



COMPANY PROFILE

We empower transformation, guiding organisations from strategy to success through bold execution and Smart Digital Solutions.

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TABLE OF CONTENT

ABOUT COLLBOLD

01

OUR PHILOSOPHY

02

OUR DNA SMART STRATEGY

03

COLLBOLD SERVICES OFFERED

04

OUR LEADERSHIP

09



ABOUT COLLBOLD

CollBold is a strategy consulting firm that specialises in guiding organisations to overcome their business pains, such as stagnation, execution gaps, misaligned governance, and broken structures.

For companies that are starting, growing, or stuck, we deliver strategy formulation, business restructuring, implementation support, governance reviews, and startup readiness packages, including comprehensive business plans. Our approach integrates AI-powered analytics and digital transformation tools to sharpen insights, accelerate execution, and ensure measurable results.

WHY COLLBOLD EXISTS

Many companies in our region operate with passion and potential, but lack a clear strategy, strong governance, or operational alignment. At CollBold, we fill this gap by offering deep, diagnostic-led consulting that is focused on real transformation and measurable results.



OUR PHILOSOPHY



OUR VISION

To be the leading strategy and transformation partner for ambitious organisations in Africa; empowering bold, collaborative solutions that drive measurable impact.



OUR MISSION

We empower transformation by guiding organisations from strategy to execution; delivering clarity, structure, and momentum for sustainable growth, supported by digital tools and data-driven insights.

OUR CORE VALUES

CollBold's culture is defined by values that put our clients first while fostering a purpose driven, high-performing firm:

CO-CREATION

INTEGRITY

COURAGE

TEAMWORK

OUR DNA

SMART STRATEGY

SMART Strategy

Structured:

Clear frameworks that align vision, mission, and priorities.

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Measurable:

Data-driven KPIs and AI-enabled dashboards to track progress.

Adaptive:

Agile responses to internal challenges and external opportunities.

Transformative:

Bold execution that scales impact and delivers results.

Resilient:

Strong governance, culture alignment, and sustainable systems.

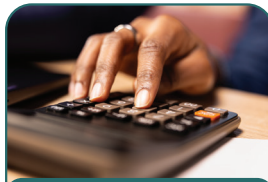


WHO WE SERVE

We work with a wide range of institutions, including:



Corporate companies navigating expansion, transformation, or post-crisis shifts.



Cooperatives and SACCOs managing growth, accountability, or governance upgrade



NGOs and donor-funded programs aligning operations to mission, compliance, and impact.



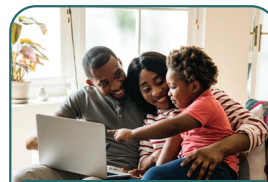
Foundations, associations, and faith-based institutions seeking clarity and relevance.



SMEs formalising systems, fixing stagnation, or preparing to scale.



Startups and entrepreneurs launching with credible business plans and execution support.



Family-owned and founder-led businesses navigating complexity, generational shifts, or restructuring



Companies and institutions needing structured recruitment support to bring in the right talent for new roles, expansion, or replacement hires.

COLLBOLD

SERVICES OFFERED

At CollBold, we work side-by-side with organisations to solve deep structural and strategic challenges, with a sharp focus on results.

A STRATEGY FORMULATION, REVIEW & IMPLEMENTATION

We partner with organisations to design their strategic direction and drive it through to execution. From deep planning to disciplined rollout, we support the full cycle, including strategic formulation, mid-term reviews, and implementation tracking to ensure delivery and results, powered by digital dashboards and AI-enabled tracking systems.



1. STRATEGY HEALTH CHECK

- Two meetings with leadership (strategy status & report review).
- Review of the current strategy for market fit and competitiveness.
- Identify gaps, inefficiencies, and missed opportunities.
- Deliver a "Quick Wins" action plan for the next 90 days.



2. FULL STRATEGY FORMULATION

- 3–5 collaborative workshops with management and key staff.
- Develop or overhaul vision, mission, goals, market positioning, and KPIs.
- Create a comprehensive 3–5 year strategic plan document.
- Provide a professional strategy presentation deck for the board or investors.



3. STRATEGY IMPLEMENTATION SUPPORT (3–6 MONTHS)

- Hands-on support in executing the new or reviewed strategy.
- Monthly KPI tracking and troubleshooting sessions with leadership.
- Quarterly progress reports and course corrections.
- On-demand advisory for strategic adjustments.





B CULTURE ALIGNMENT & ORGANISATIONAL HEALTH

An organisation's culture can accelerate execution or quietly sabotage it. We work with leadership to build a culture that supports performance, accountability, and trust.



