



Institute for
Professional
Excellence

PASSION

FOR PROFESSIONAL EXCELLENCE

- ③ Corporate Profile
- ⑤ Consulting Business Solutions
- ⑥ HR Solution
- ⑦ Talent Sourcing & Placement
- ⑧ Incompany

CAPABILITY STATEMENT

Consulting | Training | Research

AMP

HUMAN RESOURCES ADVANCED MANAGEMENT PROGRAMME

ADVANCED MANAGEMENT PROGRAMME
HUMAN RESOURCES

AMP

ACTION LEARNING METHOD

Executive Management Development for the Senior HR Professionals

The HR Advanced Management Programme (HR-AMP) runs on a part-time format spread across three months. Three intensive days in every month.

PROGRAMME OBJECTIVES

- Build awareness of key drivers of success across core business functions
- Understand how these drivers contribute to your organisations competitive advantage
- Develop skills to support and influence the delivery of core business goals
- Build credibility amongst your stakeholders
- Explore strategic commercial processes, trends, models and structures

See full programme content online or request for a brochure:

PROGRAMME FEATURE

- 9 Days (3 days monthly) strategic management insight
- Individualized post programme coaching
- Action Learning Methodology with implementation blue print
- Live Harvard-type case studies

DELEGATES PROFILE

Executives with clear mandate for transformation and Senior Managers seeking a platform to connect and share experiences

PROGRAMME FACULTY

Each AMP session is facilitated by 6 highly experienced professionals who are authorities in their fields.

Excellent guest speakers who are CXOs and thought leaders in their field; they will cover topics such as strategic planning, sales & marketing strategies, financial acumen, operations management, leadership and lateral thinking

REGISTRATION DETAILS

Strictly limited spaces. First come, first served. Suggest you RSVP at your earliest convenience to reserve your place.

PROGRAMME VENUES

The AMPs run in a different hotel venue each time (e.g. Protea VI, Protea GRA, De-Renaissance Ikeja). Airport and hotel Pickup & Drop can be provided.

CONTACT:

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Email: Info@p4pe.co or Learn more online: www.p4pe.co/courses

ABOUT P4PE LIMITED

P4PE Limited is management and business transformation professional services firm. The P4PE Institute was founded on the belief that organizations can and must, find better ways of measuring their investments in human capital.

Our vision of the future is one in which human capital measurement and information is as integral to business decision making as financial information is today. We Bring professional & business discipline, standards and rigour to the HR Function.

OUR SERVICE OFFERINGS:

Learning & Development

P4PE Institute is a unique provider of professional development and learning for working adults seeking to enhance their skills, advance in their careers and enrich their understanding of a rapidly changing world. P4PE also offers education solutions customized to meet the needs of business, government and nonprofit organizations. We offer both open enrolment and off-site/incompany programmes.

Talent Sourcing & Placement Services

We provide a blend of talent management services for our clients:

- Candidate sourcing and Screening Service
- Recruitment process outsourcing (RPO)
- Assessment centers and Testing
- Verification/Background Check Services
- Workforce Outsourcing & Placement Service
- Graduate Trainee Optimisation Programme
- New hire onboarding & orientation services.

Outsourcing Services

Our outsourcing services covers:

Workforce/HR Outsourcing - which focuses on the recruitment, training and management of Field/Direct Sales Teams, Customer Services Officers, Drivers & Logistics officers, Contract & Temporary workers who act as part of our clients' workforce infrastructure.

HR Process outsourcing offers the following core outsourcing services:

- Recruitment & Assessment Outsourcing
- Employee surveys/Needs Analysis
- Payroll Administration Processing Services
- Compensation Structure/Restructuring
- Pre-retirement Programme

Consulting Services:

Our consulting services focus on organisational design, and development of systems and processes that drive results, effectiveness and ensures sustainability of our clients businesses.

Some of our consulting services includes:

- Business Modeling & Planning
- Business Value & Sellability Building
- Strategic Planning & Review /Retreat
- HR Systems Design & Development
- Project Planning & Management
- Business Intelligence (BI) and Analytics
- M&A and HR Due diligence
- Business Process Improvement

Research & Development

Through gathering and analysis of quality data, our research desk provides business intelligence to clients on critical organisational and external issues. Some of our research services includes:

- Employee Engagement Surveys & Reports
- Productivity Analysis
- HR & Workforce Analysis
- Customer Insight & Marketing Intelligence
- Business Process & Benchmarking Analysis
- Schools Research & Teachers Development
- Masters/PHD Degree Research & Analysis
- Data Mining, Analysis & Reporting

Visit Our Website (www.p4pe.co) to learn more and download our brochures. To book a free consultation, please contact us immediately.

