ registered job seekers
- We go below the surface to ensure there is a cultural fit.

BUSINESS ADVISORY

*It's not about ideas.
It's about making ideas happen.*

Our Business Advisory Package offers customized professional services that aim at helping our clients' optimize their operations, improve their financial performance, and overcome challenges.

Like many of our services, we made it to specifically suit your organisation's needs.

*Business Set-up &
Operationalization*

Strategic Planning

Business Re-engineering

Growth Strategies

Systems Implementation

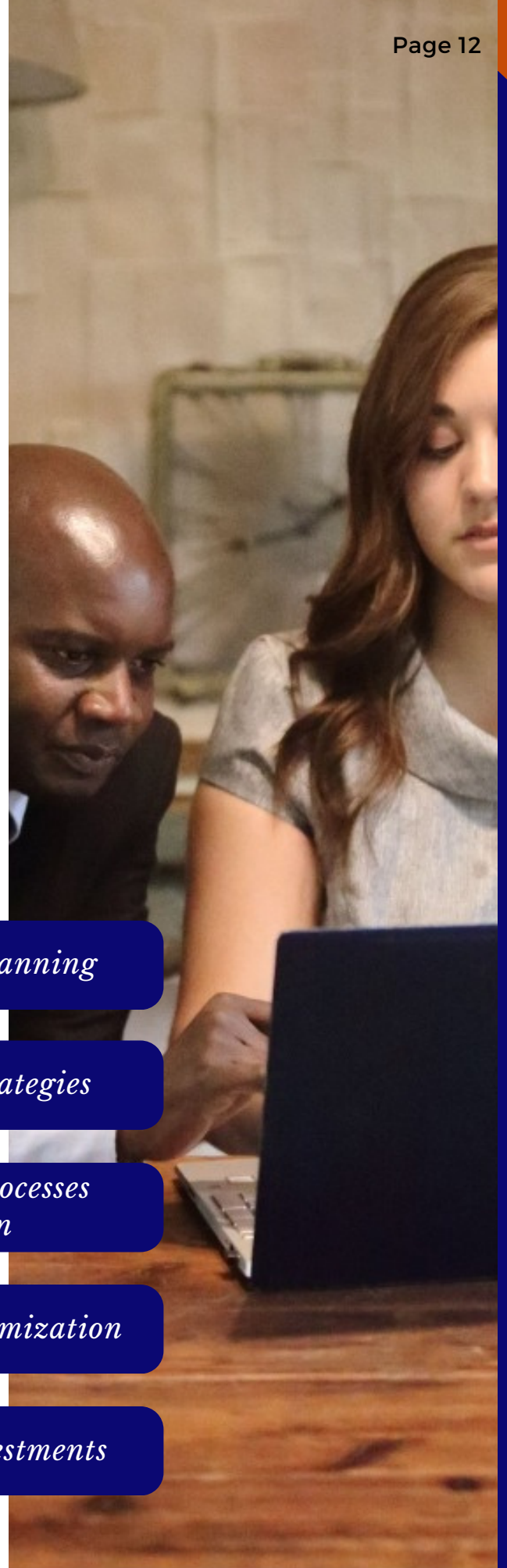
*Business Processes
Design*

*Culture Transformation
& Development*

Business Optimization

*Workflow
Implementation*

Foreign Investments



CORPORATE TRAININGS

"What if we train them and they leave? What if we train them and they don't leave?"



Our Corporate Trainings offer tailor made and customized generic leadership development and learning and development programmes. We provide responsive training programmes to industry needs in the following core areas:

- Leadership Development
- Learning and Development
- Training for Trainers Coaching
- Mentorship and Coaching
- Conferences and Seminars
- Certification Programmes

Topics Covered:

Board Business & Corporate Governance | Change Management
 Talent Management | Business Partnering | Record Keeping | HR for non HR
 Managers | Customer Service | Sales | Business Etiquette | Effective
 Communication Conflict Management & Resolution | Leadership Skills |
 Managerial Skills Emotional Intelligence | Sexual Harassment | Problem Solving
 Time Keeping | Conflict Management & Resolution | Various Trainings to
 Support & Develop Small Medium Enterprises

Training topics are not limited to the above.

*Let us meet your training
 needs*

CORPORATE TRAININGS

*"Alone we can do so little,
together we can do so much"*



Indoor | Outdoor
Small Groups | Large Groups
Active Team Buildings | Low Activity
Remote Session | Themed Team Buildings

We can design a team building to fit your team's exact culture and needs!

ONE-ON-ONE COACHING

"Coaching is unlocking a person's potential to maximize their potential. "

Our coaching services offer individuals a unique and interactive one-on-one coaching that is specifically designed for the professional executive leader.

While an individual can have good technical skills, good etiquette critical in the foundation of one's growth. We take pride in our coaching sessions and we go above and beyond to ensure that each session provides you with added value that you can immediately apply in your day to day life, both professionally and personally.

Unlock the potential within!

