



# COMPANY PROFILE

10th Floor Western Heights, Karuna Rd,

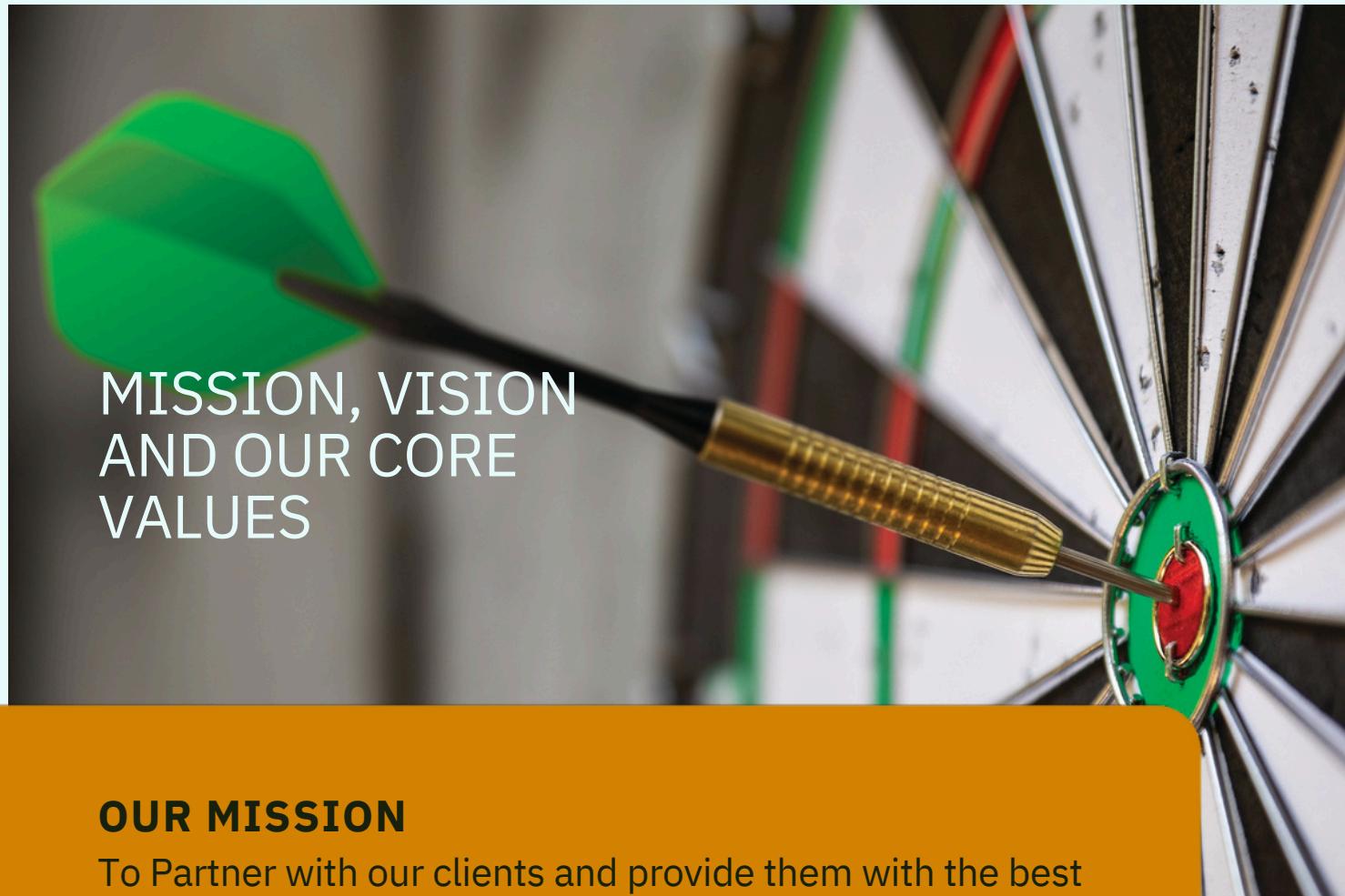
Westlands Nairobi.

