Sequor Consulting
Corporate Profile: 2004
INTRODUCING SEQUOR CONSULTING

Sequor is an organization committed to developing and sustaining client capabilities. We assist organizations in their identification and implementation of practices that improve their overall operations.

The name SEQUOR is a Latin word meaning ‘to follow through’, a philosophy which transcends Sequor’s entire service offering. Sequor’s strategic intent is to position itself as the preferred consultancy services partner to its current and prospective client base. Our ‘follow through’ strategy is enhanced by the company’s ability to deliver holistic consultancy solutions.

Corporate Objectives

Sequor believes that organizations can be viewed as systems comprising five mutually interdependent variables.

Sequor is about the integration of excellence into the strategy of an organization through an understanding of key business process.

We therefore conduct studies of important business process, which, when implemented, can lead the organizations to exceptional performance.

Our approach is about supporting the use of proven best of breed strategic tools to facilitate process improvement and the achievement of superior customer satisfaction.

For Sequor, there must always be the identification of improvement opportunities for the organization, including people development. We are here to facilitate your organization’s Strategic Management Processes.

Sequor has extensive experience in the support of relevant business strategies with relevant training courses and continuous support.

We will assist your organisation in the identification, definition and implementation of business strategy, as well as assist in team building and change management processes, using appropriate tools to ensure maximum benefit.
**Mission**

We, at Sequor, will use our experience, time and energy towards making a difference within organisations and leaving a legacy. We are therefore your ideal partner in breakaway facilitation, strategic management, training and organisational effectiveness.

**Core Values**

The consultants at SEQUOR utilise a series of professional results-driven systems and programs, which enable us to offer services tailored to suit each individual client. More importantly, SEQUOR analyses how organizational excellence may be integrated into the strategy of any business through the understanding of the core business processes and the involvement of the staff. This leads to the identification of improvement opportunities for the organization, including people development.

**Core Philosophy**

Sequor believes that organizations can be viewed as systems comprising five mutually interdependent variables.

It is upon these variables that Sequor’s core philosophy is based:

- organizational strategy or vision,
- organizational structure,
- human resources,
- technological resources, and
- the external environment.

These five variables are highly interactive. By altering one of them, there is a resultant change in one or more of the others. The global economy is rapidly changing, leading to changes within organizations. Each organization is a complex entity, and ensuring survival and growth is a complex task. Thus SEQUOR combines their knowledge of the external environment with business expertise and the knowledge of what is going on inside the organization, and thus devises a solution tailored to meet the specific organizational needs. SEQUOR also assists the organization utilize all the resources at its disposal (financial, human and energy) efficiently.
Sequor Consulting Services

Sequor is summarily about strategic management and training, focusing on the management issues which are essential to business growth and direction, issues particularly concerned with leadership and people management.

Training and Facilitation

- **Sequor** zeroes in on the things that are important to your organisation by helping you think through and articulate your desired outcomes.
- **Sequor** custom crafts training, conference, or retreat designs that ensure that the process gets you where you want to go in a direct, creative and uplifting manner.
- **Sequor** invites the paradigm shifts that enable groups to leverage their own wisdom in new and ever more productive ways.
- **Sequor** offers results that are immediately meaningful and applicable (rather than hosting “play days” or immersing people in simulations that require that they transfer their insights to your work situation).
- **Sequor** regularly partners with just the right people to ensure that your event is very fluid, professional and inspirational--and that you aren’t left to piece the event together yourself.

Successful companies get improved results by changing the actions and activities of their organizations. They know the truth in the quality adage, “if you keep doing the same actions – you’ll keep getting the same results.” Said simply, change how you play the game and you change your results. Identifying those positive “game changers” is the first challenge. The second challenge is implementing them.

By using a proven front-end analysis tool, Sequor consultants help identify those areas that need to be further changed, streamlined, or enabled to achieve a leader’s vision. It begins with one fundamental question - “What results are missing?” From that simple question, Sequor utilizes a structured process that combines observations, interviews, and experience to develop a results-oriented action plan for positive change.
Strategic Management Consultancy

- ‘Skills gap’ analysis and the development and implementation of relevant training programs.
- Project teams, which comprise a combination of functional skills and a wide range of expertise.
- Change management; program and project management to people driven change.
- Business process mapping aimed at the delivery of financial savings and performance improvement.
- Knowledge management targeted at generating value from a client’s intellectual and knowledge-based assets.
- Strategic reviews, feasibility studies, and developing new financial structures.
- Financial strategy, IT strategy, Organizational Change strategies and Communications strategies.
- Assessment of business needs and strategic client advice.

