

# COMPANY PROFILE



**GRISCOM**  
Griscom Consulting LLP



Offering solutions to build capabilities that help organizations to transform and achieve strategic goals by optimizing technology processes, addressing risks and exploiting opportunities.

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# TABLE OF CONTENTS

<u>SL NO</u>	<u>DESCRIPTION</u>	<u>PAGE NUMBER</u>
01	Who we are -----	02
02	Vision -----	03
03	Mission -----	05
04	Our Value Proposition -----	06
05	Our Services -----	07
06	Our Approach -----	10
07	Contact Us -----	12

## WHO WE ARE

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**GRISCOM Consulting LLP** (“GRISCOM”) is a Kenya-based consulting, business process improvement and risk optimization firm, helping organizations to be more operationally resilient, strategically agile and financially profitable. The firm’s service offering spans an end-to-end range of integrated corporate strategy, governance, risk, compliance and business continuity advisory and outsourcing services to organizations in various sectors.

**GRISCOM** was founded by a group of professionals from diverse backgrounds, armed with extensive and solid experience in financial institutions in Kenya and the African region. The firm’s team of professionals has a combined experience of over 50 years in financial services – especially in Governance, Risk & Compliance Management, Corporate Strategy, ICT systems Implementations, IT Security and Business Continuity Planning – in all tiers of banks and nonbanks.

We help transform organizations by facilitating interventions through consulting, people, process and operational assessments, benchmarking and resource provisioning through Business Process Outsourcing (BPO). We enable our clients to maximise their opportunities and achieve their vision by implementing strategies and solutions that govern risk, safeguard people, assets, operations, profits and brand..

We develop Learning & Development (L&D) frameworks for organizations to institutionalize a learning culture, bridge capacity gaps and improve workforce productivity, quality and performance.



# VISION

To be the preferred provider of transformative solutions in governance, risk & compliance management, operational resilience and corporate strategy in Kenya and Africa.

## GRISCOM CONSULTING LLP

Our small, expert and nimble delivery teams with the ability to make quick decisions and help you navigate your problem areas



We are devoid of internal bureaucracy, easily reachable at any level and are responsive to your needs with the ability to offer personalized services



## MISSION

To help organizations to create impactful transformation in processes and controls and build sustainable resilience in strategy and operations.

## OUR VALUES

GRISCOM's **SPiRiT** codifies its founders' core value-system which directs the firm's relationships with its stakeholders and value-creation initiatives:

- S**ervice – we are driven by the desire to serve diligently and provide high quality and transformative solutions to our clients
- P**romptitude – we are proactive in identifying client needs, responsive to client requests and timely in completing scheduled assignments
- I**ntegrity – our reputation and the trust stakeholders place in us is invaluable. We support commercial probity in people, processes and systems
- R**esourcefulness – we like to be known for the creative problem-solving and productive value of our solutions
- I**nnovation – continuous learning, creativity and imagination inform our methods and the solutions we generate
- T**ransparency – we believe in open communication and collaboration in enabling fruitful teams, solutions and successful assignments

# OUR VALUE PROPOSITION

GRISCOM's offerings build capabilities that help organizations to transform and achieve strategic goals by optimizing processes, addressing risks and exploiting opportunities. GRISCOM's partners have served a wide range of financial institutions, from all tiers of banks to microfinance institutions, SACCOs, Money Service Businesses and professional services firms. Our focus on Governance, Risk, Compliance, Technology, Strategy and Processes helps us to develop a rich understanding of your organization, regardless of its industry or sector. We are equipped with the insight, skills, and experiences required to address industry-specific issues and opportunities. Our role is to challenge clients to look at themselves and their markets in new ways. We believe you should choose GRISCOM to provide the professional services you seek for the following reasons:

- 01 Our value-added deliverables, drawn from the mix of our offerings.
- 02 Our full commitment to Africa.
- 03 Our small, expert and nimble delivery teams with the ability to make quick decisions and help you navigate your problem areas.
- 04 Our on the ground experience and proximity to decision makers.
- 05 Our superior grasp of data and info relevant to local markets.
- 06 We are devoid of internal bureaucracy, easily reachable at any level and are responsive to your needs with the ability to offer personalized services.
- 07 The provision of excellent value for money.





