



# *summit*STRATEGY



*Our Profile*



Forensics · Advisory · Security



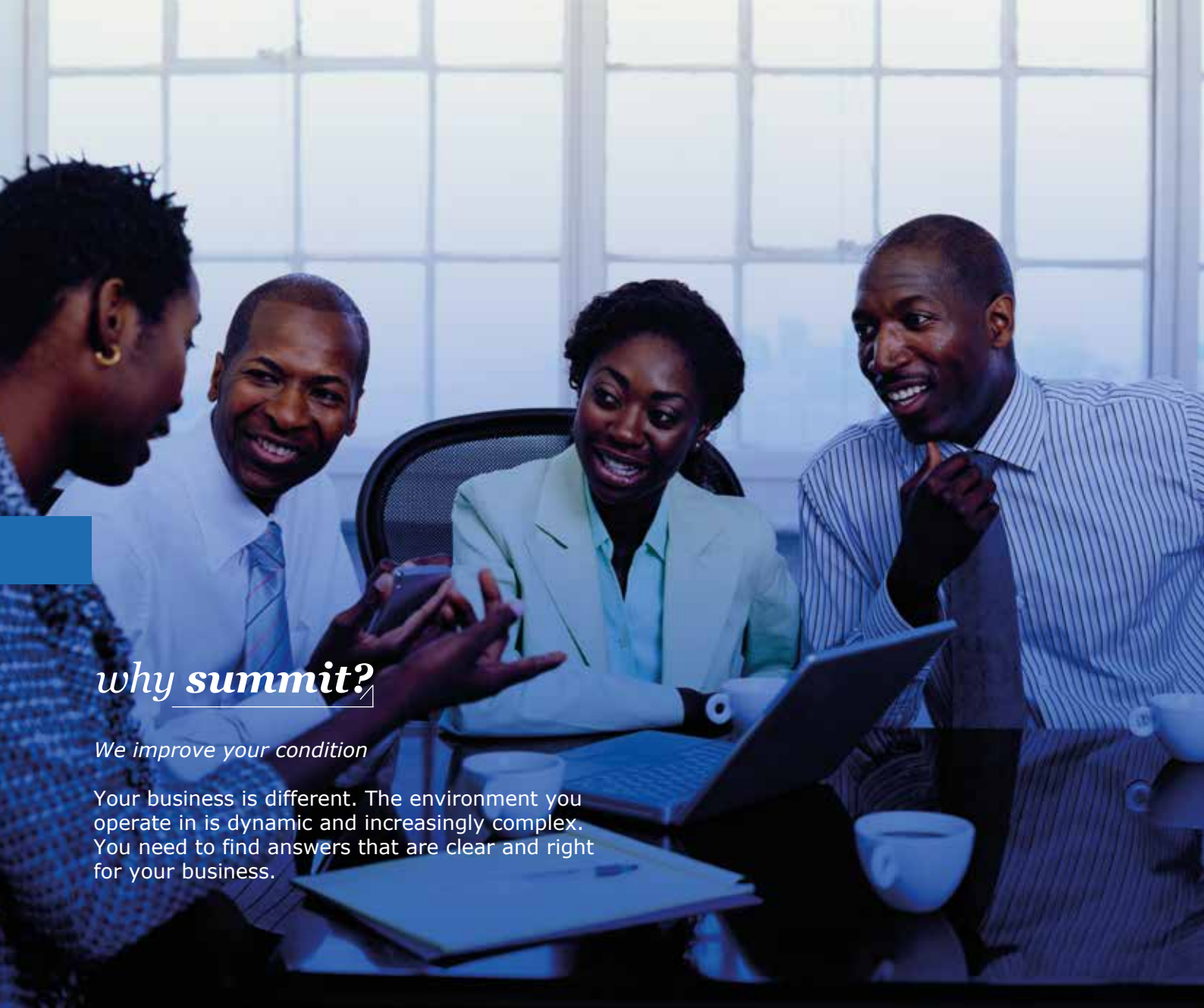
## *About us*

Summit Consulting Ltd is a trusted advisor and counselor to many of the most influential businesses and institutions in Uganda. SCL provides forensics, advisory (strategy, governance, training, ICT solutions and fraud management) and computer security services.

SCL is registered under the Companies Act (Cap110 of the Laws of Uganda) company limited by shares, certificate of incorporation number 88008. We are fully registered with Uganda Revenue Authority (URA), with TIN No: 1000189386. We are duly compliant with all the existing laws and regulations including NSSF and other local council licenses.

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We promise you one thing: We will improve your condition. When you bring us on board, you have professionals that will make a difference to your business.



## *why summit?*

*We improve your condition*

Your business is different. The environment you operate in is dynamic and increasingly complex. You need to find answers that are clear and right for your business.

