

breaking new ground in talent development

skills/venture

**Talent thrives on
new challenges.
We can give
your top people
the most valuable
experience of their
working lives.**

**Attracting, developing and retaining
the best people is top of your agenda.
Our short business assignments in
Africa can help your company to stand
out from the crowd. Your people will be
inspired by the chance to use their
skills to benefit others, and will learn
real entrepreneurship skills.**

Skills Venture runs short assignments in Kenya where your employees provide business support to local entrepreneurs, for anything from 1 week to 6 months.

They bring their experience and skills to bear by providing practical one-to-one advice, working through problems with clients and helping them find solutions.

Africa's high economic growth rate is matched by the zeal of its entrepreneurs. The continent's consumers are a key emerging market. Your employees will act as corporate trouble-shooters, providing strategic advice and direction. There is no better way to test and stretch your future leaders.

We offer a fully outsourced package for employers that includes matching, induction, support and all logistics. Fees vary according to programme length.

A unique business mentoring experience



For more information please contact us:

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A savanna landscape with giraffes and a blue sky with clouds. The scene is a wide-angle shot of a savanna landscape. In the foreground, there is a field of tall, dry grass. In the middle ground, three giraffes are visible, standing in the grass. The background features rolling green hills under a bright blue sky with scattered white clouds. The overall atmosphere is bright and open.

**bring your
skills to life.**

skills/venture

Help to grow multiple businesses in as little as five days, surrounded by the natural beauty of Kenya.

Being an entrepreneur is a lonely business. Your ability to listen and offer advice can have a huge impact on a Kenyan company, and also its employees, their families and the wider community. Each day will make a difference.

There is a general consensus that business growth is the best way to beat poverty sustainably. But in countries like Kenya, many small businesses fail because entrepreneurs lack key business skills. The need for support is particularly acute as Kenya's recovery gets underway.

Skills Venture is one of the only organisations to offer you the opportunity to use your business skills to benefit others, and the first to allow you to do so in as little as five days.

Our unique combination of mentoring and consultancy places the emphasis on working together. It's more about developing ideas than imposing complex solutions. This allows for real progress to be made within short timeframes.

Whether you can spare a few days or several months, we can tailor business assignments to fit your skills, timeframes and aspirations.

The local retail environment



Facts

Kenyan businesses

There are 1.7 million small businesses in Kenya
These account for 50% of Kenya's GDP

Skills Venture

The directors have 10 years of experience
working in Kenya and 14 years of experience
in UK business and government

Entrepreneur
Case study #01
Joseph Njeru,
Aspen Orchards
Dairy, Embu



Joseph is well-educated by local standards. He has tried his hand at several businesses but had little success until he took a chance in the yoghurt industry. Yoghurt is popular in Kenya because it is tasty and filling, yet cheap.

Joseph started out by filling jerry cans with yoghurt and pouring cups for friends and family. He now produces over 4,000 bottles every day and employs 20 people. He buys milk from 200 local farmers and has had to move his family out of their house to make way for yoghurt, which is fermented in the bedroom, tested in the kitchen, and bottled in the living room.

Despite his success and his ambition, Joseph is constrained by his lack of business education. He has bought himself a second-hand book on business strategy, but what he really wants is the chance to talk through his problems and ideas with others who have business experience, an open mind and a willingness to listen.

A major Kenyan supermarket has just given Joseph a contract. He is struggling to meet this increased demand because he needs help securing the bank funding to allow him to purchase new machinery. If he succeeds in doing so, he will be supporting an extra 200 farmers and 20 employees, which will provide indirect support to more than 1,000 people.

What would you do to help?

"Joseph started out by filling jerry cans with yoghurt and pouring cups for friends and family."