- Enhance relationships in the workplace by creating a positive environment.
- Accountability.
- Build confidence.
- Become a well-rounded professional executive and leader.
- Build a network and develop your social capital and develop your personal brand.
- Professional growth.
- Improving productivity through planning, tracking documents and time management.
- Utilising support tools and calendar management.
- Taking strategic targets and incorporating into daily duties and tracking documents.

And much more, as we tailor each coaching session to the individuals needs.

PARTNER PERKS & PROMOTIONS

At Resani, we believe in partnerships. Companies that are in retainer with us qualify to enjoy our perks & promotions.

Our distinguished clientele has access to the following benefits;

- ▶ Discounted Rates
- ▶ Annual Complimentary Services
- ▶ Marketing Opportunities to our Clientele



CLIENTS

Our clients come from numerous industries such as Medical, NGO's, Recruitment, Education, Banking, Agro-Business, Transportation, Retail, and Information Technology sectors.

Our business thrives on return business!

CLIENT REVIEWS

➤ ***The content and presentation was good and the facilitator is well knowledgeable with the course outline.***

-Joseph B.

Customer Service Training - Capital Hotel

➤ ***Through the training, I've learned a lot on how to work on my CV portfolio and I don't take it for granted.***

-Peter M.

After CV editing went from a Hospital Personnel to Executive Director

➤ ***I enjoyed learning from various financial institutions their experiences in managing***

MSMEs as they work with them to understand their business ventures and respond to their needs to grow and sustain their businesses.

-Ephraim M.

SME & Customer Service Training - Remote Training

➤ ***The Resani coaching sessions were great. I had gone in for mid to long term planning session but the results were immediate. After the session, I was better able to present myself for opportunities. This resulted in me being invited to the CSW by the donor, all expenses paid. The coaching sessions are a game changer.***

-Louisa K.

Coaching



Chief Consultant Managing Director

Rebecca C. Sani

Rebecca C. Sani is the Founder and Chief Consultant for Resani Consulting, a consulting company she set up in 2017. Resani Consulting is a consulting company based in Lilongwe offering, HR Support Services (Policies, Procedures, Recruitment, HR Audits), Corporate Trainings and Business Advisory Services.

Rebecca is an organizational Development Consultant, specializing in Organisational Support, Corporate Trainings & Business Advisory Services. She has a bachelors degree in Marketing Management (USA), an MBA in Finance (USA) and a Master of Management (DISTINCTION- USA) . She graduated top of her class and was on the Who's Who's of American Colleges & Universities - 2015 in addition to being invited to the Alpha Chi honorary Society - Delaware Beta Chapter.

She is passionate about building teams and helping Organisations run more efficiently through Change and Transformation Initiatives and Capacity Building. She has all round hands on business skills having grown a successful business over the last 19 years. Which quadrupled income within the first 5 years. Rebecca took over the business as the Financial Director at a time when the business was going through turmoil due to the suddon death of the founder. She was able to not only double the student population but retain employees. Today many of the staff have been at the institution for more than 5 years. She is a co- proprietor of - Good Shepherd International School, for the last 19 years.

Rebecca has a comprehensive understanding of what is needed for any organisation to grow and run efficiently whilst developing a positive culture that incorporates the team. It is this background that Rebecca built Resani Consulting on.

Rebecca has consulted for with various companies in Malawi. Her passion for developing teams and individuals translates into the trainings and coaching sessions she facilitates. Her workshops are exciting, interactive and practical.

Rebecca is a Board Member of Good Shepherd International School where she also holds the role of Financial Director.

Awards, Achievements, Publications

8 Inspiring Malawians - 2015, Wealth Malawi

100 Inspiring Women - 2015, Wealth Malawi

-Who's Who in American Colleges & Universities - 2015

-Alpha Beta Honorary Society - 2015

-Why Some People Make it & Others Don't - Learning & Growth Resources Magazine - Issue 1, Dec 2020



Business Lead- International Markets

Lauren Bargas-Malila

Lauren Bargas-Malila leads the company's UK Division. She is focused heavily on the initial stages of developing the brand overseas. Lauren has worked her way up within Resani Consulting.

Lauren has a Bachelor's Degree in Environmental Science from Texas A&M University-Corpus Christi (USA). She has a strong customer service and marketing background.

She is passionate about assisting companies get to the next level of productivity and strives to bring Resani Consulting to the forefront of our industry.

***"Life itself is a privilege.
But to live life to the fullest - well, that is a choice"***
-Andy Andrews



Human Resources Lead

Gift Nyambalo

Gift is a Certified Talent Practitioner who is performance driven Human Resources, Administration, Corporate Governance Executive with 16 years of combined expertise in Human Capital and Business Partnering, Administration, Corporate Governance, Consultancy and Academia with practical understanding of business needs. Experienced in Strategic Human Resources Planning; Succession Planning and Development; High Performing Talent Acquisition, onboarding and Performance Management; Training and Development; Change Management, Business Re-engineering and Functional Reviews; Performance Compensation programs; Labour laws and Industrial relations; development of innovative Talent Solutions, OD interventions and HR initiatives to streamline processes and capitalize on organization growth opportunities.

