



THRIVE GUARD
AFRICA ADVISORY LIMITED

Protecting People.
Strengthening Organizations.
Building Resilience.

THRIVEGUARD AFRICA ADVISORY LIMITED

Building Resilient People,
Workplaces and Businesses.



WORKPLACE
WELLBEING



HSE
ADVISORY



BUSINESS CONTINUITY
& ORGANISATIONAL
RESILIENCE



ESG &
SUSTAINABILITY



CAPACITY
BUILDING



STRATEGIC RISK
MANAGEMENT

COMPANY PROFILE



COMPANY OVERVIEW

CONTACT INFORMATION



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WHO WE ARE

ThriveGuard Africa Advisory Limited is a workplace resilience, wellbeing, safety and sustainability advisory firm helping organisations build resilient people, resilient operations and resilient businesses.

We partner with organisations across Africa to strengthen employee wellbeing, occupational health and safety, business continuity, organisational resilience, ESG performance and institutional capacity through practical, evidence-based solutions.

Our multidisciplinary team combines experience from banking, health, insurance, sustainability, occupational health and safety, business continuity, strategic risk management and organisational development to deliver integrated solutions that are practical, measurable and aligned with organisational goals.

Whether supporting a growing enterprise or a large institution, we help organisations anticipate risks, safeguard their people, improve operational resilience and create sustainable business value.



WHY THRIVEGUARD?

Organizations today face unprecedented disruption.

- 1 Changing regulations.
- 2 Employee wellbeing challenges.
- 3 Operational disruptions.
- 4 Cyber risks.
- 5 Climate risks.
- 6 Pandemics.
- 7 Talent shortages.

Organizations need more than compliance. They need resilience.

That's why ThriveGuard exists.

OUR CORE VALUES



INTEGRITY



EXCELLENCE



INNOVATION



PARTNERSHIP



PROFESSIONALISM



RESILIENCE

AT A GLANCE



1. WORKPLACE WELLBEING

Enhancing employee wellbeing, engagement and performance.



2. BUSINESS CONTINUITY

Building robust operations and ensuring continuity in times of disruption.



3. OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT

Creating safe, healthy and environmentally responsible workplaces.



4. ESG & SUSTAINABILITY

Integrating sustainability and ESG principles for long-term value.



5. ORGANISATIONAL RESILIENCE

Strengthening adaptability and resilience at every level of the organisation.



6. GOVERNANCE ADVISORY

Improving governance, compliance and ethical business practices.



7. CAPACITY BUILDING

Developing skills and capabilities for sustainable organisational growth.



8. STRATEGIC RISK MANAGEMENT

Identifying, assessing and managing risks to protect people and performance.



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OUR COMMITMENT

At ThriveGuard Africa, we believe resilient organizations are built by protecting people, strengthening systems and preparing for the future.

Our commitment is to deliver practical, professional and sustainable solutions that help organizations protect employee well-being, strengthen governance, manage risk, ensure business continuity and achieve long-term resilience.

Together, we build workplaces where people **thrive** and businesses **succeed**.



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OUR CORE CAPABILITIES



1. WORKPLACE WELLBEING

- Wellbeing Strategy
- Team Building Activities
- Employee Assistance Programmes
- Mental Health
- Wellness Days
- Health Risk Assessments
- Executive Wellbeing
- Financial Wellness



2. BUSINESS CONTINUITY & ORGANIZATIONAL RESILIENCE

- Business Continuity Planning
- Business Impact Analysis
- Crisis Management
- Disaster Recovery
- Tabletop Exercises
- Operational Resilience



3. OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT

- HSE Audits
- Risk Assessments
- Safety Culture
- Occupational Health
- Emergency Preparedness
- Incident Investigation



4. ESG & SUSTAINABILITY

- ESG Strategy
- Sustainability Roadmap
- Materiality Assessments
- Stakeholder Engagement
- ESG Reporting Support



5. CAPACITY BUILDING

- Strategic Planning
- Strategic Risk Management
- Leadership Development
- Governance
- Policy Development
- Professional Training



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OUR SERVICES & EXPERTISE

Integrated solutions to empower people,
build resilience and drive sustainable
organizational performance.



1. WORKPLACE WELLBEING

Healthy employees are the foundation of resilient organizations. We design holistic wellbeing programs that improve employee health, engagement, productivity and organizational performance.

- Workplace Wellbeing Strategy Development
- Wellbeing Policy Development (Mental Health, Alcohol use, HIV etc.)
- Team Building Activities
- Corporate Wellness Programmes
- Employee Assistance Programmes
- Employee Wellness Surveys - Health-risk assessment & pulse surveys
- Workplace Wellness Days
- Organizational Health Index
- Mental Health & Psychosocial Support Programs
- Health Screening Coordination
- Stress Management Workshops & Burnout Prevention Programs
- Financial Literacy & Education
- Physical Wellness Initiatives
- Nutrition & Healthy Lifestyle Campaigns
- Employee Resilience Training
- Wellness Challenges
- Executive Wellbeing Programmes
- Targeted women & men's programs



2. BUSINESS CONTINUITY & ORGANIZATIONAL RESILIENCE

Business disruptions are inevitable. Organizational resilience determines how quickly businesses recover. We support organizations in building resilience before, during and after disruptive events.