1. CULTURE PULSE CHECK

- Short anonymous staff survey
- One-on-one leadership interviews.
- Report on strengths, risks, and culture "red flags."



2. VALUES & TEAM ALIGNMENT (1–2 DAYS)

- Facilitate a session with leadership and key staff to align on vision, values, and behaviours.
- Create a practical "Culture Code" guidebook



3. CULTURE RESET & INTEGRATION PROGRAM (2–3 MONTHS)

- Deep-dive culture diagnostics.
- Design interventions (training, communications, recognition systems).
- Embed culture metrics into performance appraisals.

C BUSINESS RESTRUCTURING & TURNAROUND

For organisations experiencing stagnation, underperformance, or internal breakdowns, we provide hands-on restructuring support to realign operations, reduce waste, and return to growth.



1. BUSINESS HEALTH CHECK

- Two team meetings (problem status & report review)
- Internal review of workflows and team structure.
- Identify the top causes of stagnation or underperformance.
- Deliver an action plan



2. ORGANISATION RESET PROGRAM

- Meetings with management, staff
- Full organisational review and process mapping.
- Role clarity realignment (who does what, and why).
- Introduce cost-saving measures and simple financial controls.
- Set KPIs and tracking systems.



3. TURNAROUND LEADERSHIP SUPPORT (3 MONTHS)

- Hands-on guidance in restructuring departments, retraining teams, and setting growth priorities.
- Monthly performance reviews with leadership.
- Facilitation of change management initiatives to ensure smooth transitions.
- Development of tailored KPIs and dashboards to track turnaround progress.

D TALENT ACQUISITION & RECRUITMENT SUPPORT

Finding the right strategy or structure means nothing without the right people to execute it. We help organisations attract, assess, and onboard talent that fits both the role and the culture.



1. RECRUITMENT NEEDS ASSESSMENT

- One meeting with leadership to define role requirements and hiring priorities.
- Review of job descriptions, org chart placement, and compensation benchmarks.
- Deliver a hiring brief and recommended recruitment approach.



2. END-TO-END RECRUITMENT SERVICE

- Job advertisement, sourcing, and candidate longlisting/shortlisting.
- Structured interviews and competency-based assessments.
- Reference and background checks.
- Present a final shortlist with recommendation report.



3. ONBOARDING & INTEGRATION SUPPORT (30-90 DAYS)

- Onboarding plan aligned to role and culture expectations.
- Check-ins at 30/60/90 days to track new-hire performance.
- Feedback loop with line managers to catch early misalignment.

E BUSINESS PLANNING & STARTUP READINESS

We support founders, social entrepreneurs, and project leaders to build bankable, fundable, and practical business plans that match their growth ambition and resource capacity.



1. BUSINESS PLAN WRITING SERVICE

- One-on-one session to capture your business idea, goals, and target audience.
- Develop a simple, bank-ready or grant-ready business plan (10–15 pages).
- Include company profile, product/service description, basic market overview, and financial summary.



2. MARKET & COMPETITIVE ANALYSIS

- Conduct research on your target market, industry trends, and customer segments.
- Identify key competitors and benchmark their strategies.
- Provide insights on pricing, positioning, and growth opportunities.
- Deliver a clear, actionable analysis report.

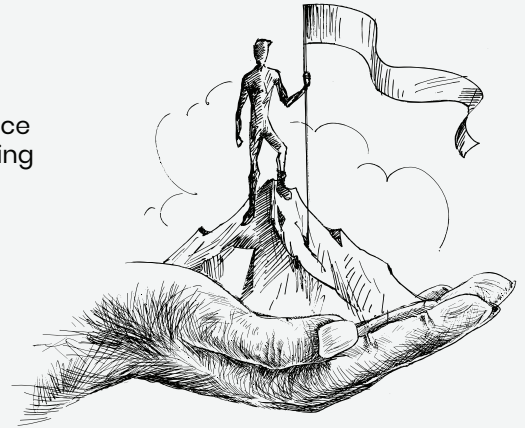


3. INVESTOR & DONOR READINESS PREPARATION

- Review your business plan for investment appeal.
- Prepare a professional pitch deck for presentations to investors.
- Offer one coaching session on pitching and handling Q&A.
- Provide a 90-day funding readiness checklist.

OUR TEAM


The Collbold vision is executed by a team of experienced strategists, governance experts, and transformation practitioners with a track record of guiding organisations across corporate, SME, cooperative, NGO, and public sectors.




CONTACT US

Let's start a conversation about how we can support your organisation's growth and transformation.

Collbold Strategy & Transformation

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STRATEGY | STRUCTURE | SCALE

BE
BOLD.