Office: +254 (0)700 178 680

Email: [info@eaglehr.co.ke](mailto:info@eaglehr.co.ke)

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





## MISSION, VISION AND OUR CORE VALUES

### OUR MISSION

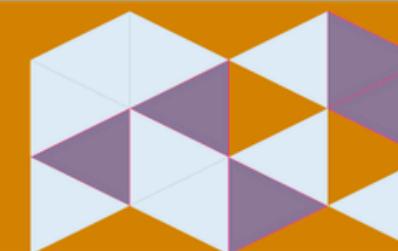
To Partner with our clients and provide them with the best HR services to empower and maximize on their employees' productivity

### OUR VISION

To become the leader in provision of impactful, innovative and efficient HR consultancy services

### OUR CORE VALUES

- Impact
- Innovation
- Results
- Integrity
- Professionalism
- Partnership

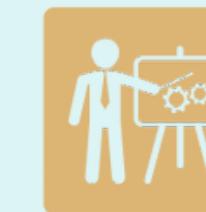


## OUR SERVICE OFFERINGS



### Human Resource Outsourcing

Workforce Management  
Logistics Payroll Services  
Functional Departmental  
Outsourcing  
TalentDevelopment



### Training and Development

Leadership and  
Development Professional  
and Technical Artisan and  
Semi Skilled Crafts  
Competency based  
program development



### EXPAT Management Services

Immigration and Work  
Permit support Security  
Logistics Payroll and  
Statutory Family support



### Government Relations; Compliance and Regulatory

Regulatory Filings Ministry  
Alignment and Support  
Public Private Partnerships  
Compliance guidance;  
alignment across the value  
chain



### Consulting and Advisory

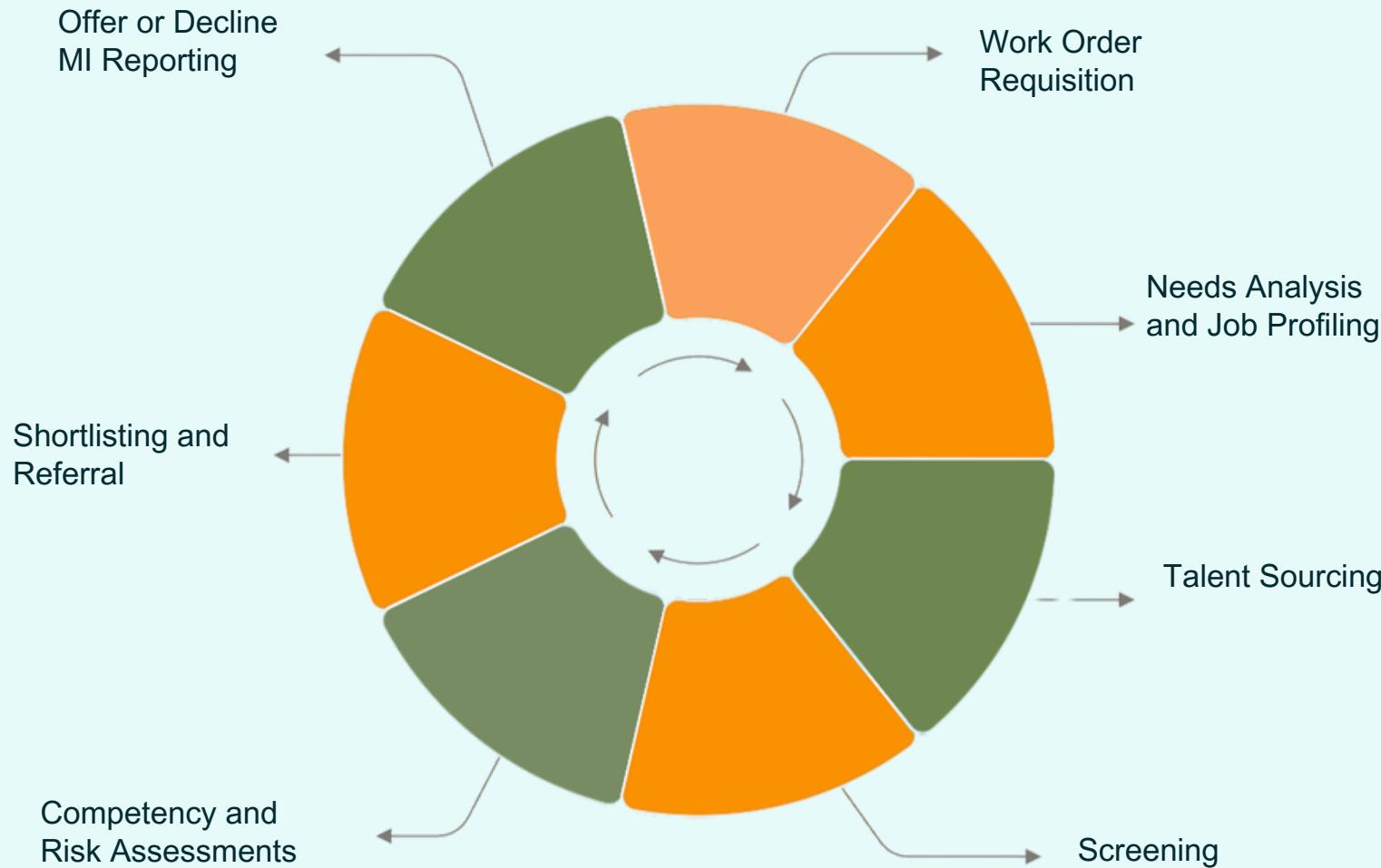
Company Structuring  
Operations Management  
Organizational  
Development Risk  
Assessments Due  
Diligence Transactional  
Regulatory Financing