Brand & Core Values

Mission: Maximise available resources through ideas and intervention to create value for our people, clients and investors

Vision: (Vision 5@10) – Industry Top 5 choice for Talent, Clients and Investors in our chosen fields by our 10th anniversary.

Strategy: Grow Talent who Create Value for Clients who provide ROI for our Investors.

Core Values:

- Passion
- Professionalism
- Excellence

P4PE Limited.

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The Value Builder Premium

Want to **INCREASE** the value of your business by up to **71%**

Improve your Value Builder Score with The Value Builder System



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The Value Builder Score is an assessment tool that allows you to see your company as a buyer would see it. Complete The Value Builder questionnaire and you will receive your overall score along with your performance on the eight key drivers of value - each one which is statistically proven to be important to buyers.

Whether you want to sell your business soon or just want the peace of mind to know you are building a valuable asset for the future, improving your Value Builder Score gives you a quantifiable return on investment. A study of 6,955 businesses showed that companies achieving a Value Builder Score of 80+ (out of possible 100) go on to sell at 71% premium compared to average-scoring businesses.

Get Coached By A Certified Value Builder™
 Take the Assessment now:
<http://bit.ly/BizValueBuilder>
 Contact us to discuss your results



Why hire full time when you can have a Professional Freelancer do it for you?

Post your Projects/Jobs to a community of over 1,000 professionals on-demand. Get bids/proposals to get it done instantly.

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Pay per hour or for actual work done. No stories!

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CONSULTING BUSINESS SOLUTIONS

The P4PE Management Consulting practice works with executives to help them make better decisions, convert those decisions to actions and deliver the sustainable success they desire. Over the years, we've been passionate about achieving better results for our clients—results that go beyond financial and are uniquely tailored, pragmatic, holistic and enduring.

As business landscapes transform and evolve, business executives are confronted with challenges and opportunities that have never been more dynamic & complex. P4PE Consulting Helps business leaders effectively understand and manage these forces and help transform companies to become globally competitive, profitable and sustainable.

RESEARCH & DEVELOPMENT

Through gathering and analysis of quality data, our research desk provides business intelligence to clients on critical organisational, people and external issues. Some of our research services includes:

- Employee Engagement Surveys & Reports
- Productivity Analysis & Index
- HR & Workforce Analysis

- Customer Insight & Marketing Intelligence
- Business Process & Benchmarking Analysis
- Schools Research & Teachers Development
- Masters/PHD Degree Research & Analysis
- Data Mining, Analysis & Reporting
- Best Practices Survey
- Talent Management Analysis & Index
- Compensation & Benefits Survey
- Performance Management Practice

CONSULTING & TRANSFORMATION

Our consulting services focus on organisational design, and development of systems and processes that drive results, effectiveness and ensures sustainability of our clients businesses. Some of our consulting services include:

- Business Value & Sellability Building
- Enterprise Transformation Management
- HR Systems Design & Development
- Business Intelligence (BI) and Analytics
- M&A and HR Due diligence
- Business Process Improvement
- Operations/Maintenance Planning & Scheduling
- Performance Management Systems (PMS)

We have brought together
Brilliant business tools
for your execution success

- Talent Management/Succession Planning
- Workforce Management Services
- Competency Modelling
- Business Planning & Modelling
- Corporate University/Academy
- Workforce Audit/Due Diligence
- Systems, Processes & Outsourcing
- Employee Engagement
- Project Planning & Management
- Strategic Planning & Retreat/Review
- Strategic Workforce Planning (SWP)
- Workforce Analytics (WFA)
- KPIs, Scorecards & Dashboards
- Strategic Business Partnering
- Organizational Development
- Change Management
- Executive Coaching

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HR SOLUTIONS

No change is complete and sustainable without engaging employees and realigning the culture. That is why we always use the combined strength of People, Process and Culture in our change intervention.

Our consultants bring in best practices from some of the most admired companies combined with extraordinary analytical skills including Talent Management & OD, Learning & Performance Management, etc. to provide you a complete HR solution.

Our M&A experience cuts across the entire chain starting from Due Diligence and our Culture Integration capability is amongst the best you can find.

ORGANISATION CULTURE

Organization culture does not work in isolation of its leadership and infrastructure. Employee satisfaction, team work and retention also depends on how you set up your organization structure, groom your leaders, what metrics you track and how you promote your talent.

Our consultants can help you in Organization survey
Organization design
Inter-functional dependency and metrics design

Don't forget to leverage our signature training and workshop on "Working in a matrix organization"

TALENT AND ORGANIZATION DEVELOPMENT

Many organizations have started to abandon or significantly change their performance management process. But we all know that each organization is different and no one size fits all. If you are thinking about your organization, talent and succession program, just call us for a quick diagnostics and allow us recommend the best solution customized for your organization.

