



Professional Consulting Profile

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AT BISSHOP CONSULTING

We are committed to making a positive difference in everything we do and to delivering outstanding services and results. We are very happy to have a chat to discuss the scope and depth of working together and the value addition to our clients on the short, mid and long term basis. Our starting point is always *'our client needs'* and if we feel that we can genuinely add value to what our clients need to improve what they are already doing, then we are always pleased to prepare a formal concept of what our services to you will entail on process value.

We find no greater satisfaction than achieving success through honest, professional and timely services coupled with strict adherence to the view that for our clients (*individuals, groups, organizations and corporates*) to achieve their goal(s), we will have achieved our goal.

As a result of our services, we anticipate that our clients will authoritatively depict;

- Capacity to innovate, create, sustain...
- Capacity to scale up their interventions & programmes...
- Capacity to achieve their institutional and individual goals...

Ger F. Odock
Executive and Practice Director



Our Vision Statement;

“To be a trend-setter in client centered capacity development that delivers on a broad spectrum of quality services anchored on and guided by commitment, integrity and value for money”

Our Mission Statement;

“To delivery customized and quality services to our clients, driven by our expertise to coach, mentor and support project leads and teams more closely and with highest level of technical know-how and contextual awareness of their needs”

Our Strategic Approach;

“To internalize and broadly contextualize our clients’ to deliver on projects that are impactful to communities - more so, marginalized communities”

ABOUT THE FIRM

Biesshop Consulting

Biesshop Consulting was founded in 2015 and formally began its operations in 2016. Its establishment was as a result of glaringly identified gaps in programming as exhibited by Organizations. This was majorly on; conceptualizing programs, implementing and reporting them qualitatively and registering desired outcomes. The other front was on how communities can interphase with government programs from the purview of policies, management and utilization of public resources.

The firm has worked with established and up-coming Organizations, groups and private individuals in different programming aspects ranging from evaluating programs, assessing organizational structures, policy review and formulation processes, formulating organizational road maps, training and building staff competencies on different capacity aspects and generally supporting organizational actions through processes such as facilitation, moderation and Rapportuering workshops and seminars among others.

Professional Portfolio

Biesshop Consulting has had the great opportunity of working with a host of Organizations on a diversity of programming support. To date, some of these Organizations are;

- ActionAid Kenya (AAIK)
- ActionAid Zimbabwe (AAIZ)
- ActionAid Uganda (AAIU)
- Kenya Integrated Edn Programme
- Woman Kind Kenya
- Save The Children UK
- Mercy Corps Somalia
- Homa Hill Community Devt Org.
- Trends Consulting
- GA Consultants Ltd
- Q-Initiative
- Family Health Options Kenya
- NYARWEK LGBTI Network
- Daraja Civic Initiatives Forum
- Youth Agenda Trust
- BEACON
- National Civil Society Congress
- CARE Somalia

PROGRAM AREAS

Organizational Development

Organizational development is a body of knowledge and practice that enhances organizational performance and individual development by increasing alignment among the various system within the overall organization. OD interventions are inclusive methodologies and approaches to strategic planning, organization design, leadership development, change management, performance management, coaching, diversity, team building and work-life balance.

- Organizational Governance
- Strategic Planning
- Managing Finances
- Managing People/Projects
- Office Administration
- Publicity & Fundraising
- Theory of Change
- Org. Capacity Assessment

Research, Monitoring and Evaluation

M&E is an embedded concept and constitutive part of every project or programme design. It is not imposed control instrument by the donor or an optional accessory of any project or program. M&E is ideally understood as dialogue on development and its progress between stakeholders. It is integral in evaluation. During an evaluation, information from previous monitoring processes is used to understand the ways in which the project or program developed and stimulated change.

- M&E Plans and Frameworks
- Org. Structures with M&E functions
- Routine Program Monitoring
- Program Focused Shared Learning
- Mid / End Term Project Evaluations
- Data Dissemination and Use
- Surveys & Surveillance
- Communication, Advocacy and Culture

Participatory Governance

Governance is the process of providing strategic leadership. It entails the functions of setting direction, making policy and strategy decisions, overseeing and monitoring organizational performance, and ensuring overall accountability. Nonprofit governance is a political and organizational process involving multiple functions and engaging multiple stakeholders. The meaning of governance is relatively different for nonprofit and governmental settings. Public sector (government) governance refers to the political process of policy and decision making for communities and political jurisdictions, whereas nonprofit governance refers to the process of providing leadership, direction, and accountability.