### Recruitment Services

Permanent Placement  
Temporary Staffing Bulk  
Recruitment  
Contracting Services

# RECRUITMENT SERVICES



## Permanent Contract Employment Services

Our permanent staffing recruitment solutions encompass sourcing, screening, assessing and interviewing the correctly matched candidate to the position as well as the cultural environment of client. By partnering with us for permanent staffing recruitment solutions you will enjoy the following benefits:

- Access to a large international database of talented candidates
- Experienced and skilled recruitment team
- Competency-based interviews
- Skills assessments verifying competency levels on particular software packages
- Stringent checks including criminal, qualifications, IT competency. These may include specific checks relevant to client's industry.
- The most suitable candidates are shortlisted for client's interview. This saves client numerous hours as only appropriately talented candidates are interviewed; and
- Client benefit from peace of mind as the entire recruitment process including documentation is legally compliant with all labour legislation avoiding unnecessary costs and risks.

## Temporary Contract Employment Services

The Temporary Employment Services (TES) workforce solution enables clients to balance their staffing requirements with their projects, adapt to market expansion or contraction scenarios.

EAGLE can source and manage candidates in temporary positions within Client businesses across all industries; sectors; levels; occupations and geographies at any point in time. Individuals can be National or Expat in origin. Ability to provide Expatriate Services through our Expat Management Team to support the individual to relieve the Client from this often administratively intensive role.

EAGLE is able to satisfy all compliance, tax, statutory and immigration requirements and ensure the Client receives the best candidate(s) to fill their required role(s). In this context; EAGLE provides the full end-to-end recruitment value proposition:



## HR OUTSOURCING

**WE PROVIDE STREAMLINED OUTSOURCE SUPPORT ON HR OPERATIONAL TASKS, PAYROLL ADMINISTRATION, PERFORMANCE MANAGEMENT SYSTEM AND TIME SHEET MANAGEMENT SYSTEM.**

*Companies outsource primarily to cut costs. But today, it is not only about cutting cost but also about reaping the benefits of strategic outsourcing such as accessing skilled expertise, reducing overhead, flexible staffing, and increasing efficiency, reducing turnaround time and eventually generating more profit.*

## Benefits of Our Outsourcing Services

### **100% Focus on core activities**

Workload increases with additional non-core functions and the quality of your core activities suffers as your business grows. Outsourcing in such scenario to a third party plays an important role by allowing your key resources to focus on primary business tasks.

### **Over 90% Increase in-house efficiency**

After you allocate tasks to your outsourcing partner, they share the workload of your employees. This allows you to develop your internal task force and use them more efficiently.