We can help you with the entire employee life cycle right from onboarding, retention, development and growth of your employees and leaders through a multi faceted intervention program.

HR INFRASTRUCTURE

Your HR infrastructure depicts the personality of your organization. If you have the right systems, processes, metrics along with strong HR analytics to further strengthen your processes, you will find employees and managers spending much more time on their job.

Talk to us about :

- HR Information System (HRIS)
- HR Analytics
- HR KPIs and metrics
- HR Shared Services Track the right metric and see the right behaviour follow you automatically.

ACQUISITION INTEGRATION

Almost 70% of M&As don't achieve intended goals from the deal and culture has been cited as the most common culprit in acquisition integration.

Our best in class Culture Integration program can help you reduce your burden and help with an integration you and your employees will look back with a lot of pride and satisfaction.

Our consultants can support you with HR due diligence, culture integration, HR process integration, Benefits harmonization and new employee on boarding.

Next Step
Get in touch with us today,
and improve the quality of your
Organisation's HR Practices.

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Talent Sourcing & Placement Services

Candidate sourcing and Screening Service

Your Recruitment & Selection Strategy should provide the “Right People” to drive your organizational strategy that cannot be met by current resources. This strategy, policy and procedures will determine to a large extent the capability of your organization to deliver on its strategic goals and objectives. Our Sourcing & Screening services helps you to focus on actual selection while we review, screen and conduct first level interviews for you.

Workforce Outsourcing & Placement Service

Our talent sourcing & placement services provides a blend of recruitment & selection and assessment services for our clients. This service takes from Job Analysis to Talent Attraction and from testing & assessments to new hire onboarding services. We manage the staff while you manage your business.

Verification Service/Background Check Services

We provide efficient verification services to meet your business needs by leveraging our network of competent agents, reliable contacts and relationships with academic institutions and government agencies all over the country. Organizations rely on us for the information they need to make optimal personnel decisions, by authenticating the information supplied by job

candidates or employees.

- Types of checks we carry out
- Credential verification (Local & Foreign Institutions)
- Neighbourhood Check (Address Verification)
- Previous Employment Verification
- Professional certificate verification
- Reference/guarantor checks
- NYSC certificate verification
- Foreign certificate verification

Assessment centers and Testing

P4PE Institute provides innovative Assessment interventions across the entire employee lifecycle. With deep and broad experience in Assessment Design and Delivery, we have built capability in the area of helping our clients achieve their performance objectives through the strategic use of Assessment interventions. Our solutions cover testing, Competency Testing, Promotion testing & interviews.

Recruitment process outsourcing (RPO)

At P4PE Institute, we provide specialized talent sourcing services for our clients, helping them fill critical roles with speed and accuracy. Our talent sourcing interventions encompasses roles from entry level to very senior/executive level positions. We have highly skilled

talent sourcing specialists who, with insights and understanding of specific industries and sectors, deliver exceptional sourcing service to our clients. Leveraging our rich and robust database, network of high level contacts in organisations and effective sourcing strategies, we deliver quality candidates to our clients through our competency oriented recruitment processes.

Our RPO Offerings- Headhunting, Executive Search and Selection, Volume Recruitment.

Talent Placement Services

A membership-based service that provides subscribed companies a pool of 3-5 candidates per requested role for an annual subscription fee of N100,000. There is no limit to the number of roles an organisation can access. This service provides candidates in early and mid Career in Human Resources, Sales & Marketing and Customer Services.

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CUSTOMISED TRAINING SOLUTION

DOES YOUR TEAM
HAVE THE SKILLS
IT NEEDS TO
SUCCEED?



WHY Choose Us

We work with you and your team to identify skills gaps, and then recommend the best course of action to fill those gaps through professional development. The selected training is then customised to your organisation's needs and business goals and delivered privately on/off-site.

Why choose P4PE's in-Company Customised Training Solution (CTS):

- Our in-Company programmes are more **cost effective** for groups of five or more because they allow for reduced travel and training cost per participant.
- Our expert **facilitators are the best in what they do**. They deliver high-quality training that can be tailored for your needs, resulting in improved performance on the job.
- Our in-Company programmes allow for a **confidential environment** in which participants can openly discuss how what they are learning can be applied to their organisation.

For more information on ways we can assess and support your team, contact P4PE Institute Customised Training Solution (CTS) at +234.809.823.7473, +234.809.054.6055 or info@p4pe.co
Visit www.p4pe.co