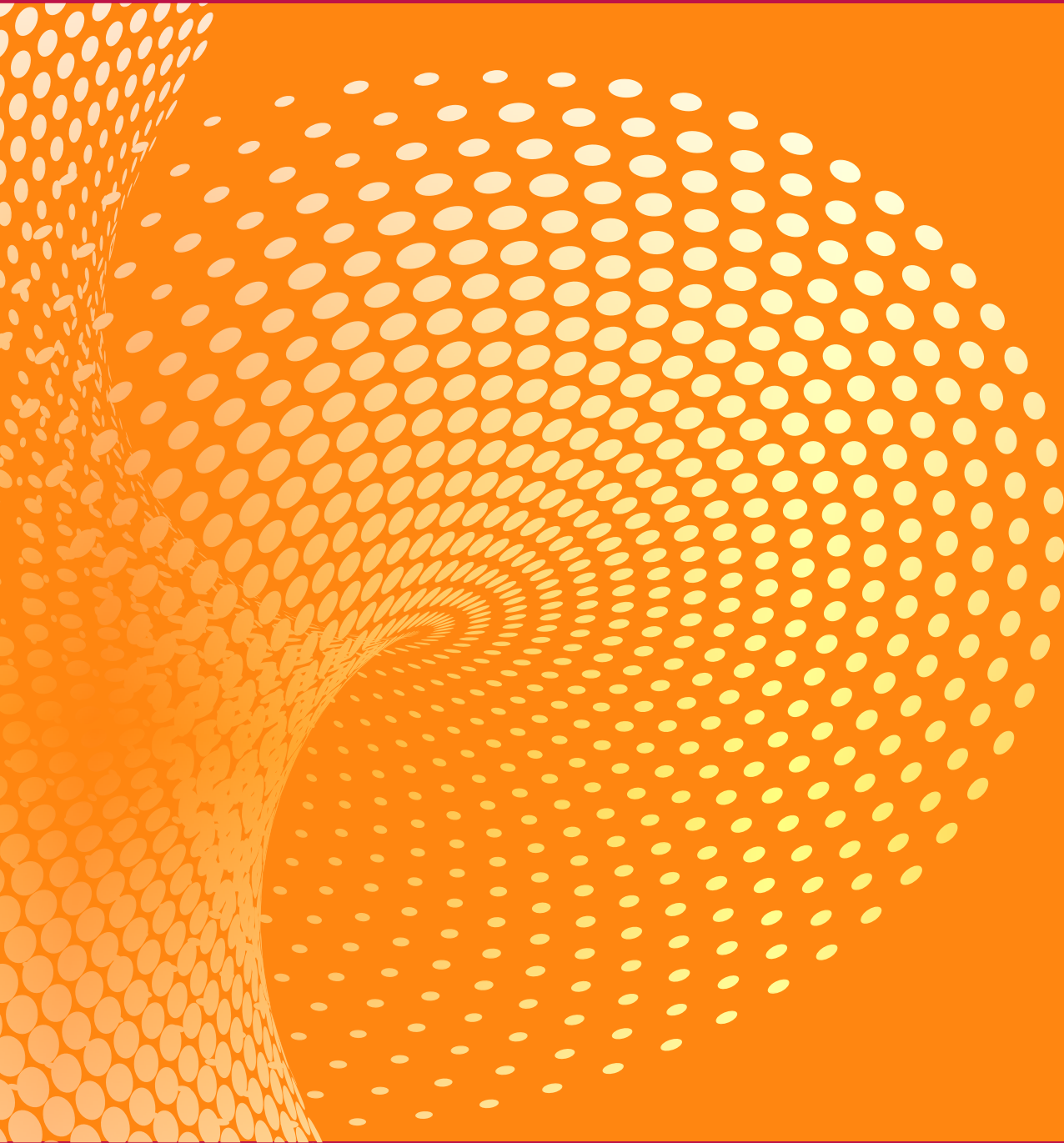




Radix Management Consulting (U) Ltd

“Getting to the root of Management Problems”





PROFILE OF RADIX MANAGEMENT

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER



Professor Benon C Basheka, PhD, FCIPS is the CEO and Managing Director of Radix Management Consulting (U) LTD. He provides leadership and oversight roles on the firm’s strategic, tactical and operational levels. With his wide experience and diverse academic qualification, the CEO also provides team leadership to most consultancy assignments. Beyond management consulting, Basheka is a Professor of Governance and has been a Deputy Vice Chancellor-Academic Affairs at Kabale University in Uganda until March 2024. He is also a visiting Professor and Research fellow at the School of Public Governance and Administration at the University of Johannesburg in South Africa.