### **Global access to skilled expertise**

We provide skilled expertise to allow you to focus on your core mission in providing a high quality product and service to your customer offshoring the task to people who can perform it better makes sense.

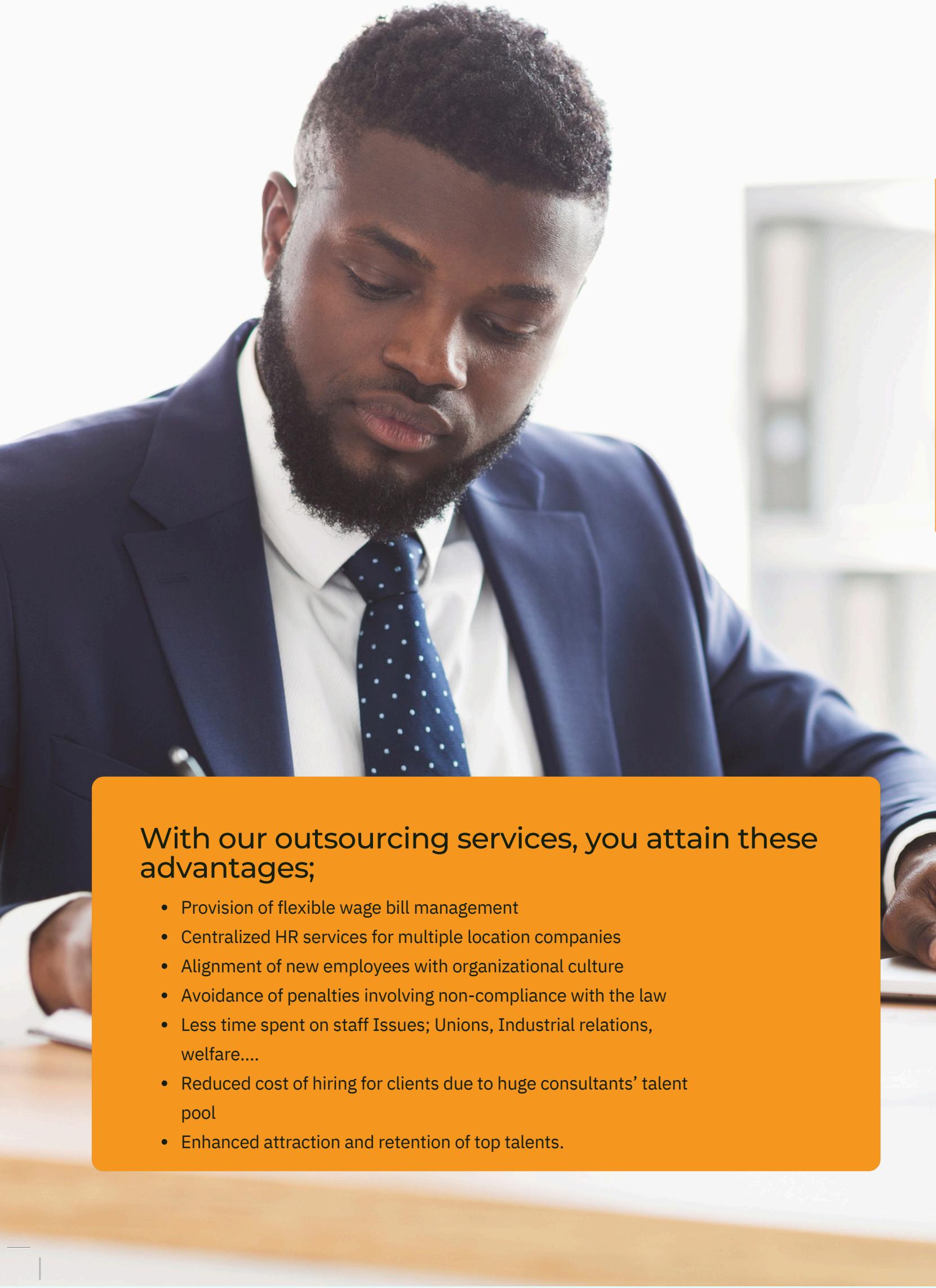
### **Better Risk Management-60% risk transfer**

Outsourcing will allow you to share any associated risks with your outsourcing partners thereby reducing your burden. For example - by outsourcing to a competent outsourcing partner you reduce the risk involved in having the same task done in- house by staff that may not be as competent in that field.

