

TACK Africa

Your HR Business Partner



TACK Africa provides an integrated strategic

approach to sourcing, managing, developing and retaining your most valuable resource – your people. The firm operates a full service human resources consultancy with offices in Dar es Salaam and Nairobi, helping our clients achieve results through competence and effectiveness. We blend global best practice with our own hands-on experience, intimate local knowledge and cultural sensitivity to ensure the high impact of our programmes and methodologies. The company is British-owned and locally incorporated.

A cross section of recent clients

- ◆ Barclays Bank of Kenya
- ◆ CRDB Bank Tanzania
- ◆ Deloitte and Touche
- ◆ DFID East Africa
- ◆ East African Business Council
- ◆ East African Cables
- ◆ Geita Gold Mine
- ◆ Homegrown
- ◆ James Finlay Tea
- ◆ Kenya Airways
- ◆ Lafarge Cement East Africa
- ◆ National Bank of Commerce
- ◆ National Microfinance Bank
- ◆ PricewaterhouseCoopers
- ◆ Rand Merchant Bank
- ◆ Safaricom
- ◆ Shell
- ◆ TANESCO
- ◆ Telkom Kenya
- ◆ The World Bank
- ◆ Tigo Tanzania
- ◆ Unilever
- ◆ United Nations agencies
- ◆ USAID
- ◆ Vodacom Tanzania

Capabilities and client services

➤ Strategic planning

Powerful methodologies, analytical tools and creative approaches for strategy formulation and review workshops. Strategy Mapping using the Balanced Scorecard.

➤ Strategic resourcing and executive search

Headhunting, recruiting and shortlisting for executive and professional positions. Interim management.

➤ Assessment centres

Competency testing for recruitment, redeployment, personal development, succession planning and team building.

➤ Transformational leadership and organisational change

Coordination and implementation of corporate change programmes. Governance, diversity and team building programmes.

➤ High impact corporate training

Tailored programmes, generic courses, One-2-One personal learning and coaching, in a wide variety of management and personal skills.

➤ Performance management

Design, installation and training of appraisal systems including Balanced Scorecard, 360° and incentive schemes.

➤ Remuneration and rewards

Job evaluation, salary surveys, compensation and benefits policy, performance related pay, payroll administration

➤ Event facilitation

Dynamic, stimulating and entertaining programmes for conferences, retreats, seminars and workshops.

➤ Surveys and research

Market surveys, staff attitude surveys, salary surveys, customer satisfaction surveys, diagnostic organisational health check.

Forty years in East Africa



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