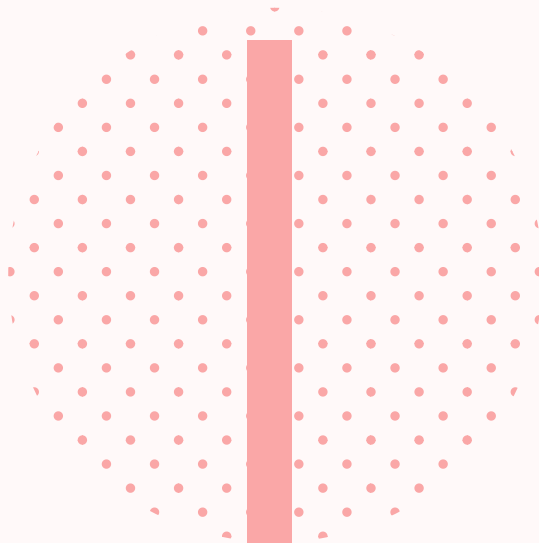


HARTFORD STRATEGIC LIMITED

COMPANY PROFILE



INTRODUCTION

Corporations develop very inspiring strategic plans from time to time. They set Big Hairy Audacious Goals (BHAG) in the process. These BHAG are most often eye catching, with BIG words that awe readers and those who are tasked with implementation. These wording are supposed to be interpreted by the employees in order to implement them. This is where strategy implementation starts to fail.

The strategic plans generally cover the following aspects of the company;

- Vision
- Mission
- Core values
- SWOT/PESTEL
- Strategic themes
- Strategic objectives
- Strategy implementation matrix

Visions describe aspirations of the company in the future. It is an imagined state of the future company when the strategy has been successfully implemented.

Missions are statements of WHY the organization exists. It drives daily behavior and culture of the organization. The wordings are sometimes confusing and makes strategy

Core values are principles or beliefs that the organization views as of central importance. They dictate behavior of employees in an organization. They are supposed to aid achievement of the corporate mission. However, you will most often find organizations throwing in words simply to fill the core values list. They do not think about the impact and consequences of having those words there.

The above fundamental aspects and pillars of strategy are often taken for granted by the corporate stakeholders. They are however major determinants of strategy implementation success or failure.

WHY MANY TRANSFORMATIONS/STRATEGIC PLANS FAIL

By developing strategy, the board and management of the organization are simply saying that the two, three or four objectives set herein shall be achieved based on the current assumptions made. When the environment changes, the goals should not change but the organization should just adjust strategies to achieve the goals. It is the agility of the organization that propels it to maintaining a high goals achievement culture even when the earlier assumptions fail to materialize or change.

Top organizations share the most powerful, hard to replicate and sustainable competitive advantage - A Winning Culture.

"Tell me and I forget. Teach me and I remember. Involve me and I learn."

The winning culture is derived from involvement.

The reasons many transformations die are;

1. Managers and work teams don't know the goal. 15 % of employees know their corporate goals. Most either don't know or there are no goals.
2. Managers and teams don't know what to do to achieve the goals. What critical activities provide the greatest leverage to achieving team goals.
3. Managers and work teams don't keep score. Either they don't know what key measures of success are, or they don't measure and track the specific behaviors that lead to goal achievements.
4. Managers and work teams are not held accountable for results. Less than 10% of employees meet with their manager at least monthly to discuss their progress on work goals.

OUR CORE BUSINESS

Our strength and capabilities are in corporate transformations through culture change programs, strategy development and execution programs and performance improvement programs.

Our strategy execution program follows the 4DX model and Strategy Execution Frameworks (SEF).

THE 4 DISCIPLINES OF EXECUTION SOLUTION (4DX)

The 4DX is a simple, repeatable and proven formula for executing on your most important strategic priorities in the midst of the 'Whirlwind'. It is not a theory but a proven set of practices that have been tested and refined for many years.

We also offer other services in collaboration with our partners. These are explained here below.