## Top Reasons to Outsource

(Deloitte, 2016)

- ▶ 59% - Reduce or Control Costs
- ▶ 57% - Focus on Core Functions
- ▶ 47% - Solve Capacity Issues
- ▶ 31% - Improve Service
- ▶ 28% - Gain Access to Expert Talent and Knowledge
- ▶ 17% - Manage Business Environment as well as Accelerate Organisational Transformation



## With our outsourcing services, you attain these advantages;

- Provision of flexible wage bill management
- Centralized HR services for multiple location companies
- Alignment of new employees with organizational culture
- Avoidance of penalties involving non-compliance with the law
- Less time spent on staff Issues; Unions, Industrial relations, welfare....
- Reduced cost of hiring for clients due to huge consultants' talent pool
- Enhanced attraction and retention of top talents.

## More Benefits of Our Outsourcing Services

### Run your business 24X7

Shift management, gives you the added advantage of making full use of your 24 hour day. Your outsourcing partner can take over and continue your work even after your employees go home. They can complete critical tasks and send it back for your review the next day.

### Staffing Flexibility

Outsourcing will help you to scale up or down comfortably. At a much lower cost, offshore outsourcing provides additional benefit of running your business in full throttle even during off season and holiday months.

### Over 90% customer satisfaction

Our outsourcing partner, with their skilled expertise will produce quality deliverables faster, increasing your turn around time to the customer. With on-time deliveries and high-quality services your customers will be delighted! Outsourcing can help you benefit from increased customer satisfaction and thus creating a stream of loyal customers.

### Up to 60% cost cuts

All the benefits listed above come with the bonus benefit of lower cost and big savings! When you outsource services like medical billing, call center and teleradiology, etc. to a low-cost country like India or Philippines , you are getting access to quality services that are offered at a much lower cost (You can save up to 60% costs)! Maintaining an infrastructure can be an extra burden for some businesses, which outsourcing can remove.