- Public Information
- Advocacy and CitizenVoice
- Public Dialogue
- Electoral Transparency & Accountability
- Policy Analysis and Reviews
- Public Budget Analysis & Reviews
- Monitoring and Evaluating and Documenting Public Social Services
- Social Accountability/Monitoring

Rapportuering and Documentation

- Professional Rapportuering
- Writing Effectively
- Writing within your organization
- Most Significant Change Stories (MSCS)
- Developing short videos and documentaries
- Developing scripts and doing voice overs
- Video/Audio Transcribing
- Bulk data entry and editing / proof reading

Training and Capacity Building

For us, Building staff capacities covers; Organization's guiding principles, goals and activities of its programming; tooling and retooling staff members on specific methods for programing within the development framework; study of different programming methodologies such as rights approaches and gender mainstreaming; and coaching and mentoring staff members to reflect on their own attitudes and ideologies related to their work. Our trainings also provide a forum for reviewing staff members' responsibilities vis-à-vis organizations codes of operation. When planning our programs and trainings, we focus on; Identifying context relevant skills and tool the staff through preliminary training and implementation support coupled with documentation where necessary; and, Influencing change in staff attitudes and behavior by raising awareness and understanding of various aspects of development programming and instituting systems for improved programming and accountability. Below are some of our training and capacity building themes;

- Communication & Presentation Skills
- Goal Setting & Performance Management Skills
- Concepts & Proposal Formulation
- Business Models for IGAs & SMEs
- Knowledge/Data Management Skills
- Result Focused Report Writing Skills
- Monitoring, Evaluation, Impact and Accountability
- Social Accountability & Monitoring
- Shrinking Political Space
- Tax Justice & Good Governance
- Human Rights Approach in Development
- Social Movement/Movement Building
- Mentorship and Coaching
- Team Building and Cohesion
- Reflect Action Methodologies
- Gender Responsive Public Services

Cross Cutting Themes

Gender Mainstreaming: The overall objective of mainstreaming gender is to have a gender sensitive focus that provides a signal that helps to measure gender-related changes in the society, politics, economic participation etc. Gender mainstreaming is about using participatory approaches. The initial step is to have a basic understanding of what gender mainstreaming is "It is ensuring that strategies and

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actions for ending discrimination at all levels and stages of the project cycle; taking into consideration men and women's needs, desires, ambitions when decisions are made and resources are allocated".

Human Rights Based Approaches (HRBA): A human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyze inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress.

Access to Information: Access to information is not only about promoting and protecting rights to information but is equally concerned with promoting and protecting communication (use of information) to voice one's views, to participate in democratic processes that take place at all levels (community, national, regional and global) and to set priorities for action.

Consultants' Profiles

Ger F. Odock is a Program, Organization Development & Capacity Building Specialist. He has a vast professional experience on Social Movements, Social Accountability and Monitoring, Training and Capacity Development, M&E, OCA/OD and Program Development across the East African and SADC regions. He is an enthusiast of open governance and development programming with over 10 years of practical working experience ranging from Kenya, Uganda and Zimbabwe with a chief focus on empowerment on access to information, informed decision making, participatory governance and elective processes aimed at influencing processes, systems & policies.

He works best at community settings where issues of rights awareness, access, practice and enjoyment is the anchor point of most, if not all the challenges the people face. However, he equally works well at Organizational and Corporate spaces whereby the focus is on establishing working systems, building team synergies and developing foundational documents targeted at guiding process aspects targeted at achieving pre-set / structural goals and objectives.

Beside this broad focus, his practical actions have been on; formulation of Social Accountability tool kits, training manuals on Social Accountability, designing Monitoring & Evaluation frameworks and data collection tools, developing Resource Mobilization Strategies, supporting formulation of Organizational Strategic Plans; formulating donor mapping framework; and establishing a structure for documenting project success stories as a component of resource mobilization among other achievements.

Beyond program conceptualization, implementation and management, Ger has practical skills and experience in rights based training and capacity building focusing on; Human Rights Based Approach (HRBA), Social Accountability & Monitoring (SAM), County Government Operations, Tax Justice, National Budget Analysis and Reviews, Civic Education, Gender Responsive Social Service Delivery, Social Movements, Community Organizing, Organizational Development, Documentation (storytelling, case studies, rights based project reporting), Strategic Planning, Income Generating Activities (IGAs), Reflection Action Methodology and Resource Mobilization (fundraising - proposal/concept writing skills).

Our Niche is shaping your programming, Together!