# OUR SERVICES

## GRISCOM TRAINING

GRISCOM's Training consist of onsite and online learning modules to various audiences including the board, management and staff. Our high-quality training content is customized to the specific needs of the organization, function and job role. Every training is rated and certified. Our key offerings include:

- Enterprise Risk Management
- Financial Crime Compliance (AML/CFT, Anti-fraud and Anti-bribery Compliance)
- Know Your Customer (KYC) and Customer Due Diligence (CDD)
- Internal Compliance (with operating manuals–policies, procedures and standards)
- External Compliance (with legal and regulatory rules and obligations)
- Business Continuity Planning
- Information Security Management
- Cybersecurity Management
- Internal Controls and Risk Management
- Internal Audit Quality Assurance
- Risk Based Internal Audit training
- Process Mapping and Business Process Improvement
- Emergency Preparedness & Response
- Corporate Governance

## BUSINESS PROCESS OUTSOURCING (BPO)

Business Process Outsourcing (BPO)– We help organizations to focus on their core business, build internal capacities, optimize costs and increase their value. Our BPO offerings include:

- Human Resource Co/Outsourcing – organizational structure development, recruitment, background screening, performance & talent management. We especially resource for all technical business support roles in Governance, Risk, Compliance, Audit, IT, Finance, Accounts, Human Resources, Operations, Analytics, Logistics and Legal.
- Risk Management Co/Outsourcing – risk analysis, risk assessment, risk reporting, AML Analysis
- Internal Audit Co/Outsourcing
- Agreed Upon Procedures Engagements
- Internal controls review
- Project Management Outsourcing – We help organizations manage and deliver high quality projects within budget. Project management outsourcing ensures that organizations do not commit resources permanently to temporary activities.



# OUR SERVICES

GRISCOM's Risk Advisory helps organizations to optimise results by managing risks and seizing opportunities, while staying compliant. We help management and staff to build capabilities in Enterprise Risk Management, Financial Crime Compliance, Business Continuity Planning and Technology which enable them to achieve their key performance indicators (KPIs), increase organizational value and resilience and meet rising stakeholder demands.

## ENTERPRISE RISK MANAGEMENT (ERM)

Enterprise Risk Management (ERM) – We help build ERM capabilities in organizations to identify, measure, monitor, report, and respond to risks across their enterprises in a way that is aligned with their objectives and risk appetite. We ensure that ERM emphasizes value creation and value preservation, by addressing all major risk types including compliance, regulatory, financial, operational and strategic risks across all major business units and functions within the enterprise. Our ERM offerings include:

- ERM Capability Assessment & Roadmap
- Risk Appetite Definition
- ERM Policy Development & implementation
- Enterprise Risk Assessment
- End-to-End ERM Design & Implementation
- ERM System Selection & Implementation
- Risk Analysis & Quantification
- Risk Transfer Mechanisms
- Risk register development and reviews

## BUSINESS CONTINUITY PLANNING (BCP)

Business Continuity Planning (BCP) – We help you to identify, assess and address your vulnerability to operational disruptions and build business resiliency. Offerings include:

- BCM policy and framework development & implementation
- Business Continuity Plan development & testing
- Business Impact Analysis (BIA)
- Emergency and Crisis Management Plans
- Contingency & incident response plans and drills





# OUR SERVICES

## TECHNOLOGY ADVISORY

Technology Advisory – We help you strengthen your IT governance, capacity and risk management. Our offerings include:

- IT Audit and Risk Management
- Business systems selection, implementation and reviews
- Cyber risk assessment and penetration testing
- Disaster Readiness & Recovery Management
- Network & Security Management
- Email, Cloud & Backup Management
- Business Process Analysis, Mapping and redesign

## FINANCIAL CRIME COMPLIANCE (FCC)

Financial Crime Compliance (FCC) – We help to set up FCC frameworks and structures in the areas of Anti-Money Laundering (AML), Countering Terrorist Financing (CTF), Anti-Fraud and Anti-Bribery Compliance. Our FCC offerings include:

- Institutional ML/TF Risk Assessment
- Policy Development & implementation
- Training program development and implementation
- System Selection & Implementation
- Fraud and Incident Investigations
- Claims and Litigation Support