Rob Breare

September 2007

Facts

Business

Dairy

Problem

Capital funding application

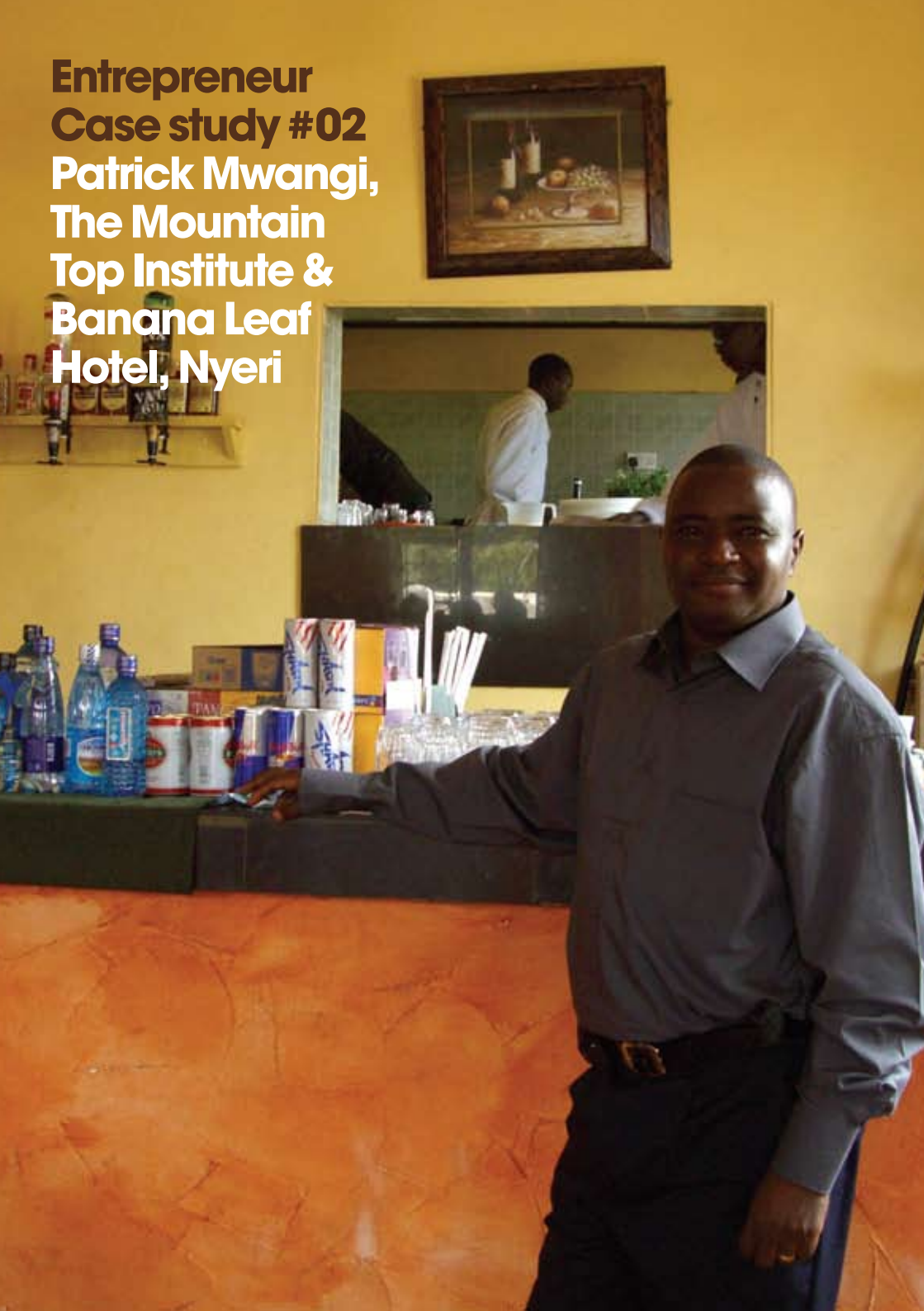
Skills

Business plan writing and planning

Length

1-3 weeks

**Entrepreneur
Case study #02
Patrick Mwangi,
The Mountain
Top Institute &
Banana Leaf
Hotel, Nyeri**



Walking into Patrick Mwangi's Banana Leaf Hotel is not unlike walking into a trendy bar in London. Patrick is clearly proud that it was designed by a specialist interior decorator. His vision is to run a five-star hotel to rival the big tourist lodges in the local region, around Mount Kenya in the Central Highlands.

Patrick started out by setting up a catering college, which now trains more than 300 students in all aspects of the hospitality industry. The small but brightly decorated hotel is next door, and allows students to practise their skills in real life.

Demand at the hotel was booming, but business was tough because Patrick needed to put a management structure in place to cope with the increasing size of his business. It took a conversation with a business mentor for Patrick to recognise the potential that this would have for growing the business, by relieving the pressure on himself to do everything personally.

Patrick is now enjoying a period of sustained growth. The knock-on effects for the local community are significant; they have become his suppliers and his employees, while his customers come from both near and far. He and others like him are the future of sustainable development in Kenya.

What would you have done to help?

"Demand at the hotel was booming, but business was tough because Patrick needed to put a management structure in place."

Will Snell

October 2007

Facts

Business

Hotel and catering college

Problem

Management structure

Skills

Organisational management and development

Length

3-10 weeks
