

**OCA Advance connects top HR professionals at African businesses to grow HR and talent through customized diagnostics, how-to guides, follow-on workshops, and technical skills development.**

## What is the challenge?

**As African businesses mature, talent is often the biggest bottleneck to growth.**

- Companies struggle to see their own blind spots; it can be challenging to identify the highest priorities for improvement.
- Existing resources are rarely customized for the African market, or specific enough to cover multiple countries across the continent.
- Junior and middle managers often lack the right skills to make data-driven decisions and drive company growth.

**OCA Advance is designed to meet these needs; benefits include:**



Premium version of our Talent Diagnostic, a customized roadmap to improvements & coaching support



How-to guides for new HR initiatives and follow-on workshops



Skills development trainings for junior and mid-level managers



## Premium Talent Diagnostic & roadmap to improvements

- **Detailed company diagnostic:** Access to the premium version of OCA's Talent Diagnostic tool which will provide a customized report of your company's HR strengths and areas of improvement including:
  - Engagement
  - Culture & wellbeing
  - Compensation & benefits
  - Performance management
  - Learning & career development
- **Discovery report and review session:** The findings of the diagnostic will be presented in a 20-30 slide customized report for your organization and a review session with your relationship manager.
- **Roadmap to improvements:** OCA will work with your company to co-create a roadmap for the next year on how to address top organizational pain points.
- **Ongoing consultations:** Your relationship manager will be available as a thought partner for implementation through monthly coaching sessions.



## How-to guides for new HR initiatives & follow-on workshops

- **How to guides:** 3-4 member-only reports per year, leveraging insights from research and OCA's expert managers on topics designed to build on and improve your diagnostic results such as:
  - Structuring staff equity schemes
  - Running DEI solutioning groups
  - Structuring and building buy-in for job grade architecture
- **Workshops:** Following the release of each report, OCA will host in-person and online workshops with other member companies to support implementation and shared problem solving.



## Skills development trainings for junior/mid-level managers

In-person and online courses on data-driven problem solving and telling compelling stories through PowerPoint, with material adapted from the OCA analyst training. Both courses will be offered twice a year for an unlimited number of staff on a first-come, first-serve basis with content including:

### ***Data-driven Problem Solving***

- Excel technical skills
- Data representation
- Data interpretation
- Translating data into recommendations

### ***Telling Compelling Stories through PowerPoint***

- Deck structuring and outlining
- PowerPoint technical skills
- Slide design
- Presentation
- Argumentation

## What is the outcome of Advance?

Advance promotes access to customized diagnostics, implementation support, insightful original research, training, and shared problem-solving opportunities to help address organizational challenges.

- Improved understanding of your organization's unique talent pain points and solutions
- Enhanced knowledge of how to improve employee satisfaction, buy-in, and performance, and practical means of implementation
- Upskilling for employees to make data-informed strategic decisions and develop persuasive presentations for partners and funders, enhancing organizational growth



## Open Capital talent practice testimonials



**January Wangui,**  
*Talent Team Lead*

“Open Capital's Talent Diagnostic and support around talent has ensured that we understood our team better, thus delivering quality human resources services to staff year-on-year”



**Jael Adegga,**  
*Human Resources Manager*

“I have been able to learn a lot from Open Capital's sessions on staff engagement and DEI, which are often not talked about”



**Daniel Stoker,**  
*Head of Device Operations*

“I am new to the HR role but the workshops organized by Open Capital with other companies have helped me to identify and prioritize key HR goals”



**OCA Advance offers a high-value membership for your company,  
priced based on your annual revenue:**



**[Advance@opencapital.com](mailto:Advance@opencapital.com)**



**Open Capital is a management consulting and financial advisory firm committed to growing the next generation of African leaders.**

Since 2010, our team of 150+ full-time professionals has completed over 1,000 engagements with both large and Small and Growing Businesses (SGBs) across 25+ countries in Sub-Saharan Africa. We understand what it takes to help you grow!

**<https://opencapital.com>**