

Evolve

People Solutions

People Management Solutions

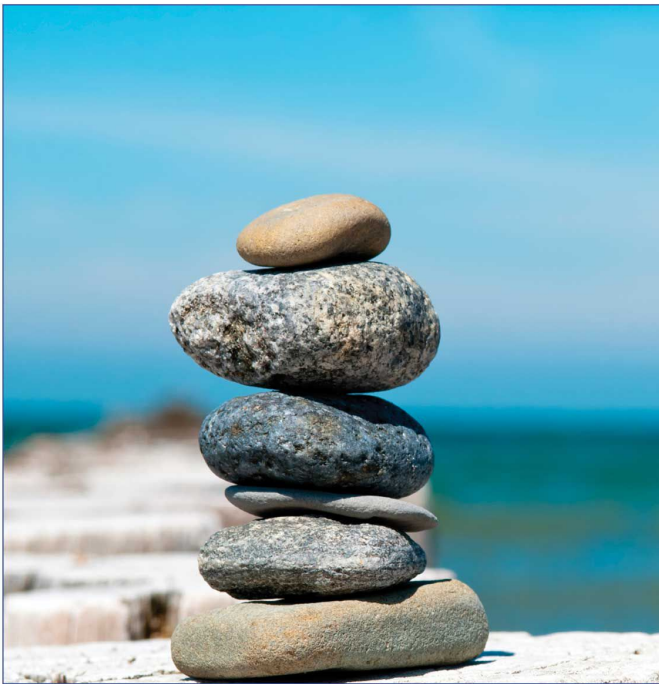


COMPANY PROFILE
2019

About Us

The secret ingredient to the success of a business is its people. Your people can make or break your business, while it's smart to be operations-based it is wise to invest in your people to ensure the growth of your business not only happens at a fast pace but is also sustainable for years to come.

Evolve People Solutions is dedicated to providing employers with reliable, smart and relevant support and advisory services on how they can make their employees more productive, profitable and most importantly happy in their places of work. We take employers through simple steps that have a big and long-lasting impact.



Our Strategy

Our Mission

To provide simple, modern and effective Human Resources solutions to our clients to improve employee profitability and satisfaction.

Our Vision

Changing lives through nurturing a growth mindset within the workforce.

Our Values

- Simplicity
- Creativity
- Honesty
- Proactivity

What We Do

Evolve People Solutions consultants are organized in a flexible world-class matrix team structure of individual professionals and strategic partners. In harmonization with your business function or type of consultancy; a dedicated customized project team will be formed specifically to your company through the project life cycle. When required, our team is also able to take practical action on your company's behalf to fulfill any business needs for any short or long term commitments;

EVOLVE PEOPLE SOLUTIONS SPECIALITIES:

■ Human Capital Strategy Development

We are in the business of aligning an organization's mission, vision and values to its workforce and operations, ultimately building a culture that is perfect and sustainable and that will enable it to hire, develop and retain the right sets of talents to support business continuity.



■ HR Policy and Procedure Development

Like a very well oiled machine, HR Policies support the smooth running of a business through communicating the accepted standards and behaviors that an organization expects from its workforce with the support of procedures that guide the user on how to implement the policy effectively. Evolve People Solutions is here to help you to develop policies and procedures that are right for "your" business.

■ Talent Acquisition

Our unique source and selection methods ensure that we successfully match our clients with talents that are a strategic fit, not only through the technical skills they bring with them but the values they carry that will support and enhance our client's work culture and long term goals.



Our Services...

■ Human Resources Consulting

We provide superior advisory services to all our clients to maximize workforce efficiency and productivity.

■ Operational HR Management

We step in and manage the day to day HR activities in the absence of in-house HR support.

■ Change Management

Change is inevitable, and when it's time for you to make some big changes we will be here to prepare, support and help your team to make the leap.



■ Workshop Facilitation

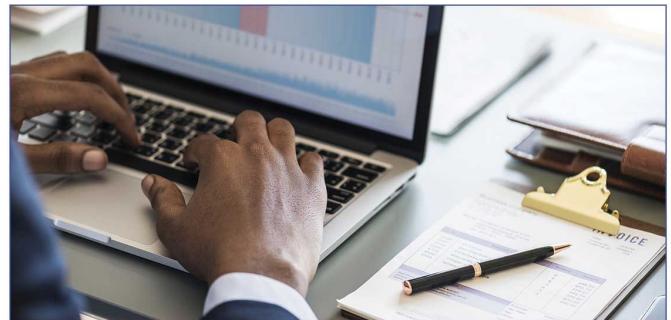
We understand the importance of inclusion and participation and how it can bring out the best in people. Our team of fun, creative and dynamic professionals is at your disposal for your next brainstorming session, retreat and team building event.

■ Training and Development

Some skills you just can't learn in school, they have to be uploaded into your hard drive through experience and proper mentoring. **Evolve People Solutions** is a proper advocate for Soft Skills development and we have a capable team of experienced professionals who are dedicated to imparting your workforce with important and useful knowledge.

■ Performance Management

Managing performance is an art, and Evolve People Solutions will guide you to set SMART goals for individuals, teams or departments and achieve them at the agreed times.





■ Employee Engagement

At **Evolve** we are passionate about what we do and we desire for everyone to share in that passion! Our team of mentors, coaches and counselors are here to guide your team to reignite their commitment and passion towards their jobs and organization.

■ Employee Counseling

Mental health has become a critical topic in today's workforce, and we have understood this fact and how it can affect individual and team well-being and performance. We develop and customize Employee Assistance Programs for to support our clients.

■ Disciplinary Management

Our team of very well season HR professional will guide you on how to carry out the disciplinary process in a legal and fair manner to protect you from any labour disputes down the road; we are with you every step of the way from planning to execution to ensure you have everything required in place.

■ Labor Dispute Management

We facilitate and guide discussions between employers and employees to minimize/prevent labour disputes. In the unfortunate event a dispute is presented before the Commission our very experienced Labour relations team will make the appropriate representations as required.

■ Industrial Relations Management

It is important for any organization to maintain a good working relationship with the Trade Union that oversees the welfare of its staff. We act as a guide and buffer between management and Trade unions as well as make representations when required.



■ Workforce Digital Literacy Advocacy

We are an advocate for Workforce Digital Literacy and have partnered with some very capable allies with reputable programs to assist and educate your workforce on how to effectively navigate and operate the digital space.



Block D, Plot No. 204. Kuringa Drive
P.O. Box 68370, Kunduchi. Dar es Salaam

Email: info@evolvepeople.co.tz | Tel: +255 767 932 336