Houston Executive Consulting
Contact Person: Dr. Alfred Wamurubu
Tel: +256701624802
Email: wamurubu@yahoo.com
ABOUT US
Houston Executive Consulting is a management consulting and professional services firm headquartered in Kampala, Uganda. The firm provides strategy, consulting, digital, audit, tax and employment law advice to public, private, and non-profit organizations.

VISION
“To Inspire Leadership, Innovation and Enterprise for Business Growth and Profitability”

MISSION STATEMENT
We work to optimize human potential, increase wellbeing, and maximize the engagement of people by providing superior advice for understanding, acquiring, developing and retaining talent

VALUES
Integrity: We stick to the right thing even amidst winds and waves.
Accountability: We accept accountability for individual and collective actions.
Team Work: Our collective efforts deliver individual and collective targets.
OUR AREAS OF PRACTICE

We have professional and Competent Persons at your service to key capacities, including:

1. Training and Development
2. Human Resource (HR) Services
3. Strategy Development (Strategic Planning)
4. Occupational Safety and Health (OSH) Advisory
5. Tax & Audit Advisory
7. Employment Law Advisory (Employment Relations Services)
8. Executive Coaching
9. Research and Data Collection Services
Training | Learning & Development Services

We work closely with our clients to customize training that will empowering people with the skills and knowledge to drive performance and inspire desired change. As the top providers of instructor-led training courses in Uganda, we offer Leadership Skills Courses, Customer Relations Management, Human Resources Courses, Business Management Skills Training Programs, Finance Courses, Occupational and Health Training all from more than 25 different local and international experts.

DEC Training Programs and courses will help you and your Team build career and enhance professionalism. Because we give you research-led insights from the Certified Trainers and L&D experts; thus allowing you to stimulate action and inspire change.

Your Search for The Best Training Services in Uganda ends at Houston Executive Consulting.

HR Service

Recruitment, Selection and Resourcing Talent
While looking for a recruitment agency in Uganda, you don't look further than Houston Executive Consulting. We are Uganda’s most Reliable, Resourceful & Responsive recruitment firm. We immerse ourselves in our clients’ businesses and our candidates’ careers to fully understand their priorities and goals. Our reputation is built on consistently incorporating these priorities to make beneficial connections.

Avoid a poorly run recruitment campaigns which may damage your reputation if applicants spread the word about your organization being unprofessional. All of this suggests that when approaching recruitment and selection you need to be systematic and rational so that you can make the best possible decisions. We are here to support thousands of Employers, recruiters, hiring managers, and interviewers improve their recruitment capabilities through real-world, practical, custom-built service.

We are more than just a staffing firm. We align talent with opportunity. Looking for exceptional staff? Let’s talk!

Employee Benefits Services
- We enable you to make a choice from range of packages provided by national medical insurance carriers
- Have your employees access to insurance packages in short- and long-term disability, life, and personal accident

Payroll & HR Administration Services
- We can help you reduce costs on payroll, accounting & benefits
- Payroll Tax Filing with the Uganda Revenue Authority & LST (Local Government)

Compliance
- Rely on knowledgeable consultants when facing tricky employment relations challenges
- Get the right workers compensation insurance package
- Receive on time assistance with many employment-related salary entitlements and audits

HR Outsourcing Services
Our HR outsourcing services in Uganda allow your business to subcontract a variety of tasks like; talent management, payroll processing and administration, handling employee benefits, coordination of training programs, and generally handling any sort of HR tasks in Uganda.
Research and Data Collection Services

We can carry out any type of research for Statistical Purposes, University Education, Policy, Public Health, Technology & Market Research for Business and Communication in Uganda and Abroad. We are based in Kampala, Uganda’s Capital & the Leading Research Business. We provide contract research services in order to comply with standards and regulations. Our research team is very experienced with excellent suggestions about data collection tools and how to get the best information from respondents.

Our research capabilities include but not limited to;
- Data Analysis (Processing) Services
- Telephone Surveys
- Mail Surveys and Online/Web Surveys

We can carry out any type of research for Statistical Purposes, University Education, Policy, Public Health, Technology & Market Research for Business and Communication in Uganda and Abroad. We are based in Kampala, Uganda’s Capital & the Leading Research Business. We provide contract research services in order to comply with standards and regulations. Our research team is very experienced with excellent suggestions about data collection tools and how to get the best information from respondents.

Our Company has far-reaching understanding in business to business research, public policy, consumer products & services. Our techniques have proved successful for many profitmaking, academic, and government clients, for we have delivered excellence in projects that require a high end tailored attention and high standards of quality which you may never find anywhere else.

Employment Laws Advisory

Employment Documentation Services

We support organizations to have the right documents for managing employees legally. These may include HR Policies, Employment Contracts, Terms of service, Job Profiling/Description and all documentation on handling employee discipline, termination and exit. All our documentation HR and Employee Documentation is done to help your organization comply with the Labour Legislation of Uganda.

We also conduct HR audits to ensure that all the Employment documentation have no mismatch with the law. We conduct thorough reviews of your contracts of employment, HR policies and procedures as well as employee related documents.

Our audit comprehensive report will inform you of the corrective action plan to ensure that your work place is free from any form of litigation risk.