- Business Continuity Framework Development
- Business Continuity Program Review
- Business Impact Analysis (BIA)
- Risk & Vulnerability Assessments
- Business Continuity Plan Development
- Crisis Management Frameworks
- Crisis Communication Planning
- Crisis Management Trainings
- Tabletop Exercises & Simulations
- Emergency Response Planning
- Disaster Recovery Planning
- Call Tree Testing
- Pandemic Preparedness Planning
- Operational Resilience Assessments
- Incident Management Frameworks



3. CAPACITY BUILDING & PROFESSIONAL DEVELOPMENT

We build capability, strengthen leadership and develop competencies that drive performance and organizational growth.



Strategic Planning
Facilitation

Strategic Risk
Alignment



Leadership
Development

Executive
Mentorship



Executive Presence
Training

Governance Framework
Development



Capacity Building
Programmes

Professional
Development Courses



Conferences &
Learning Events

Organizational
Development
Workshops



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4. ESG & SUSTAINABILITY ADVISORY

We help organizations integrate environmental, social and governance (ESG) principles into their strategy and operations to create long-term value and drive sustainable impact.

- ESG Strategy Development
- Sustainability Strategy & Roadmap
- ESG Readiness Assessments
- ESG Governance Frameworks
- Sustainability Reporting Support
- Environmental Compliance Advisory
- Materiality Assessments
- Stakeholder Engagement
- Social Impact Programmes
- Employee Wellbeing Integration
- ESG Capacity Building
- Climate Risk Awareness
- Sustainable Supply Chain Advisory
- Green Operations & Resource Efficiency
- Diversity, Equity & Inclusion (DEI) Advisory
- ESG Policy & Standards Development
- Impact Measurement & Evaluation



5. OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT (HSE)

We help organizations create safe, healthy and environmentally responsible workplaces through comprehensive HSE management solutions.

- HSE Audits & Compliance Reviews
- Workplace Risk Assessments
- Occupational Health Programmes
- Occupational Medical Surveillance
- Safety Training & Awareness
- Safety Culture Development
- Behaviour-Based Safety Programmes
- Incident Investigation & Root Cause Analysis
- Emergency Preparedness & Response Planning
- Fire Safety & Evacuation Planning
- Workplace Safety Inspections
- Contractor Safety Management
- Road Safety Programmes
- Permit-to-Work Systems
- Health & Safety Policy Development
- Environmental Health & Safety Compliance



6. STRATEGIC RISK MANAGEMENT

We help organizations identify, assess and manage risks that could impact their objectives, ensuring informed decision making and organisational resilience.

- Enterprise Risk Management Framework
- Risk Assessment & Analysis
- Risk Register Development & Management
- Risk Appetite & Tolerance Definition
- Internal & External Risk Monitoring
- Fraud Risk Assessment & Controls
- Operational Risk Management
- Strategic Risk Management
- Risk Reporting & Dashboards
- Risk Culture & Awareness Programs
- Control Self-Assessments
- Third-Party Risk Management
- Business Risk Profiling
- Risk Mitigation & Treatment Planning
- Board & Management Risk Reporting



7. ORGANIZATIONAL EFFECTIVENESS & PERFORMANCE

We partner with organizations to improve performance, align strategy and build agile, high-performing teams.

- Strategy Development & Alignment
- Organizational Design & Restructuring
- Performance Management Systems
- KPIs & Balanced Scorecards
- Process Improvement & Optimization
- Change Management & Transformation
- Culture Assessment & Development
- Employee Engagement Surveys
- Talent Management Strategy
- Leadership Effectiveness Assessments
- Team Effectiveness & Collaboration
- Productivity Improvement Initiatives
- Service Excellence Programs
- Continuous Improvement (Kaizen)
- Organizational Diagnostics



**Strengthening Organizations.
Building Resilience.**

SPECIALIZED ADVISORY SERVICES

Helping organizations strengthen governance, resilience, compliance and sustainable growth.

- ✓ Data Protection & Privacy
- ✓ Cybersecurity Assessment
- ✓ Environmental Compliance
- ✓ Occupational Health Services
- ✓ Legal & Regulatory Compliance
- ✓ ISO Management Systems
- ✓ Organizational Assessments
- ✓ Enterprise Risk Management
- ✓ Internal Control Reviews
- ✓ Governance Advisory

WHY ORGANIZATIONS CHOOSE THRIVEGUARD AFRICA



PRACTICAL CORPORATE EXPERIENCE

Our consultants have extensive experience across banking, insurance, sustainability, occupational health and safety, workforce wellbeing and business continuity.



CUSTOMIZED INTERVENTION

Every engagement is designed around our clients' specific culture, risks and strategic objectives.



INTEGRATED SOLUTIONS

Rather than addressing organizational challenges in silos, we combine wellbeing, safety, resilience, governance and sustainability into one comprehensive approach.



RESULTS-FOCUSED DELIVERY

Our work delivers measurable improvements in employee wellbeing, operational resilience, regulatory compliance, organizational performance and sustainability.



AFRICAN PERSPECTIVE

We understand the regulatory, operational and cultural realities facing organizations across East Africa and the wider African market.



TRUSTED SPECIALIST NETWORK

Our extensive consultants' network spans cybersecurity, occupational health, legal compliance, environmental management, ESG standards and governance.



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INDUSTRIES WE SERVE



BANKING &
FINANCIAL
SERVICES



INSURANCE



HOSPITALITY &
TOURISM



MANUFACTURING



HEALTHCARE



NGOS &
DEVELOPMENT
PARTNERS

OUR APPROACH

We follow a continuous cycle of impact that ensures every engagement drives measurable value and lasting results.



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