



PREMIER HUB FOR CONSULTANCY,  
RESEARCH & HUMAN CAPITAL DEVELOPMENT



## PREMIER HUB FOR CONSULTANCY, RESEARCH AND HUMAN CAPITAL DEVELOPMENT (PHRC)

WE ARE A CONSULTANCY, RESEARCH AND BUSINESS ADVISORY  
SOLUTIONS UNIT OF CHRM COLLEGE

# The Game Changer



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## About PHRC

The Premier Hub for Consultancy, Research, and Human Capital Development (PHRC) is the Consultancy, Research, and Human Capital Development Business Advisory Unit of the College of Human Resource Management. PHRC specializes in providing cutting-edge training, research, and consultancy services across corporate entities, public sector organizations, and private enterprises, extending our reach across Kenya and beyond.

PHRC is a prominent consulting institution specializing in Management, Leadership, and Governance. Our work focuses on staying abreast of emerging knowledge and skill trends while providing solutions for complex organizational challenges related to processes, people, systems, and products. By integrating learning, development, consultancy, and research solutions into your business strategy, PHRC helps position your organization to achieve a competitive advantage.

Given the rapidly evolving nature of management trends, organizations must be well-prepared and informed to effectively address these challenges while pursuing their overall corporate business strategy and goals. This is the principle objective of the Premier Hub for Consultancy, Research, and Human Capital Development (PHRC).

## Our Philosophy

Our team at PHRC is dedicated to providing expert guidance and customized solutions to assist organizations in overcoming challenges and remaining competitive in the market. We employ modern approaches to keep our clients ahead of industry trends and maintain their brand's strength.

We evaluate training requirements and customize programs to revolutionize organizations by enhancing performance and reducing the strain on your business's resources and leadership.

PHRC offers the following range of services:

**i**

**Learning and Development**

**ii**

**Human Resource Management and Organizational Development**

**iii**

**Research and Publications**

**iv**

**Assessment Tools & Support Services for Recruitment & Outsourcing**

## Why Choose PHRC

Partnering with PHRC offers numerous benefits, including:

- i. Focus on your core business activities
- ii. Gain competitive advantage and achieve business goals
- iii. Access expertise and experience from certified professionals
- iv. Obtain professional advice and guidance on tough business management and leadership issues
- v. Receive HR and business advice, tips, tools, and best practices that work
- vi. Achieve specific goals in a timely manner
- vii. Pay only for the services you use
- viii. Receive flexible solutions tailored to your needs and budget
- ix. Build team capacity for enhanced performance



## Target Clients

PHRC serves a diverse range of sectors, including but not limited to:

- a. Public Sector
- b. Non-Governmental Organizations (NGOs)
- c. Corporate Sector
- d. Religious Institutions
- e. Small and Medium Enterprises (SMEs) and Micro, Small, and Medium Enterprises (MSMEs)
- f. Healthcare
- g. Transport Sector

## Our Approach

We assess training needs and tailor programs to transform organizations by improving performance, minimizing strain on your business's resources, and leadership. PHRC's approach includes:

- a. Preliminary meeting with the client
- b. Needs assessment
- c. Tailored work plan and solutions
- d. Implementation
- e. Post-implementation follow-up



### a) Learning and Development

Learning and Development (L&D) is a corporate strategy that drives business results and provides organizations with a true competitive advantage. Developing talent through continuous capacity building optimizes employees' potential, improves performance, and aligns with business necessities.

PHRC recognizes the importance of tailoring L&D programs to the specific needs of individual organizations. Our programs provide resources for skill refinement, distinctiveness discovery, and potential realization. We work with clients to customize training programs designed around organizational objectives.

Our portfolio includes:

- i. Leadership, Governance, and Management Programs
- ii. Skills Development Programs
- iii. Professional Development
- iv. Compliance and Regulatory Programs
- v. Personal Development and Wellness Programs
- vi. Technology and Innovation Programs
- vii. Business Development and Customer Service Programs
- viii. Estate/ Facility Management Programs
- ix. Specialized Programs for High-Potential Employees
- x. Workload Analysis Training
- xi. HR for Non-HR Training
- xii. Risk Management Training
- xiii. Fundraising and Grants Management Training
- xiv. Board's Governance Training
- xv. Mental Awareness/Psycho-Social Support
- xvi. Emotional Intelligence
- xvii. Audit, Compliance and Governance
- xviii. Data Management and Business Intelligence
- xix. Health, Safety and Environment
- xx. Diversity Equity and Inclusion



## b) Human Resource Management & Organizational Development

PHRC supports organizations in meeting their business objectives and HR strategies, offering tailored solutions for increased workforce productivity and profitability. Our certified HR Consultants address HR needs effectively, whether for day-to-day efficiencies or long-term strategic positions.

Our services include:

### i) HR Audit and Compliance

- (1) HR Audits
- (2) Job Evaluation
- (3) Work Safety Training and Audits (OSHA)
- (4) Data Protection Awareness, Policy

Development, Implementation, and Audit

### ii) HR Policy Development and Implementation

- (1) Development of HR-related Policies and Procedures
- (2) Change Management Processes

### iii) Organizational Development and Support

#### Services

- (1) Strategic Plan Development
- (2) HRMIS Installation
- (3) Executive Recruitment Services
- (4) Employee Psychological Support Services

### (5) Performance Management Systems

- (6) Workload analysis
- (7) Knowledge Management Systems
- (8) Team Building Strategies
- (9) Workplace Wellness Program
- (10) Organizational Culture Enhancement
- (11) Change Management
- (12) Leadership and Management

### iv) Staff Outsourcing Services

- (1) HR Administration and Management
- (2) Staff Recruitment
- (3) Performance Management
- (4) Staff Onboarding and Policy Briefing
- (5) Payroll Quality Check



### c) Research and Publications

PHRC emphasizes the importance of credible data, insights, and information for effective decision-making. Our research services empower organizations with actionable insights by generating valid and credible information.

Our research expertise includes:

- i. Employee Satisfaction Surveys
- ii. Salary Surveys and Advisory Services
- iii. Human Resource-Based Surveys
- iv. Staffing Needs Assessment
- v. Training Needs Analysis
- vi. Product Development Surveys
- vii. Segmentation Surveys
- viii. Organizational Situational Analysis
- ix. Market Surveys
- x. Customer Satisfaction Surveys
- xi. Policy Research and Analysis



## d) HR Recruitment Assessment Tools & Support Services

1. Aptitude Tests
2. Psychometric Tests
3. Behavioral Tests
4. Communication Skills Tests

## e) Other Research Services

1. Editorial Services to Authors
2. Joint Authoring
3. Launch, Marketing & Sales of Published Work
4. Gender and Social Inclusion Surveys
5. Training in Research-Based Applications:
  - (a) *Advanced Excel*
  - (b) *Statistical Package for Social Sciences (SPSS)*
  - (c) *MS Project*
  - (d) *Performance Management Systems*

PHRC's comprehensive approach ensures that our clients receive the best possible solutions to meet their unique needs, enabling them to stay competitive and achieve their organizational goals.



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## TALK TO US



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