Labour Law Training Programs and Workshops

We organize training on how to Develop and implement a legally protected HR Manual, Training on managing workplace discipline termination and exit etc. Our open and in-house training can be customized to cover precisely what your workplace requires.
**Occupational Health & Safety (OSH) Advisory**

It’s an Employer’s role to prevent the development of diseases, injuries & death which are caused by working conditions in offices & workplaces. You do not have to wait for compensation of workers for injuries suffered and scheduled diseases incurred in the course of their employment. Remove all possibilities where people can die as a result of occupational accidents or work-related diseases.

Houston Executive Consulting is providing advisory services and training to create awareness of the dimensions and consequences of work-related accidents, injuries and diseases. To the level of internationally acceptable Occupational Safety & Health Administration Standards. Modern Health and Safety Is Important for The Safe Operation of All Organizations

We can work with you to develop an OSH Policy, set OSH Objectives and Targets, form a committee responsible for Health & safety and prepare an OSH Manual that will guide the organization have its own capability assessment. In addition, we can also prepare Workplace Assessment/Inspection Checklist and a corrective action plan that captures Recommendations (Identified Hazards / OSH System Deficiencies).

**Training on Workplace Health, Safety, Security an Environment (HSSE)**

We work closely with the Ministry of Gender Labour & Social Development of Uganda (MGLSD) officials and with their advice to deliver Training on Occupational Health and Safety (OSH) in Uganda that enables workplaces reduce illnesses or injuries caused by working conditions. This training provides a clear understanding to Occupational Safety & Health (OSH) widely neglected in many African countries, where industrial activity has increased, but the health and safety of workers is scarcely tackled.

By the end of this training programme, your staff are able to understand the interaction between the actors within occupational health, including employers, workers, health & safety staffs and the government. After the course, you will understand the basic concepts of occupational safety & health, tasks and structure of occupational safety & health services, risk factors for illness and injuries at workplaces, the major occupational diseases, the association between workplace exposure and health effects; and the main steps in preventing exposure to health hazards in the work environment.

**Monitoring Evaluation and Impact Assessment (MEIA)**

Houston Executive Consulting will work with your organizations to regularly collection and report information to track whether actual results are being achieved as planned (Monitoring) at the beginning of the project. Using our Analytical efforts, we answer specific questions about performance of program activities on WHY? and HOW?

With our unrivalled capacity, we can conduct laborious impact evaluations of any types of programs to determine their accurate effects. Our lineup of experts will design experimental and quasi-experimental evaluations while employing qualitative & quantitative research methods to test what approaches work best and why. Our capabilities are supported with advanced data assemblage methodologies such as mobile and electronic data collection, randomized response and list experiments, and sensor technology.
For us Strategic Planning is about answering the three questions of Where are we now? | Where do we want to get to? | How are we going to get there? This makes us Uganda’s Leading Strategic Planning Consultants you can trust.

We can guide you to develop clear objectives for your business, building on your strengths and overcoming your weaknesses. Through a series of planning sessions, we can:

- Identify specific areas in your business that are holding you back
- Present the options available to you
- Plan the best course of action together

Our approach follows a well-designed strategic planning programme covering all dimensions: from marketing, operations, human resource management and finance, all aiming to unlock the potential within your business.

- Greater control over your future
- A clearer succession plan
- Increased freedom from your business
- A higher return on your investment, or increased revenue
- Improved team morale and productivity

Strategic Plan Review

Review of a strategic plan forms a mark on progress toward the realization of the vision as an organization. It also gives you that amazing opportunity to realign your endeavors especially when it comes to the changing circumstances. It enables you to continue to encounter and to ensure that your plan continues to drive the entire team towards the organizational strategic goals.

Our work is to facilitate focused discussion sessions with the Board and Management staff in review of values, vision and mission statements, goals and objectives, activities, resources, assigned responsibilities, policy development as applicable, and a schedule and timelines for measurable progress and accomplishment.

Ready to Build Your Business Strategy? Let’s Talk!
Tax Compliance and Audit Advisory Services

We offer direct practical tax advice making a complex and confusing subject understandable and clear for your business. We provide tax advisory services to businesses, nonprofit organizations and entrepreneurial individuals. We believe in providing practical advice, and compliance support in all areas of taxation to businesses of varying sizes predominantly small and medium sized enterprise.

We can support you with compliance issues like:
• Assistance in obtaining tax registration (TIN)
• Understanding the tax laws and regulations relevant to your business and industry
• Encouraging you to pay taxes on time
• Filing all tax returns before deadlines
• Maintaining adequate records for tax audit purpose
• Working out the correct tax liabilities
• Avoiding fines and penalties from the

Executive Coaching for Women in Business, Leadership and Governance

Our programme also puts into consideration the UN Women’s Empowerment Principles (WEPs) which offer seven steps that guide business on how to empower women either in the workplace, marketplace or community. We appreciate that, Equality Means Business, whereby Principles Emphasize the business case for corporate action to promote gender equality and women’s empowerment and are informed by real-life business practices and input gathered from across the globe. These WEPs in brief include the following;

Women’s Empowerment Principles in Brief
1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

When our women are given adequate support and are empowered, the whole country and society benefit. Families will eventually become healthier, education is given more consideration, incomes and productivity shoot high with communities becoming more strong. Through this program, we have planned the best women’s empowerment activities with lessons on how women have been empowered across the world. Our company has done this to bring women’s empowerment training programs near you to address gender differences in Africa.