Gift holds a Master of Arts in Human Resource Management and Industrial Relations; MBA in Strategic Management; Bachelor of Arts in Human Resource Management and is a fellow of the American Institute of Project Management.

“Productivity is a sum of experience and continuous learning.”



Human Resources Officer

Mulilima Chalamba

Mulilima has a background in Human Resource, Customer Service, Operations and Education. Currently studying for a Master in Business Administration with Anna University, Mulilima possesses a Bachelor of Arts Degree in Education with a minor in Business Management obtained from the University of Eastern Africa-Baraton. He has dedicated his career to working with and for people of diverse walks of life. He believes in inclusivity, team work, passion and dedication.

Mulilima possesses four years in Human Resource Management having worked for GBI Greenhouse Limited as a Human Resource Manager and Central Poultry 2000 Limited as a Human Resource Officer. He also has five years' experience in Customer Experience having worked for Airtel Malawi as a Customer Experience Manager for Ntcheu and Balaka. Mulilima also has experience in operations having worked for European Union Elections Mission to Malawi in 2019 and as a Secondary school teacher at Lake view secondary school. Mulilima enjoys working in teams, mentoring others and being a positive impact in whatever he does.

"Coming together is a beginning, staying together is progress, and working together is success."

– Henry Ford



HR & Administration Personnel

Chawanangwa Kasanga

Chawanangwa is a dedicated Human Resource Administrative Professional with 5 years of progressive experience with proven ability in talent acquisition, retention, and knowledgeable about employment law.

She has a Bachelor's degree in Business Administration and is currently pursuing an MBA with Unicaf University. Communicates clearly and effectively while operating with strong sense of urgency.

Chawanangwa brings her strong communication skills to the table and effectively interacts with clients. She strives to bringing forth a track record of successful HR services and to assist in leading the team to work towards the company's goals.

"Financial resources can be the life blood of a company but human resources are the brains."



HR Assistant

Alinafe Mtukulo

Alinafe Mtukulo has over three years experience in Human Resources and Operations.

He is a result-driven person who assists the Resani Consulting team in all aspects of Human Resources. He is enjoying working in the private sector and helping the company harness the full power of one of its most valuable assets.

He possesses a Bachelor's Degree in Human Resource Management from Pentecostal Life University.

"Opportunity is missed by most people because it is dressed in overalls and looks like work"



HR Assistant

Lillian Chakanga

Lillian is a committed Human Resources Assistant with practical experience handling employee compensation, benefits, child labour and the Labour Laws of Malawi. She prides herself in being able to use her experience to ensure HR matters are being handled fairly and according to the law.

She is a holder of Bachelor's Degree in Social Science, Major Social Work, from Catholic University of Malawi and joins the Resani HR Team eager to provide excellent HR service to our clients.

“Believe in yourself and be prepared to work hard.”
-Stella McCartney



Payroll & Financial Expert

Nick Mzumara

Nick Mzumara has extensive experience in accounting with over 20 years experience. He has a Bachelor's of Accountancy from Exploits University. He has consulted for many organizations ranging from Good Shepherd International School to Malawi Dairy Industries, Katete Farm, and MIT Limited.

He is passionate about achieving organizational goals pertaining to Financial Management.

"Accounting is the language of Business"

-Warren Buffet



Finance & Administrative Assistant

Nelson Phiri

Nelson Phiri is an efficient finance and administrative individual, with over 6 years experience. He has a Bachelor's Degree in Business Administration from the University of Eastern Africa-Baraton.

He takes pride in his excellent administrative, accounting, and customer care skills. Nelson thrives working in a highly demanding environment.

He looks forward to playing an important role in assisting the company to deliver and achieve its ambitions.

"Life is like accounting, everything must balance."



Human Resources Consultant International Markets

Aminatu Mac-Saidu

Aminatu Mac-Saidu is a dynamic and results-driven Human Resource professional with a proven track record of success in the financial sector and supporting non-profit organisations. With over 5+ years of experience, she excels in partnering with organisations to achieve their strategic and operational goals through talent acquisition, HR management, and capacity development.

Aminatu's expertise spans various HR functions, including policy and strategy reviews, talent acquisition, payroll, compensation, labour relations, and the development of tailored training programs to strengthen the organisational workforce. She possesses exceptional communication skills and a keen understanding of organisational staffing needs.

She has been pivotal in national human resource planning, talent acquisition, leadership advisory, organisational design, policy reviews, compensation and benefits, and employee relations there. She introduced department-specific learning and development sessions, significantly enhancing employee performance. She also conducted an organisational structural review, streamlining workflows and reporting lines.

THANK YOU

Resani Consulting values the time you have spent reviewing our Company Profile. We hope this has given you a comprehensive look into the company and all that it has to offer.

Please do not hesitate to contact us with any additional questions.

We look forward to hearing from you soon.

Contact us

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 [resani-consultingmw](https://www.linkedin.com/company/resani-consultingmw)