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How do you manage business growth? Avoid surprises? Stay competitive? Keep the Board and your major stakeholders on the same page? You need business advice that understands your needs. Summit Consulting Ltd is one of the firms providing strategy execution support services to privately held businesses and public interest entities in Uganda.

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“Summit Consulting Ltd’s strategy formulation and execution support services are time saving and very critical to any busy executive. They make execution easy...”

***Irene Muwanguzi, MD, UPPC.***



## *our approach*

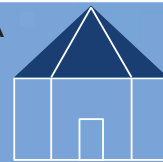
A lot of things had changed suddenly at one of Summit Consulting client, we may refer to Energy Global Inc. (not real name) and before long: the Board was faced with a hard to neglect fact: performance was declining sharply and the stakeholders were noticing. That was in March 2013. It came after key leadership changes. Appointment of the new Board Members; led to the changes in the business model, and new targets for the company's Managing Director; as the board was not satisfied with her presented strategy.

This sudden change in priorities plunged the company into some form of a crisis as staff become anxious. They did not understand the new focus. And that was not enough: the board changed the organization structure and introduced a new position below the MD; and in the process a new director was recruited who came with a whole new leadership style – Management by Results. First to be affected were the top managers –

### Lesson 1

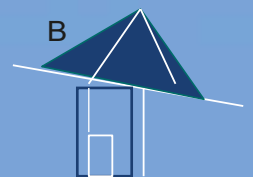
Your team will resist change if they are being led in the darkness. Your organisation will succeed if staff are aware of the winning aspiration (vision) and targets.

A



Your capabilities,  
systems and team

B





## *our approach*

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And instead of performing; staff got worried of each other. The news quickly spread across the company: no one is safe. The result: Panic. Confusion. Worry. And lots of anxiety about when will the axe fall? A letter addressed from the HR department became a dreaded thing. And instead of performing; staff got worried of each other. Staff would report to work, when in reality they were looking for the next exit.

And that is how a casual visit to the Operations Manager at Energy Global Inc by Summit Consulting

Ltd's practice leader changed everything. After a short interaction, a presentation to all top management on "effective strategy execution: where we are heading, how we will get there and your role in the journey" was suggested, and accepted. It changed the thinking and brought great change.

# summitSTRATEGY

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## &Execution

### **Strategy Facilitation**

*Towards a winning strategy*

#### **What's your current condition?**

Our approaches revolve around a simple idea: improving your condition. To do so, we focus to understand your current state. What is your most pressing issue? It is difficult to improve that you do not understand well. We look at your data!

#### **Strategy sessions**

What is the strategy in your strategy? Once we understand your condition, we mobilize key stakeholders for strategy sessions. We first take your team through a series of strategy sessions. You learn about Winning The Game, that links Playing To Win to Blue Ocean Strategy, and links to the Balanced Score Card dimensions.

#### **Everyone one can plan!**

Everyone can plan. However, the test of any effective strategy depends on the ease in its implementation.

Is your strategy understandable by your team? Are their roles clear? Is your strategy linked to structure and systems for effective execution

#### **Your implementation partner**

We will review your current strategy, link your key result or focus areas to the balanced score card performance dimensions and then to your structure and develop a clear implementation plan. We will develop a Board's performance dashboard, to inform clear performance targets for each of your top managers. Thereafter, we we conduct monthly or bi-weekly reviews. You will get timely reports on implementation status.

### **1.Current state**

What makes a very good medical doctor? **You got it! Quality diagnosis.** We aim to diagnose your current context.

### **2.Strategy sessions**

You'll understand the new approach to strategy.

**We empower you to make your own strategy**

*We challenge you to think strategically*

### **3.Strategy in action**

Great plan gather dust in the drawers. Never again!

### **4.Clear targets for all...**

> **Tell people the future.**

> Show them their roles to get there

> **Give clear targets and how to measure progress = execution**



# summitSTRATEGY

## our clients

### **Our record speaks volume**

*Deliver seamlessly*

#### **Joint Medical Store**

*We facilitated the strategy formulation. We continue to provide strategy execution support.*

*Contact: Mary Katusiime, Finance Director. Tel. +256 414 510 096/7 [other contacts on request]*

#### **UAP Insurance**

*Summit Consulting Ltd is retained to help execute UAP Group strategy, locally. We offer on-going strategy execution and monitoring. Contact: Zipporal Mungai, Managing Director.*

#### **PostBank Uganda**

*Summit Consulting Ltd was retained to facilitate strategy formulation and training of managers in effective execution. Contact: Stephen Mukweli, Managing Director.*

### **Many more clients...**

*We offer strategy and execution services to over 20 companies in the region. However, we have non-disclosure agreements with most of these.*

*Only the above-mentioned clients allowed us to mention the services we offer in this profile. We respect client confidentiality.*

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