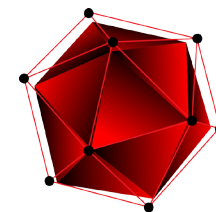




# COMPANY PROFILE

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**NOVUS**  
BUSINESS ADVISORS

## About Novus Business Advisors

Novus Business Advisors Limited is an African consulting company that prides itself in providing innovative solutions to each of our valued clients. We take pride in all of our clients and strive to build strong relationships with them.

We provide consulting services in Strategy and Operations, Finance Effectiveness, Due diligence (including post deal integration), Project Management expertise that is second to none, Tax and Tariff policy advisory services, corporate and executive training programmes, among other services across the private and public sectors

Our core values that underpin our thinking, delivery and interactions are Integrity, Leadership, Quality, Agility and Teamwork.

With these values and hard work, we ensure that we are always **“Driving Transformation”** by delivering value adding services to our clients

## Key strategic partnerships

Top in class Corporate and Executive Training Programmes are delivered through the John C Maxwell Company, represented in Eastern Africa by ICAN Maxwell Leadership Limited. The John Maxwell Company is a leading authority in management, ethics and leadership. Novus Business Advisors Directors are trainers with ICAN Maxwell Leadership Limited.

Novus Business Advisors is an implementation partner of AARO Systems in East Africa. AARO systems is the renowned leader in Group Consolidation solutions in accordance with IFRS, management reporting solutions across a wide variety of ERPs and other information sources







# Core Values

## INTEGRITY

Integrity at a personal and corporate level. It governs the manner in which we deal with our clients and each other in the organization.

## AGILITY

Innovative solutions and agility in our mindset to meet ever changing business environment and needs. Agility in thinking, agility in execution will showcase the Novus brand in innovation

## QUALITY

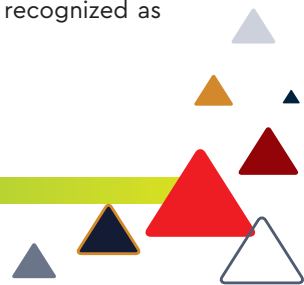
We uphold the highest standards of Quality in all our work. This is foremost in our delivery and advice

## TEAMWORK

This is at the heart of our People agenda. We work in teams and this ensures that the client benefits from our joint input and that team members benefit from sharing of experience and knowledge.

## LEADERSHIP

We to exhibit Leadership at Personal Level (Self leadership) and as an organization- solutions, culture, practice. We strive to be recognized as Leaders in our areas of business.



# What makes us different?

We focus on formulation and implementation of solutions. We go beyond recommendations. Through our Project Management Office, we ensure that we work with our clients to implement the recommended solutions. At Novus, we believe that this is the TRUE measure of success.

We are agile and innovative in our thinking and this is evident in our solutions. We are an energetic team of consultants with vast industry and regional experience. We go beyond "reports" and "presentations" to actual roll out of solutions within the organisation.

## Services

**Strategy- Planning to Execution**

**Due diligence and post deal optimisation**

**Enterprise Performance Management**

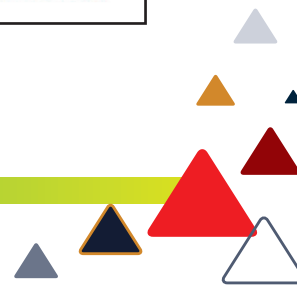
**Human Resource Advisory**

**Operating Model design and Business Process Optimisation**

**Finance function effectiveness and Automation**



**Executive and Corporate Training Programmes**





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**Today's customer service organization in Kenya faces unique challenges...**

**WE OFFER THE FOLLOWING SERVICES THROUGH OUR WIDE NETWORK OF CONSULTANTS:**



## **Strategy: Planning to Execution**

At Novus, we work with our clients in defining robust strategic goals that directly contribute to shareholder wealth and achievement of business objectives. However, we do realize that good strategy without disciplined execution is futile. One of our key differentiators is that we work with clients through the entire process- strategy formulation to execution.

## **Project Management Office (PMO)**

At Novus we focus on design and implementation of your business strategy in a manner that builds in-house capacity. One of the main ways in which strategic initiatives are driven is through strategic projects. In order to enhance competitive advantage, changes in strategy must be quickly reflected in an organization's project priorities. Our team provides support services throughout Project Management Office (PMO) that is equipped to act as an effective integrator and driver of innovation. In this way, we can support organizations to create an effective alignment between existing capabilities and their evolving corporate strategy. This can be achieved through proper and structured management and coordination of strategic projects.

## **Due diligence and post deal optimization**

We advise our clients on potential transactions and due diligence on potential target companies. We specialize in corporate valuations, financial and operational (including Business Process, IT, HR) due diligence and business reviews. This ensures that buy-side or sell-side considerations and their implications on the transactions are clear and can inform deal negotiations. From these reviews, we also advise on various options of transactions. It is also worth noting that even with all the best due diligence, many deals still fail because of lack of post deal optimization. At Novus, we have proven experience and track record in post deal integration and optimization having carried out complex and cross border post deal integration projects with some of the large companies in the East African region. We devise integration plans, establish project teams and work towards the successful integration of organizations in the region. This ultimately ensures that newly acquired or merged entities are properly integrated and that all aspects of the operating models are proper after the merger or acquisition.



## Enterprise Performance Management

We offer Enterprise Performance Management (EPM) services helping you drive success by putting information at the heart of your decision making. EPM helps build long term insight into the business beyond that given in the statutory accounts.

Our EPM blueprint provides a solution design with seven distinct deliverable outputs across the dimensions of data, process, systems, people and organization. This ensures that management and staff are looking at the correct performance indicators.

## Human Resource Advisory Services

We offer HR Consulting services such as recruitment, employee surveys, organization structure reviews, job design and evaluation.

With our experienced HR professionals, we partner with our clients to ensure that we increase the overall HR effectiveness of the organization.

## Executive and Corporate Leadership Training Programmes

Top- in-class Corporate and Executive Training Programmes are delivered through the John C Maxwell Company. The John Maxwell Co in Africa is ICAN Maxwell Leadership Institute Africa, which is represented in Eastern Africa by the ICAN Maxwell Leadership Company Limited. The globally renowned John Maxwell Company is a leading authority in management, ethics and leadership.

In conjunction with the John Maxwell Company in Africa, we have over 7,000 course materials and tools as well as experienced professionals within our wide network to assist you in your training needs in a number of themes including Women in Leadership, Customer Service, Communication and Board effectiveness.







## Finance effectiveness and automation

One of the main challenges for today's Finance Director is striving to achieve an "optimal" balance between the three key value drivers of a finance function from scorekeeper to business partner:

1. Provide **Insight**
2. Maintain **Control**
3. Drive **Efficiency**

In order to help our clients with driving efficiency, automation is key on the agenda. To this end, Novus Business Advisors is an implementation and consulting partner of AARO systems.

The AARO system drives significant efficiency in preparation of Consolidated Financial Statements of large / complex groups of companies.

We provide management consulting services that help our clients to develop robust and strategically aligned Operating Models.

In addition to Operating Model design, we work with our clients in improving efficiency in their business processes. We analyze all processes into: value adding, non-value adding and value-enabling processes in the context of the organizations strategy and value chain. Working closely with client teams, we then formulate the desired state (to-be) processes that will be in place to drive the organizations functions and structure in a manner that meets its strategy.

The Novus team has experience in working with clients to drive more focus and strategic alignment in their operating models. We would be glad to work with you in driving this transformation in your organization.







## Contact Us

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### We Would Be Glad To Hear From You

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