



**2021 COMPANY PROFILE**

## CORE VALUES, VISION & MISSION



To be the most vital reference for excellent consultancy services in Nigeria and beyond.



To give quality services to clients at all times and help them build the needed capacity for organisational growth.



**(PRIZE)**

- Professionalism
- Respect
- Integrity
- Zeal
- Excellence

## ABOUT US



Vital Solutions Consult is a leading organizational diagnostics and solution provider. We are focussed on helping organizations attain their growth potentials in a competitive business environment. We provide specialist services that align people and organization in an effective symbiotic relationship that enhances productivity; and brings benefits to both parties in a fairly balanced way.

At Vital Solutions Consult, we believe that organizations are living organisms that experience growth, stagnate or even die. Therefore, as it is with the human being, organizations need to undergo a health check at critical junctures of their lives to ensure continuity, stability and to position them for future challenges. We are experts in helping organizations see and understand their ailments, before helping them through with the solutions. This is what marks us out from the rest!

## OUR METHODOLOGY



Most of our efforts in VSC go into researches, surveys and studies. We have a strong belief that having sufficient knowledge about a situation is often a thorough-pass to managing the situation. In addressing the challenges confronting our clients, we usually adopt a 4-stage approach to unravel the issues, so as to proffer tailor-made solutions.

### **STAGE ONE**

To start the process, we carry out a full diagnostics of an organization's operations. This will be achieved through the engagement of the Management team, interview of key staff, sensing surveys, observation of work processes and site visits. Effective diagnostic conversations will unearth the full extent of work to be done.

## **STAGE TWO**

The result of the diagnostics is then shared with the Management of the organization and the plan for the second phase, which is the stage at which the main issues are identified and stratified, is agreed. At this stage, a number of possibilities may arise; including, but not limited to any or a combination of the following:

1. Structural Re-design
2. Process Re-engineering
3. Policy Adjustments & Development
4. Targeted Reforms & Training
5. Systems Reform: Introduction of New Technology, Tools & Methods
6. Employee Engagement & Communication initiatives
7. Motivation & Welfare Schemes
8. Change Management; Organizational Development & Effectiveness
9. Team Building and Team Working  
People – Capacity & Competences; Workforce Audit

A decision needs to be made at this point, as to what is needed to be done to get the organization back on track.

## **STAGE THREE**

This is the stage at which the solution agreed is implemented. We would normally issue a comprehensive work plan to be approved by the Management of the organization and such work plan will clearly show the performance indicators and define performance standards.

## **STAGE FOUR**

For all services we render to clients, we would submit a post-implementation report, capturing relevant observations and feedback to guide future decisions by the organization.

### **HOW WE DELIVER**

We deliver using a blended learning technique that involves short lectures, role plays and accelerated learning. We also use storytelling in teaching Leadership techniques. We create the right stimulating learning environment for learning experiences.

We are also certified experts in the deployment of various Leadership and Behavioural tools to help participants discover their work and learning styles and preferences.

## WHAT WE SERVE



We have created solution packages in the following areas:

- Strategy Business Planning and Performance
- Leadership & Personal Development
- Human Resources Management
- Commercial & Business Development
- HSE, QA/QC & Logistics
- Supply Chain Management
- Facilities & Estate Management
- Financial Modelling & Banking Solutions
- Legal, Statutory & Compliance
- Stakeholders Management
- OD/OE & Change Management

## WHAT WE OFFER



### **Strategy & Business Planning**

We provide performance development solutions for businesses as well as guide you through an entire strategic business planning process—from facilitating retreats to implementing finished plans

### **Leadership & Personal Development**



VSC's Leadership Development Solutions focus on presenting solutions that foster the development of core leadership



competencies. We work with individuals and organisations alike to identify and define the core leadership competencies and recommend learning solutions to enhance employee performance in these competency areas

## **Human Resources Management**



We provide a broad spectrum of Human Resource Management solutions in various areas (Refer to training bouquet for more details)

## **Commercial & Business Development**

We provide creative business solutions to manage change, leverage resources, optimize operational efficiency, maximize return on investment and ultimately achieve organizational target. We work with your business to effectively respond to the ever-changing market trends, competitors' behaviors and customers' expectations.

## HSE & Logistics



In collaboration with our partners, we also offer specialist and certification training in the areas of Health, Safety, Environment, Security and Logistics. Some of these courses can be tailored for different operating environment as may be required by our customers.

Current offerings include:

- HSE Training & Certification
- Managing the HSE Function
- Safety and Security Management
- Anti-Kidnapping Strategies & Techniques
- Kidnapping & Trauma Management
- Safety Compliance & Site Inspection
- Risk Assessment & Risk Management
- Quality Assurance & Control
- Total Quality Management
- Oil Spill Management & Remediation
- Equipment Pre-Mobilization
- Fleet Management
- Permit to Work System

- Introduction to Safety, Audit & Inspection
- Intelligence gathering and Community Policing
- Introduction to HSE Management System
- Safety in Process Design
- HAZOP & HAZARD Management
- Developing an Effective Safety Culture
- Unsafe Acts Auditing & Reporting
- Fire-Fighting Techniques
- The Fire Warden Training
- Land Transport Safety & Journey Management
- Defensive Driving Course
- Auditing in a Technical Environment

## **Supply Chain Management**

In collaboration with our partners, we also offer trainings on supply chain management which revolves around an organization's sustainability in the area of environment, waste and risk assessment and improvement.

## **Facility & Estate Management**

We, also with our partners, offer a range of trainings which includes the following;

- Operations and maintenance
- Communications management
- Emergency management and business continuity
- Environmental stewardship and sustainability
- Hospitality
- Human factors and ergonomics
- Project management
- Real estate and property management

## **Financial Modelling & Banking Solutions**

In collaboration with our partners, we also deliver world-class training in more than 20 different topic areas including:

- Corporate Finance
- C-Suite & Board Education
- Credit & Corporate Banking
- Relationship Management
- Capital Markets & Derivatives

We also specialise in setting up microfinance banks (MFB) in any location around the nation.

## **Legal, Statutory & Compliance**

With the help of our legal partners we provide trainings that help individuals and organisations to create a culture of compliance, master the strategies for building an effective compliance program to manage risk.

## **Stakeholders Management**

In collaboration with our partners, we also offer trainings that equip participants on how to collaborate with stakeholders, enhance trust and cooperation, gain buy-in, manage expectations through effective persuasion and influence techniques, and dynamically adjust their approach to a wide range of situations.

## **Organisational Development & Organisational Effectiveness (OD/OE)**

At **Vital Solutions Limited**, we offer organisations customised solutions to enhance their organisational development and effectiveness, setting them on the road to increased performance, productivity and growth. We work with our clients to tackle their challenges by working systematically to develop integrated solutions that target multiple levels of the organisation in order to shift performance.

# Clientele







Our training programs hold in very conducive learning venues in Port Harcourt, Abuja, Lagos, Uyo, Benin-City & Calabar. We are open to run our courses in other cities as well.

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