

RareGift Consultancy Limited

Inspiring productivity



Company Profile



Leading HR & Management consultancy firm in East Africa.

About Us

We're a leading HR & Management consultancy that helps the world's most ambitious change makers define the future. We work alongside our clients as one team with a shared ambition to achieve extraordinary results, outperform the competition and redefine industries' trends. We complement our tailored, integrated expertise with a vibrant ecosystem of digital innovators to deliver better, faster and more enduring outcomes.

This is where aspiration meets innovation; honesty stimulates professionalism and impossibilities surrender to teamwork. We support the bold to accomplish extraordinary results. This is who we are, a team of dedicated consultants who command results and productivity. Raregift has engaged rare talents and abilities, that foster our unique service delivery. Raregift is a HR & management consultancy firm that celebrates uniqueness in thinking and problem solving.

Our Services

We work with ambitious clients who want to define the future, not hide from it. Industry leaders approach us to solve industry-defining challenges in:

- | | |
|-----------------------------|--------------------------------------|
| ❖ Strategic planning | ❖ Rightsizing |
| ❖ Recruitment | ❖ Payroll consultancy |
| ❖ restructuring | ❖ Digital transformation |
| ❖ HR audit | ❖ Labour practices |
| ❖ Training and development | ❖ Career coaching |
| ❖ Labour outsourcing | ❖ Executive headhunting |
| ❖ Leadership and governance | ❖ SME incubation & graduate program. |

VISION, MISSION AND CORE-VALUES

Vision

- To be a leading human resource and management consultancy in Africa and beyond

Mission

- To lead in human resource and management consultancy through training, HR audit, best professional practices research, partnerships and innovations.

Core values

- ❖ Respect
- ❖ Responsibility
- ❖ Honesty
- ❖ Integrity
- ❖ Fairness

Leadership



Mr. Paul Kamau
MBA, CHRP-K
CONSULTING DIRECTOR

Paul Kamau is a certified human resource practitioner and the Consulting Director of RareGift Consultancy. He has over ten years experience in HR management. He is also currently the HR manager of Mayfair Group Limited. He is a holder of MBA (HRM) from Kenyatta university and a member of IHRM

Rafiki Karisa is a certified human resource practitioner and the HR director of RareGift Consultancy. He is passionate and experienced in HR management and HR consulting. He is also currently the HR manager of Arise Hospital. He is a holder of Bachelors' of Commerce (HRM) from Kenyatta university and a member of IHRM.



Mr. Rafiki Karisa
B.COM, CHRP-K
HR DIRECTOR

HR Audit

We have a robust team of qualified HR Auditors who are competent and passionate about what they do. Human resource audits can help identify whether an HR department's specific practice areas or processes are adequate, legal and effective. The results obtained from this review can help identify gaps in HR practices, and HR can then prioritize these gaps in an effort to minimize lawsuits or regulatory violations, as well as to achieve and maintain world-class competitiveness in key HR practice areas. From the lenses of an audit, areas that needs to be improved can easily be identified. Policy issues can be addressed and gaps can be sealed.



Recruitment & headhunting

Recruitment Process Outsourcing (RPO) has been proven to increase the productivity of employees because of competitiveness of the process. RareGift Consultancy offers excellent recruitment services. Recruitment services form part of our day to day operations. Our services will help you reduce the cost, time, quality of hire. It will give you more time to focus on the primary operations of the company.



Restructuring & Rightsizing

Necessary than ever before, is the need for organization to restructure to accommodate the new changes taking place in the dynamic corporate world. The demand for restructuring services is overwhelming as many companies are trying to come up with new ways of carrying out their business. RareGift consultancy help many organizations to carry out the restructuring activities. Restructuring helps to reduce cost and time of operations.



❖ Payroll Consultancy

As the center cost of employment, the payroll activities should be carefully thought. Many companies are closing down because they can't sustain their wage bill while others close down because they fail to motivate their employees. RareGift provides unique payroll consultancy services that help organizations meet their objectives by using payroll as a tool that facilitates the achievement of the set goals. We also provide payroll outsourcing services as well.



Training and development

RareGift provides expertise employees training. Our unique training services makes our services productive and effective. Training has been our strongholds with all of trainers experienced in their field of training.



Executive coaching & career coaching

Career coaching is getting the support, help, and guidance you need to figure things out to reach your ultimate career goals. A career coach is there to ask questions, give you guidance, and help you overcome whatever challenges you're facing in your job. In a coach/client relationship, you hold the agenda. our coach is trained and skilled in providing you with insight, support, and the direction you need to achieve the goals you have in mind. In other words, position you to reach your goals sooner than later when trying to do it on your own. RareGift offers you competitive and affordable career coaching services.



❖ Digital transformation

RareGift Consultancy helps organizations to transform their operations and embrace digital tools. We walk with our clients through the change implementation process until full digital transformation is realized. This helps to increase efficiency and reduce the cost of operations. We work hand in hand with our IT partners to ensure that the process is smooth and effective. This is informed by the need to occupy the digital space.



Strategic planning

RareGift Consultancy is your strategic partner. We help organization put down their plans together. We help them craft plans that will help them take a market share in their respective industry or sector. The plans helps our client identify their niche and take their space. We make the plans as effective as possible for easy implement and monitoring.



SME Incubation & graduate program

RareGift Consultancy provides opportunities for start-ups to enjoy consultancy services through a unique incubation program and young graduate enjoy career coaching through a special management graduate program. The programs are meant to help organization expedite their growth as well as help young graduates develop their skills and talents. RareGift believes that the start-ups have a great potential and the young graduates are endowed with great talents. RareGift appreciates their uniqueness through these programs.



Our clients



Zindua Systems



SPLENG SCHOOL



PLENG LIMITED

Planning, Engineering & Environment

QUINSTECH

Client/Referees	Industry/Sector
Zindua System	Information Technology
Rowhess	Information Technology
Quinstech Venture ltd	Information Technology
Spleng School	Education
Pleng Limited	Construction
Arise Hospital	HealthCare

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