Professor Basheka is thus an accomplished scholar, researcher, teacher, management, administration, governance and leadership specialist and consultant.

Basheka has a multidisciplinary academic background with two PhDs, two Master’s Degrees, Three postgraduate Diplomas and two Bachelor’s Degrees. He has a PhD in Political Science and Public Administration (coursework and dissertation) from the University of Dar es Salaam, Tanzania where he specialized in Public Governance, Policy Management and Public Financial Management. His second PhD is in Educational Administration, Planning and Management (coursework and dissertation) obtained from Makerere University where he specialized in Higher Education Governance and Reforms. Professor Basheka has a Master’s Degree in Social Sector Planning and Management from Makerere University with a specialty in Quality Assurance Management systems and a second Master’s degree in Project Management from Uganda Management Institute with a specialty in Program design and evaluation. Basheka equally has a Postgraduate Diploma in Project planning and Management from Uganda Management Institute and a graduate diploma in procurement and supply from the Chartered institute of Purchasing and Supply (CIPS-United Kingdom). He also has a Postgraduate Diploma in Legal Practice (Bar Course) from the Law Development centre in Uganda. Prof Basheka had his undergraduate training in Political Science and Public Administration from Makerere University where he obtained

a second-class upper division degree. He also has a Bachelor of Laws (LLB) from Cavendish University.

Basheka has received a number of international awards and recognitions. He is extensively travelled and is versed with changing dynamics in his fields of study and consulting. In the consulting and advisory services realm, he has been a team leader

and specialist for more than 50 high level consultancy assignments for Government, national and international organizations and Civil Society Organizations. He has consulted for leading organizations like the World Bank, DFID, GIZ, UNICEF, UNDP, SIDA, and ADC among others. He has excellent communication, team leadership and report writing skills.

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ABOUT RADIX MANAGEMENT CONSULTING:

Radix Management Consulting (U) Ltd is a management consultancy firm based in Uganda. Founded in 2006, the firm now prides in over 15 years of professional consultancy experience to various clients in a wide range of areas (www.radixconsults.com). The firm is premised on a need to providing exceptional and valuable services to its clients in an independent and rational manner. At Radix, we offer solutions to problems! The professional expertise available from the firm and its network of experts incorporates:

- Our multi-disciplinary expertise that covers the fields of strategic planning, monitoring and evaluation, administration, management, project management, procurement, supply chain management, legal advisory, governance, policy management, finance, research surveys, baseline studies, e-learning, resource mobilization, human resources & organization development, capacity building among others;
- Our multi-sectoral experience within the region including sectors covering the central government level, the local government and civil society sector;
- Project management: Proven experience in planning and managing complex and large projects in diverse sectors and client environments;
- Flexible capacity around a stable core: The firm is built around a core team of principals and associates. Ongoing working relationships with a wider group of specialist resources enables us to staff up effectively for larger assignments when needed;
- Dependable infrastructure: A dependable office infrastructure with support staff, office and communication technology as well as research capacity provide a platform for consistent service delivery;
- Global reach: A network of associate firms that ensures global reach for the firm and its clients.