WHAT WE DO

STRATEGY DEVELOPMENT AND IMPLEMENTATION PROGRAMS

- Strategic plan development
- Strategic plan implementation programs
- Strategic plan review
- Staff awareness program on the corporate vision, mission and values
- Balanced Scorecard strategy implementation module



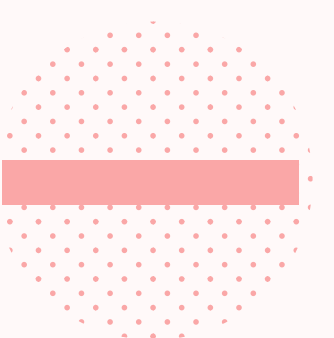

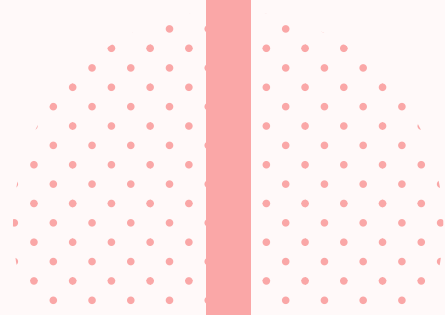
CULTURE CHANGE PROGRAM

- Create a LASER focus on the corporate goals
- Empower teams to know what is expected of them
- Derive commitments to company goals from team members
- Maintain and sustain the culture of performance and success in the organization

PERFORMANCE IMPROVEMENT SERVICES

- Create a strategy focused organization with real tangible value
- Turnaround strategy development, implementation and monitoring
- Key Performance Indicators development and monitoring

RISK ADVISORY SERVICES

- Develop effective risk management models and framework
 - Fraud risk assessment
 - Strategic risks advisory
 - Liquidity risks advisory
 - Technological risks advisory
 - Compliance strategy development
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CAPITAL AND DEBT ADVISORY SERVICES

- Capital raising options evaluation and optimum balance
- Working capital management
- Capital structuring and realignment to achieve corporate goals
- Investment management and appraisal

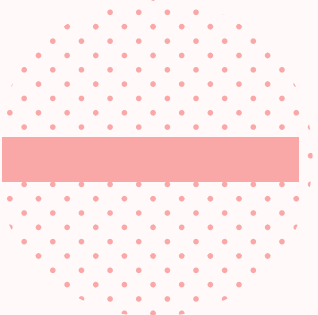

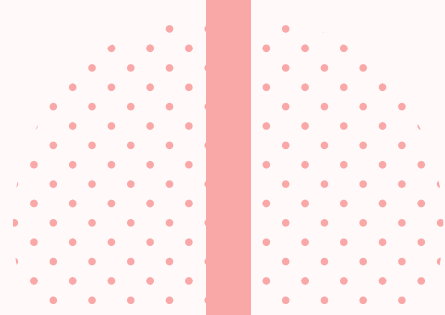
RESTRUCTURING SERVICES (BUSINESS PROCESS RE-ENGINEERING)

- Integrated, objective advisory on reorganization of processes and teams
- Balance sheet restructuring program
- Financial distress management strategies

VALUATION AND BUSINESS MODELLING

- Company valuation exercises for purposes of disposal
- Specific asset valuations and subsequent transfer on disposal
- Model development to support client strategic decision making on asset disposal and transfer

POST COVID STRATEGY REVIEW

- Economic assumptions review
 - Review of strategic projects and programs
 - Review of corporate strategies
 - Review of corporate goals and objectives
 - Strategic Opportunities that have come up
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OUR CLIENTS

Lablink East Africa

Pioneer Assurance Company

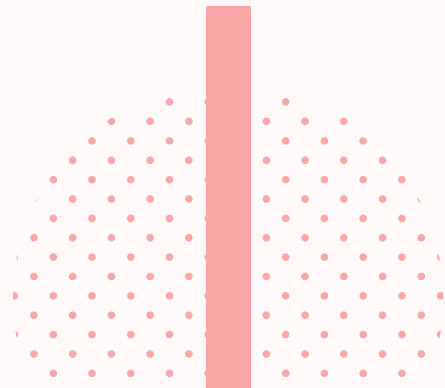
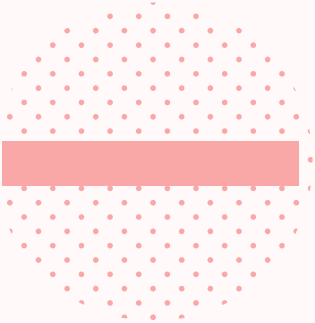
Resolution Health

Dairy Farmers of Trans Nzoia Milk Processing Company

PARTNERS

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