

Area	Activities
Financial management	<ul style="list-style-type: none"> <li>- Financial policies facilitation</li> <li>- Analysis &amp; interpretation of statements</li> <li>- Working capital management</li> <li>- Capital budgeting</li> <li>- Treasury management</li> </ul>
Procurement management	<ul style="list-style-type: none"> <li>- Procurement policies facilitation &amp; advisory services</li> <li>- Proposals evaluation criteria facilitation</li> <li>- Proposals evaluations facilitation</li> <li>- Selection recommendations &amp; advice</li> </ul>
Human resource management	<ul style="list-style-type: none"> <li>- Human resources policies facilitation and advisory services</li> <li>- Recruitment &amp; selection services</li> <li>- PMS advisory services</li> <li>- Remuneration and benefits structuring</li> <li>- Employee &amp; labour relations services</li> </ul>

Area	Activities
Research & development	<ul style="list-style-type: none"> <li>- Surveys implementation &amp; administration</li> <li>- Project based data collection &amp; collation</li> <li>- Analysis &amp; evaluation</li> <li>- Presentation of results &amp; recommendations</li> </ul>
Coaching and mentoring	<ul style="list-style-type: none"> <li>- Assistance in preparation of business plans</li> <li>- Guidance in business administration</li> <li>- Advise in cost and financial accounting</li> <li>- Assistance in preparation of financial statements</li> </ul>

#### Key focus services offering

- Project Management services
- Human Resources Management services
- Procurement Management services
- Corporate Governance
- Coaching and mentoring services



Management & Business  
consultancy

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## INTRODUCTION

Pivot management and business consultancy is a duly registered, incorporated and licensed company in Lesotho.

Pivot consultancy is a 100% locally owned company, managed by indigenous partners with fitting qualifications, knowledge, skills, competencies and experiences. Pivot consulting provides a wide ranging specialised services to its clientele. These include the following: project management; corporate governance; corporate planning and strategy facilitation; human resources management; financial management; procurement management; research and development services; environmental impact assessment services as well as coaching and mentoring of enterprises.

Services that we offer are thoroughly researched and delivered in consultation with our clients, every step of the project, in order to accommodate and meet clientele ever-changing demands, preferences and desired outcomes.

Pivot consulting philosophy is rooted in customer satisfaction and creation of maximum value to clients. As such it aims to extend its access to all potential customers, associates and alliances through networking, and where appropriate and necessary collaborates with fitting experts in order to keep the promise of delivering optimal value to all clients.

While our client base is in Lesotho, our company also extends its services to neighbouring regions.

## VISION

To be a reputable consultancy to enterprises and institutions, as a catalyst for development, growth and sustainability, thereby contributing significantly to socio- economic development.

## MISSION

Provision of professional consultancy services to enterprises, institutions and donor funded agencies through project design, development, implementation and delivery.

## VALUES

- Creative solutions
- Excellent service delivery
- Integrity in our dealings
- Respect to clients
- Professionalism at all times
- Flexibility to our clients' needs

## TARGET CLIENTELE

Pivot consulting clientele include donor funded agencies, state owned enterprises, private enterprises, financial institutions as well as business and social associations.

## KEY SERVICES

Pivot consulting provides the following key services:

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Project Management	<ul style="list-style-type: none"><li>- Project planning, design &amp; structure</li><li>- Project implementation through :<ul style="list-style-type: none"><li>Project control procedures</li><li>Project management procedures</li><li>Project quality management;</li></ul></li></ul>
Corporate governance	<ul style="list-style-type: none"><li>- Business ethics</li><li>- Business strategy</li><li>- Risk management</li><li>- Performance management</li><li>- Finance &amp; accounting</li><li>- Publicity &amp; communication</li></ul>
Corporate planning	<ul style="list-style-type: none"><li>- Business plans facilitation</li><li>- Work plans development</li><li>- Budgeting</li><li>- Budget performance monitoring</li><li>- Reviews &amp; adjustments</li></ul>
Strategy facilitation	<ul style="list-style-type: none"><li>- Problem analysis</li><li>- Strategy alignment</li><li>- Budget alignment</li><li>- Measurement alignment</li></ul>