Our capability for the assignment is justified based on the following: -

- i** **Organizational systems and Governance.** We have special expertise and experience in providing advice on establishing robust organizational systems, structures and strategic frameworks for different types of organizations both Government and Non-Government actors.
- ii** **Team and experts.** We have a high multi-disciplinary team of experts with appropriate educational qualifications to meet the objectives of the clients and any assignment. Our team is expanded depending on the client’s needs and requirements.
- iii** **Overall consultancy experience and exposure.** Radix has demonstrated exceptional experience in undertaking several assignments for clients in different organizations. A number of these assignments have been directly in governance, evaluation, strategic plan development, resource mobilization and policy development assignments.
- iv** **Blending theory and practice.** The consultancy firm has a team of experts that blends theory and practice. The team has a thorough theoretical understanding of different areas of expertise like strategic planning, research and policy, Monitoring and Evaluation, Human Resource issues in multi-context environments, Procurement and resource mobilization systems in public and non-public contexts.
- v** **Understanding of Donor-Government interface.** Radix management has an elaborate understanding of the linkage between Donors, CSOs, and government institutions. This gives us an opportunity to suggest solutions for capacity building and resource mobilization that are practical and easy to implement by different stakeholders.
- vi** **Reporting and quality assurance.** Radix management has clear reporting skills and has established appropriate quality assurance systems that can enable meeting of client expectations.

CROSS-CUTTING CAPABILITIES AND STRENGTH

Capability	Description
Operations	The firm has managed successful projects delivering high quality technical assistance services as well as advisory services to institutional bodies and public administrations internationally. The Consultants have in-depth experience in technical and management of large-scale development programmes and plans and a deep knowledge of operational and contract procedures of many national authorities, bilateral programmes and international donors, such as the UNDP, EU, DFID, UNICEF, DENMARK, among others.

Project Management	The firm ensures sound project management through Project Management teams providing continuous support from the firm's office to field operations. Backstopping services include organization, project management, financial management, detailed planning, and management of changes in program, ICT services, logistics and onsite support missions. Backstopping activities include also document control (lay-out, review, approval, transmission and amendments of project documents), and problem solving.
Ability to mobilize high-level expertise	The firm's Human Resource teams are able to quickly mobilize high-qualified experts in a wide range of disciplines through a number of sources, including a wide roster of consultants as well as through networks of relevant institutions and international partnerships.
Participatory approach	Ensuring participation in planning and development is one of the key elements of successful delivery of technical assistance. The Consultants are able to design and implement participatory actions including public workshops, socio-economic surveys and meetings aiming at encouraging stakeholder's participation and raising public awareness. The participatory process is carried out in strict coordination with the Client and is based on detailed stakeholders' analyses.
Institutional strengthening and capacity building.	The need to enhance institutional capacities is a recurring issue of development projects. The Consultants have sound experience in designing project components aimed at improving the capacities of the public sector in planning and organizational management.
ICT capabilities and distance learning expertise	We have extensive expertise in the use of modern technologies to deliver educational services through the use of a blended learning approach

RADIX MANAGEMENT AREAS OF CONSULTANCY EXPERTISE

The firm has expertise in some of the following areas:

1. STRATEGIC PLANNING

We assist clients to understand the importance of having a strategic vision and mission for achieving organisational mandates. We provide services to design strategic plans, conduct



baseline studies for the strategic plan, undertake mid-term evaluations on the strategic plan to assess what is working

and what is not working as well as undertaking end of strategic plan evaluations. We assist clients in conducting environment scanning to design clear strategic direction based on the mandate of our client organisation and within the changing context. We assist clients design a monitoring and evaluation framework to track the implementation of the strategic plan. We provide advisory services on critical success factors relevant for implementation of strategic plans.

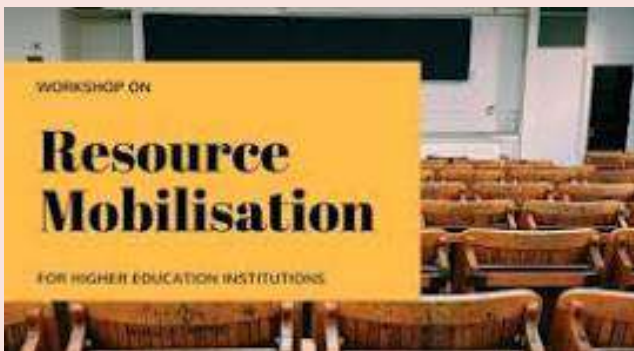
2. MONITORING AND EVALUATION



Our firm has special expertise in providing monitoring and evaluation

services. We design monitoring and evaluation frameworks. We provide advisory services on establishing monitoring and evaluation units in organisations and projects. We assist in undertaking needs assessments, baseline studies, mid-term evaluations, and end of project/programme evaluations. We undertake impact evaluations based on scientific models and use rigorous methodologies that can effectively determine the change and outcomes caused by an intervention. We assist our clients in positioning M and E as part of the strategic functions for attainment of mandates. We assist in building capacity for M and E.