## CORPORATE STRATEGY

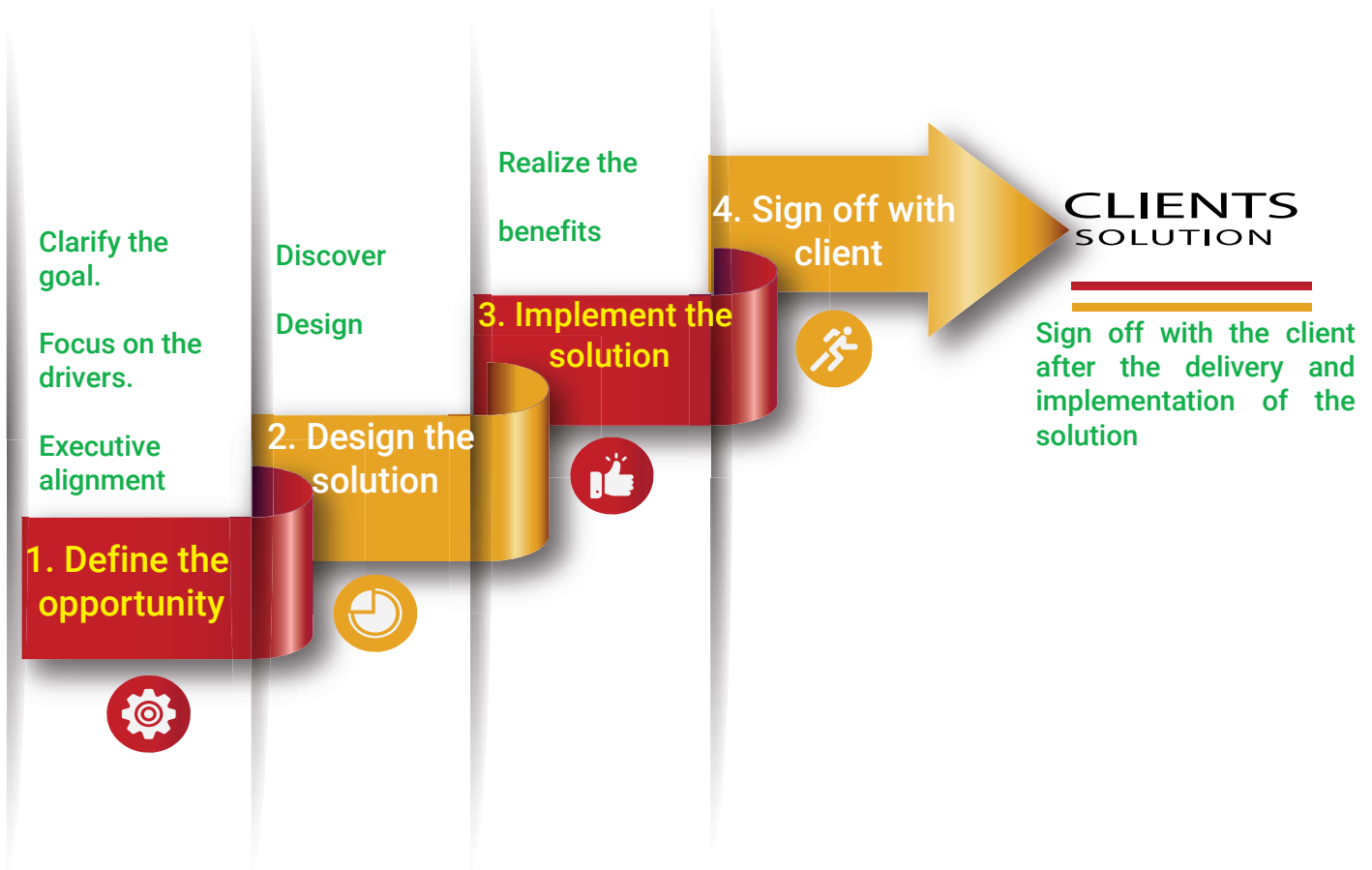
Corporate Strategy – We work with entity executives to facilitate strategy formulation, development, implementation and evaluation. We provide the necessary methodology, tools and analysis for the organization to benefit from today's opportunities and improve business efficiency, effectiveness and performance.

Our Corporate Strategy Offerings include:

- Strategy Development and implementation support
- Balanced Scorecard (BSC) development
- Cost optimization strategy
- Revenue Assurance services
- Performance improvement
- Project/Product feasibility studies
- New Market development – entry support, SWOT analysis, risk Assessment
- Organizational restructuring/reorganization
- People & Change Management



# GRISCOM'S CONSULTING APPROACH



## OUR CLIENTS

We understand that our clients work in different sectors and occupations. They have different business goals, different needs, even their cultures and operating environments may be different. Despite these differences, they share several common goals. They may wish to:


- Maintain their business growth in increasingly competitive environments
- Achieve strategic goals by optimizing processes, addressing risks and exploiting opportunities
- Better nurture their staff to achieve highest performance levels
- Make a measurable and lasting difference in their enterprise
- Improve their project management capabilities
- Solve problems more effectively and be solution-focused








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