### Give your business a competitive edge

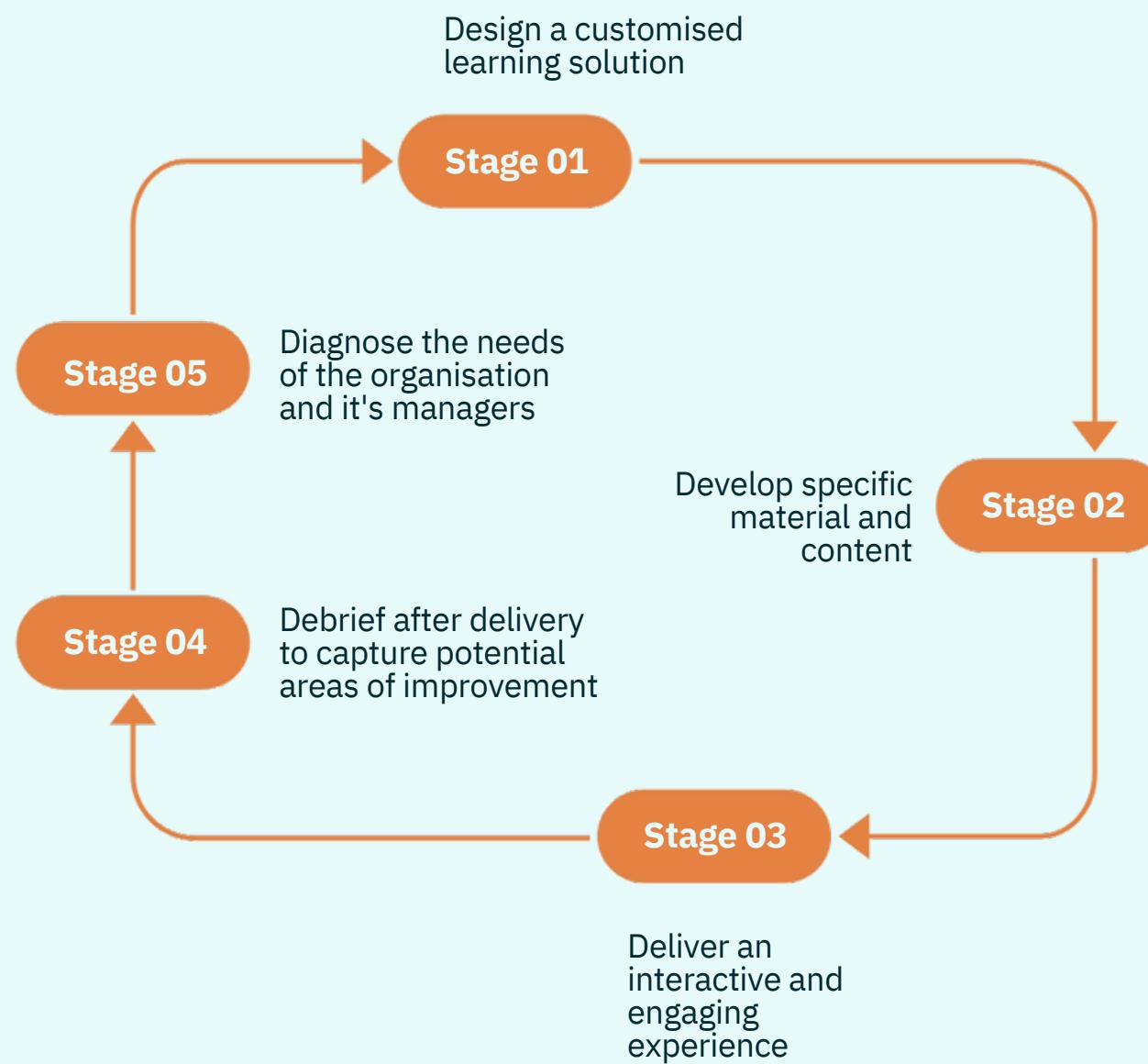
The ultimate benefit of outsourcing is that it helps your organization gain a competitive edge in the market. Through strategic outsourcing to an outsourcing partner, you are not only providing your customers with best-of breed services, but increasing your productivity while managing your in- house resources intelligently. Outsourcing can help you surpass competitors who have not yet realized the benefits of outsourcing.

### See an overall increase in your business

Outsourcing shows an increase in your productivity, customer loyalty, level of quality, business value, profits, and much more.

# TRAINING AND DEVELOPMENT

*Illustration of our delivery infrastructure*



HR managers do not always have the time or resources to oversee every element of training so outsourced training offers a practical alternative.

When developing your training content, EAGLE consultants and facilitators consider the technology that the employee will be using and a needs analysis will highlight any other gaps in the critical skills set.

**THROUGH STRATEGIC PARTNERSHIPS EAGLE HR CAN PROVIDE CLIENTS FULL ARTISAN TRAINING COURSES (SHORT COURSES, ASSISTANT/HELPER TRAINING THROUGH TO FULL ACCREDITATION)**

EAGLE is focused on solutions that serve the individual, industry, and the community. Often training is undertaken without the link to meaningful employment thereby creating unmet expectations. Entrepreneurial Training can enhance the marketability of the trainee and create a flexible and meaningful career.

- Holistic Approach; provide technical capability and then the framework to apply that to the development independent enterprise
- Not Training for a Job....Training for a Business
- Integrated with family and community needs; adapted to the cultural; business and social environment
- Promotion of Small to Medium Enterprises
- Supported by Development Advisory Services; Consulting, Mentorship

**We specialize in the following training areas:**

1. Board leadership programs
2. Executive and Senior leadership programs
3. Strategy execution
4. Performance programs
5. Culture change programs
6. Technical and specialized programs
7. Sales & marketing programs
8. Soft skills for workplace programs
9. Team building courses