3. RESOURCE MOBILISATION



We provide advisory services on resource mobilisation for different clientele. We advise on developing donor maps and frameworks. We assist clients assess the funding dynamics and developing

appropriate strategies to remain on top of the game for funding agencies. We assist clients in refocussing and diversifying their resource mobilisation strategies. We assist to develop resource mobilisation strategies, policies and frameworks. From financial assets to human skills, we enable our clients appreciate the fact that mobilising resources involves a dynamic process that integrates various elements to achieve the desired goals. We build mindset change of key stakeholders on resource mobilisation. We provide capacity building on resource mobilisation to different types of clients.

4. GRANT/PROPOSAL WRITING ADVISORY SERVICES



Our team of experts advise clients on sourcing for partners and developing grant sourcing strategies. We assist in writing grants to align the client organisation to the donor

requirements. We partner with other organisations with similar mandates to develop a robust grant writing portfolio. We assist clients in establishing grant management units and equipping the units with personnel of appropriate competence and mindset to attract grants. We provide advisory services on writing winning proposals and undertake write-up workshops with clients as a strategy for mentorship and long-term transfer of knowledge and skills. We provide services to outsource some of our expertise to join teams in grant writing. We study different donor requirements and develop templates for clients to use in proposal writing. We provide templates for required modalities of CV for different clients to meet the donor requirements.

5. LEGAL ADVISORY AND RESEARCH SERVICES



We have a fully-fledged unit that provides legal and advisory services on a wide range of requirements. We provide services in writing contracts, in employee litigation, civil litigation, estates management, writing of Wills

and obtaining letters of Administration/Probate. We provide criminal law advisory services. We also provide corporate governance and commercial transaction services to local and intentional clientele. We advise on immigration procedures and securing necessary immigration and Emigration documents within the legal framework of governments. We undertake small claims procedures and grievance handling through applying alternative dispute resolution mechanisms. We assist in undertaking land transactions from the beginning to the end. We have a partnership with a team of surveyors that undertake technical work required for land surveys and mapping requirements. We undertake appropriate legal research for different clientele.

6. POLICY AND FRAMEWORK DEVELOPMENT



Radix management consulting is well known for its robust expertise in developing policies and frameworks for a wide range of clientele. We develop governance documents like governance manuals, human resource manuals, procurement manuals, handbooks and operational documents of a diverse category. We assist clients to develop relevant frameworks using models and approaches which fit the specific mandate of the client.

7. MINDSET CHANGE AND DIVERSITY MANAGEMENT



The world of work and association is now dynamic and people with a fixed mindset are likely to remain spectators. We provide advisory services to our clients to appreciate

that more than ever before we are confronted with all kinds of changes in both our personal and professional lives. We rely on the wise words of Carol Dweck, one of the world's leading researchers in the field of motivation, who has counselled those mindsets are responsible for our self-awareness, self-esteem, creativity, ability to face challenges and our resilience to setbacks. Our mindset is the view we have of our qualities and characteristics, where they come from, and whether they can change. We help clients appreciate that people are diverse and how diversity management is a simple solution for most toxic organisational conflicts that waste resources. We conduct mindset sessions as part of capacity building especially for those in leadership positions.

8. CORPORATE GOVERNANCE AND COMPLIANCE



We provide expertise in establishing a work environment that respects the

roles and responsibilities of different organs. We provide advisory services on the importance of allowing different organs to cultivate a culture of openness, transparency, accountability and respect for institutional rules and procedures. We assist clients appreciate the value of effective governance and the requirements of establishing effective oversight organs like the Board. We undertake board trainings and assist clients in designing board charters and performance frameworks. we assist clients in registering business and ensuring compliance with regulatory requirements.