Coaching

Sequor defines ‘coaching’ as an action-oriented and collaborative relationship that partners the client, with a professional who can help leverage and build upon particular wisdom, strategies and skill sets.

A process designed to help you clarify where the clients are, where they want to be, and how that gap can be closed.

A mechanism for sustaining progress that is meaningful to the client personally, professionally, and as it relates to the leadership of the organization.

Coaching is making headlines because the need for clear thinking, creativity, strong people skills and the ability to process huge amounts of information has never been greater.

“Using coaching instead of sending executives and managers to seminars two or three times a year can be more beneficial to ongoing career development, not to mention less expensive…” — PC Weekly.
Project & Programme Management

The Sequor project management teams plan and control large projects in order to make an implementation successful. This starts can with the project inception stage with research into the possible solutions, or it can be strictly the implementation of a well-defined project.

- Project teams, which comprise a combination of functional skills and a wide range of expertise.
- Managing processes, with an ability to lead the team in a diverse environment, across business operations, working within a complex environments.
- Developing organizational image and refining project concepts.
- Data gathering, data analysis and solution development.
- Effective management of resources and people.
- Devise engagement plans, setting out timeframes methodologies, allocation of resources, and listing key milestones and breakpoints.
- Effective use of MS Project.

Organisational Effectiveness

The management audits and reports conducted by Sequor consultants involve looking closely at a public sector organizations or departments and carefully analyzing the functioning of that operation in order to produce a final report.

To produce an effectiveness report and strategic recommendations, the Sequor consulting team will meet with and/or survey various stakeholders of that department or organization to better understand the department and the stakeholders' perceptions. These individuals or groups might include:

- Elected and Appointed Officials
- Leaders
- Employees and Customers
- Advisory Board Members
- Peer Organizations
SUCCESS STORIES

Customers in Most Sectors

Sequor has served many including Zimbabwe Platinum Mines Limited, Compassion Ministries (NGO), dma Architects, Harare International Festival of the Arts, Jay Jay Enterprises, Commercial Transport, Comoil Fuels, Transborough Holdings, Yellow Cab Company (Zim), Commercial Coal, Early Bird Bread, Mwengo (NGO), and many others. Some of whom wish to remain anonymous — nevertheless, we have selected a few examples for your reference.

We have a diverse portfolio of blue-chip clients for whom we conduct Strategy development, feasibility studies, project management and organisational development work.

David Whitehead Textiles
Textile or Manufacturing Sector

Experience in wringing cost efficiencies out of the organisation through process modelling. Proven experience in working in the field of business transformation.

Migdale Holdings
Transport Sector

Core expertise in advising senior management on corporate decisions, where powerful analytics and practical experience were offered through a client centered approach.

Rainbow Tourism Group
Hotel and Catering Sector

Complex project and program management. The renovation of a 220-room hotel outside Zimbabwe: Karavia Hotel in the Democratic Republic of Congo. Best practice tools used and team mentoring services given to improve project delivery performance.

Shaft Holdings Limited
Financial Services Sector

Implemented business processes including; Organizational development programs, strategy development, project management, change management, activity based costing, category management and total quality management.
**Consumer Council of Zimbabwe**  
Public or NGO Sector

Developing and delivering high level training and coaching.

**Sagit Financial Holdings**  
Financial Services Sector

Managing business transformation programs, including the implementation of new management and customer information systems. Assisted in the definition of new business strategies. The main thrust was benchmarking, the Balanced Business Scorecard and IS/IT Strategies.

**United Touring Group**  
Tourism Sector

Change management; from project management to people-driven change, founded on a close and successful working relationship with the client.
SEQUOR LEADERSHIP

Agnes Chikukwa-Hove  Chief Executive Office

Ms Chikukwa-Hove has been a consulting for over seven years and has experience in Strategy Formulation and implementation, Business Process Improvement, IT Strategy Formulation, Project Management, Staff Training and staff development.

Ms Chikukwa-Hove is committed to unlocking the intrinsic value found within organizations through the creation of a strategic vision.

She has provided consultancy services for a wide variety of industries, ranging from manufacturing and transport to the Non Governmental Organization Sector.

Ms Chikukwa-Hove possesses a degree in Business Administration (BBA), and an MSc in Strategic Management from the University of Derby.

Shareholding and BEE

Sequor is a truly African company owned by highly experienced and reputable shareholders.

While Sequor services multinational companies, the organisation endeavours to retain a mobile workforce, light on its feet and flexible around the customer’s needs, while at the same time networking on a contract basis with a pool or resources previously contracted to reputable international consulting firms, to ensure quality of service and professionalism.