



MentorPool

MANAGEMENT SERVICES

COMPANY PROFILE

ABOUT US

The Company

MentorPool Management Services Company is run by a team of excellent and qualified retired executives who seek to share their capacity and experience with companies looking to stabilize and grow.

We are passionate about developing human capital across Africa in order to create sustainable competitive organizations, resulting in economic growth for all the people of Africa.

MENTORPOOL has an exceptional track record in working on large-scale sectoral projects with partners from the private and public sectors. We have developed a reputation for being a trusted partner in implementing projects that make a measurable impact on human capital effectiveness across sub-Saharan Africa.

What We Do

I Placement of High Caliber Human Resources

Recruitment and selection form a major part of an organization's overall resourcing strategies, which identifies and secures people needed for an organization to survive and succeed in the short, medium to long-term. The basic purpose of recruitment is to facilitate the selection of the best candidates for the organization, by attracting more and more employees to apply in the organization. Whereas the basic purpose of selection process is to choose the right candidate to fill the various positions in the organization. Available evidence indicates that there is a positive and significant relationship between selection, which most people refer to as head-hunting, and the extra-ordinary performance of an enterprise. It has been shown that implementing an effective selection process is positively related to organizational performance.

MentorPool expects to deploy its skilled semi-retired teams to organisations either to execute any difficult or challenging strategies and plans or to facilitate growth of the business from one level of success to the next. These will be high caliber former executives and entrepreneurs with the requisite skill, experience and networks to bring the required changes and performance levels to the organization.



II Strategy Development and Execution Support

Strategy development is a company's plan to achieve consistent growth. This technique lists detailed data and objectives that describe how your team plans on accomplishing each goal. You will also list the vision and mission of the company in your strategy to ensure each team member works toward the same goals.

Strategy is a plan that is designed to direct energy and guide staff toward a shared goal in an ever-changing world. It emphasizes an understanding of how the environment is changing and will change and on

developing organisational decisions that are responsive to these changes.

Many companies need expert help to develop an effective strategic plan also deal with the biggest problem in delivering the strategy, the successful execution of the strategy. Strategy execution is the implementation of a strategic plan in an effort to reach organizational goals. It comprises the daily structures, systems, and operational goals that set your team up for success. Even the best strategic plans can fall flat without the right execution. MentorPool will walk with you in delivering the agreements within the strategic plan.

III Corporate Restructuring and Turnover

Company lifespans are shrinking. Today, the chances of any given company ceasing to exist in its current form over the next five years are one in three. Fifty years ago, they were one in twenty. Our restructuring and turnaround management services help companies avoid an early exit by leading them through a business turnaround.

Companies grappling with a strategic crisis operate under immense pressure and face enormous disruption. If they ignore the warning signs, such as declining profitability or market share, the strategic crisis can morph into a profit crisis—with plummeting profits and stagnating or falling sales—that can force them to burn through cash reserves.

Only a business turnaround can help such a company stave off the next phase of decline: a liquidity crisis.

MentorPool helps companies orchestrate an effective business turnaround when all signs point to the need for fast, focused action and when companies are grappling with an urgent need to change amid great disruption. We deliver quick impact to each client's bottom line, cash flow, and top-line-growth, all while concentrating on what the client must do to sustain successful change far into the future.



IV Focused Mentorship for Women and Women Leaders

Women in leadership positions can offer guidance to young females who are early in their career or even those who are eyeing C-suite positions. Some people naturally find mentors in the workplace but not everyone is so fortunate.

Mentoring provides a safe space for women to openly discuss their ambitions. Additionally, a mentor should encourage women to take these ambitions and articulate them to organisational leadership. Whether the problem is with confidence or lack of necessary skills, mentors can work with women to overcome challenges.

Allowing MentorPool to create a women's mentorship program in your organisation provides every female employee in the company the opportunity to offer or accept guidance.

V Governance Structure and Set-Up

Corporate Governance refers to the way in which companies are governed and to what purpose. It identifies who

has power and accountability, and who makes decisions. It is, in essence, a toolkit that enables management and the next five years are one in three. Fifty years ago, they were one in twenty. Our restructuring and turnaround management services help companies avoid an early exit by leading them through a business turnaround.

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VI Pre-Receivership Management Services

Lenders/Investor have an option to engage a borrower/invested with a view to improving its performance and avoid the possibility of taking the borrower/investee into receivership and subsequently liquidation. Secured creditors may sometimes opt to appoint a receiver when a corporate debtor falls into financial troubles. Receivers are responsible for disposing the assets upon which the loan facilities were secured, in such a manner as to maximize the value of the debts discharged. MentorPool seeks to work with the lender/investor before the taking the company into receivership is necessary

VII Performance & Operational Diagnostics

The diagnostics also helps to identify, measure, and assess the specific root causes of challenges affecting all aspects of operational performance and compliance. The methodology is predicated on the belief that meaningful performance occurs when the combination of strategy, process, leadership, systems, and execution all converge. Consequently, the diagnostic evaluates the range of characteristics required to elevate performance – supporting rapid development and providing senior leadership with specific recommendations.

A performance and operational diagnosis makes it possible to assess the effectiveness of the organisation and to understand its operations, so as to evaluate the impact of various interventions. During the diagnosis, our specialists conduct observations and field studies in 3 different areas: management culture, structure and tools as well as performance. This everyday incursion aims to get a fair and objective vision of the company to be able to quickly identify the opportunities.





VIII Leadership Development and Corporate Training

Leadership training and development helps identify high-potential individuals that are likely to become leaders and extends the capabilities and knowledge of individuals who already perform leadership roles. Leaders may need training in both soft and hard skills, depending on the organization's current challenges.

Leadership courses will help companies identify what is more effective for certain types of employees at different stages in their personal and professional lives.

MentorPool commits to deliver top of the range leadership development programs and training to help companies identify and groom leaders that can take companies from one level of success to another.



Please let us know if you have a question, want to leave a comment, or
would like further information about MentorPool Management Services
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