9. PERSONAL AND CORPORATE FINANCIAL MANAGEMENT



We provide advisory services on how employees can improve their

personal financial habits as a strategy for improved corporate financial management. We undertake personal finance management capacity building sessions to ensure everybody appreciates the process of planning and budgeting for how one's money is saved or spent. We offer advise on how to set financial goals, such as saving for retirement, and working hard to achieve them. We provide other wide range of corporate financial management services including the need to keep accurate records and accounting information to guide effective decision making.

10. HUMAN RESOURCE MANAGEMENT



Our firm has expertise in providing advisory services on the whole spectrum

of managing the human resources as the most important resource of every organisation. We assist clients in recruiting the right people and advise on placement. We provide services to our organisations on succession planning, retirements planning and exit management. We advise on career development for employees. We also offer legal advisory on people who seek employment in foreign countries.

11. ORGANISATIONAL CHANGE AND MANAGEMENT



We provide advisor services on designing appropriate structures relevant for attainment of client mandate. We advise on organisational change management processes and requirements. We undertake restructuring services to clients in need and develop organisational change required documentation. We provide capacity building on organisational change and development.

12. PROJECT MANAGEMENT

We offer advisory services on project initiation, design, implementation and management. We assist clients to conceive appropriate projects for investment and design appropriate frameworks to enable them attain the required goals. We advise on the appropriate resources for ensuring effective management of projects and programmes to meet stakeholder

expectations. We assist clients to identify potential risks likely to affect a project success and advise on appropriate mitigation measures.

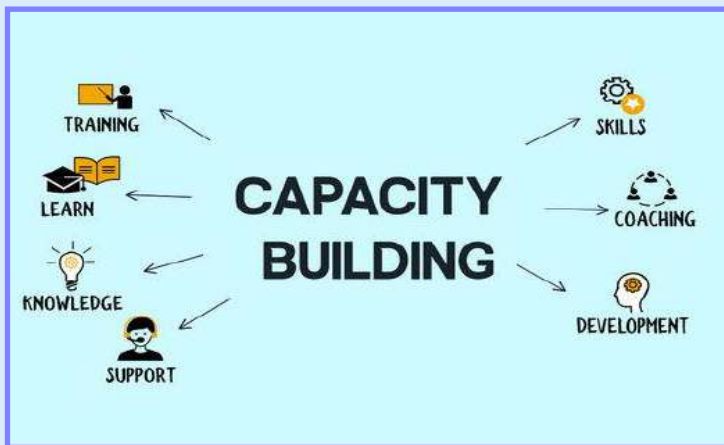


13. TAX ADMINISTRATION

We help clients understand the tax regimes within their areas of operation and advise on tax compliance requirements. We provide advisory services on how to manage records for ensuring tax compliance. We provide advisory services on filing tax returns and how to lodge and manage complaints on assessed taxes.



14. TRAINING AND CAPACITY DEVELOPMENT



We support our clients in building capacity for effective organisational performance. We ensure there is knowledge transfer and learning by our clients. We ensure we understand the needs of our clients before providing a capacity building solution. We adopt a broader understanding of capacity building as the process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt, and thrive in a fast-changing world.

15. RESEARCH AND SURVEYS



We have specialised expertise in undertaking research studies and conducting surveys of various magnitudes. We assist clients in appreciating the importance of research and survey results in decision making and attainment of organisational goals. We provide advisory services on how to design a research or survey, design of appropriate tools and frameworks, how to manage and undertake a research survey, how to manage results, how to analyse the data and writing reports.

16. REPORT WRITING.



We offer advisory services on how to write reports for different audiences. We assist clients understand the importance of writing sound reports as a tool for building stakeholder confidence. We study requirements of different clients and develop templates for effective reports. We assist in proofreading and editing reports to meet stakeholder requirements. We partner with clients to write reports on complex projects to meet the stakeholder requirements.

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