# POLICY AND PROCEDURE REVIEW

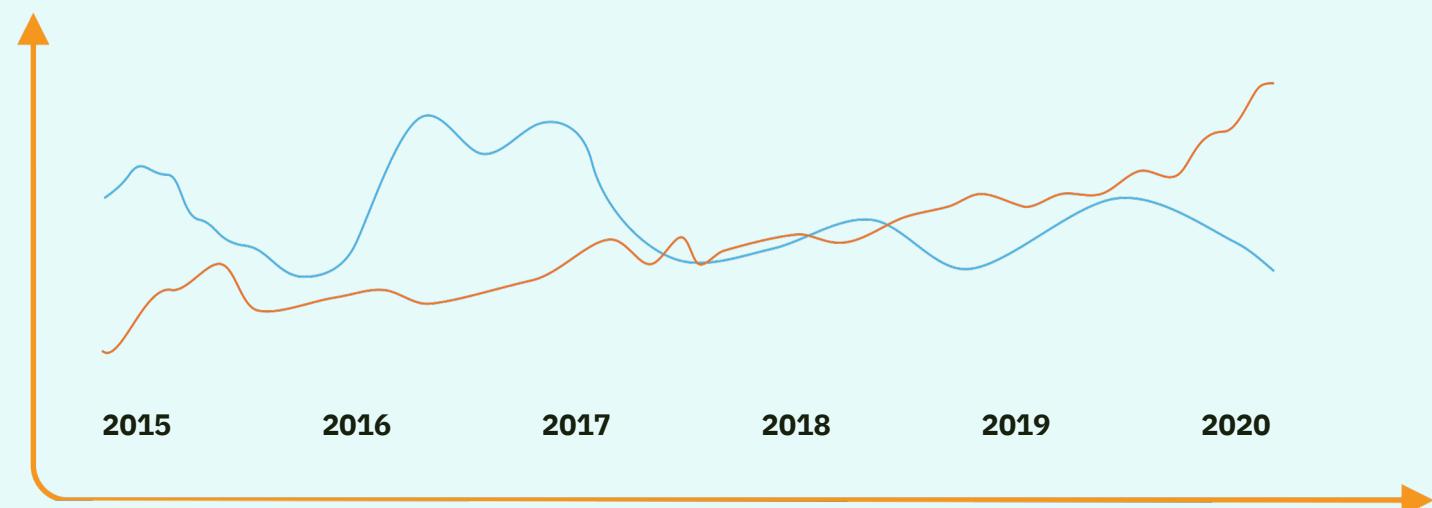
Eagle HR takes cognizance that review and revision of policies and procedures are a critical components of effective advocacy. Establishing good policies and procedures sets the ground work for improving facility operations: good policy and procedures promote good practice.

Reviewing policies and procedures helps to determine whether a facility has addressed a particular issue and whether the policy instructions are in compliance with the law. The failure to

provide a policy or procedure is not usually unlawful, so the advocate must assess whether such a failure indicates a problem that can be confirmed in other ways. It is not all done to have a written a policy or procedure, it must conform to legal requirements.

Eagle HR Consultants has a pool of expert resource persons across key sectors to help our clients to develop and operationalize the policies. Ours services is not limited to;

## Information Based Policy



## Review Model Policy & Procedure

Where they exist, model policies and procedures serve as useful guides for revising policies and procedures. Model policy and procedures (including instructions and documentation forms) are developed to integrate state-of-the-art legal and clinical concepts. Providing models for practice gives direction to the facility in making decisions about institutional practices.

## Review Model Policy & Procedure

Review facility/county policy and procedures line-by-line for compliance with statutes, regulations and case law as well as JCAHO and other clinical standards. Compare the local policy and procedures with the model policy and procedures. Draft an analysis of deficiencies in policies and

procedures and make specific recommendations for changes and additions. Participate in writing the new policy and procedure. Encourage the facility to promote understanding of the policy and procedure as part of staff development and to use the policy and procedures in staff training.

## Ensure Implementation of Revised Policies and Procedures

Eagle HR undertakes the role to promote recommendations for revised policy and procedures to staff. Explain how the proposed policy and procedures are more consistent with clinical and legal requirements and provide better/clearer guidance to staff.

## Continue to Promote Good Policy and Procedures

Review the policy and procedures annually and recommend revisions to address continuing problems or new legal requirements. Promote continued training of staff on facility policy and procedures.

## SAMPLE OF OUR HAPPY CLIENTS

