VS MANAGEMENT & CONSULTING™

COMPANY PROFILE

Human Capital Development and Social Impact Consulting

Programme design and delivery for leadership, entrepreneurship, behavioural change and measurable development outcomes.



Building Capabilities. Growing People. Sustaining Change.

Africa focused | Evidence informed | Locally grounded



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WELCOME MESSAGE



At VS Management & Consulting (VSMC) we believe Africa's transformation will be shaped by the capabilities, courage and creativity of its young people. Across the continent, young Africans are building enterprises, leading community initiatives and developing solutions to pressing challenges. Our responsibility is to ensure they have the knowledge, opportunities and support required to turn their potential into lasting impact.

Through human capital development, transformative leadership training, entrepreneurship, behavioural change workshop, programme design and evidence informed learning, VSMC helps people and institutions move from aspiration to meaningful action. Our programmes have reached more than 30,000 beneficiaries across Africa, equipping emerging leaders, professionals, educators and institutions to deliver measurable and sustainable change.

The future we envision is one in which every young African can discover their potential, build a dignified livelihood and contribute meaningfully to society. To our partners, clients, faculty members and other stakeholders, thank you for investing your expertise, resources and trust in this vision. To the young people we serve, your courage and achievements continually remind us why this work matters. Together, let us build the Africa we desire and deserve.

Your partner in progress,

Adeyemi Asaba
Lead Consultant
VS Management & Consulting

Executive Profile

VSMC is an African development consulting firm that helps institutions design, deliver and evaluate programmes that strengthen people, improve organizational capability and produce measurable social outcomes.

We work across

- Human capital development
- Behavioural change
- Youth transition
- Entrepreneurship
- Programme performance

Our value lies in connecting strategy with implementation. VSMC supports partners from needs assessment and programme architecture through curriculum design, faculty coordination, training, coaching, community application, monitoring, evaluation, learning and impact communication. This gives funders and programme owners one accountable partner across the delivery cycle.



30,000+

Beneficiaries reached through the wider portfolio

1,661+

Mastercard Foundation Scholars engaged through TLT since 2021

1,000+

Youth convened at the annual Scholars Conference & Awards (SCAP) in Kenya — over 70% female participation



20+

Educational institutions engaged across Africa

76

Community Development Projects implemented

12,000+

People directly reached across 18 Nairobi communities

70+

Professionals equipped through Personal Effectiveness Workshops in Kenya and Nigeria

280+

Emerging African development professionals equipped through SoDIP's intensive capacity development experience, drawing participants from across 25 African countries

What Partners Gain

- Programmes designed around **clear human and institutional outcomes**.
- Contextually relevant curricula and delivery models that support practical application.
- Experienced faculty and implementation teams coordinated to a common standard.
- Evidence systems that strengthen accountability, learning and programme decisions.
- Clear reports and impact stories that make results visible to stakeholders.













Who We Are

VSMC is an African development consulting firm established to strengthen institutions, people and programmes. Since inception, we have supported locally and internationally funded initiatives that have reached more than 30,000 beneficiaries across Africa.

We work with governments, foundations, development partners, educational institutions, civil society organisations and private sector organisations. Our multi-disciplinary consultant network brings more than 120 years of combined experience across human capital development, youth transition, entrepreneurship, gender inclusion, programme management, communication and evidence generation.

Vision, Mission and Values

Vision

An Africa transformed by capable young people leading change in their communities.

Mission

To accelerate Africa's transformation through capacity building, behavioural change programming, training and strategic investment in youth development.

Values

	How It Shapes Our Work
Timeliness	We plan clearly, communicate early and deliver to agreed milestones.
Integrity	We protect trust through ethical practice, transparent reporting and responsible use of resources.
Diversity	We build inclusive teams and programmes that reflect the people and communities we serve.
Excellence	We apply technical rigour, practical judgment and continuous improvement to every engagement.

Geographic Reach



VSMC's programmes and professional network span 31 African countries: Benin, Burkina Faso, Burundi, Cameroon, Chad, Côte d'Ivoire, Democratic Republic of Congo, Eswatini, Ethiopia, The Gambia, Ghana, Kenya, Lesotho, Liberia, Malawi, Mali, Mauritania, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania, Togo, Uganda, Zambia and Zimbabwe.



What We Do

VSMC provides integrated advisory and implementation support across six complementary practice areas. Each service can be commissioned independently or combined into a complete programme delivery mandate.

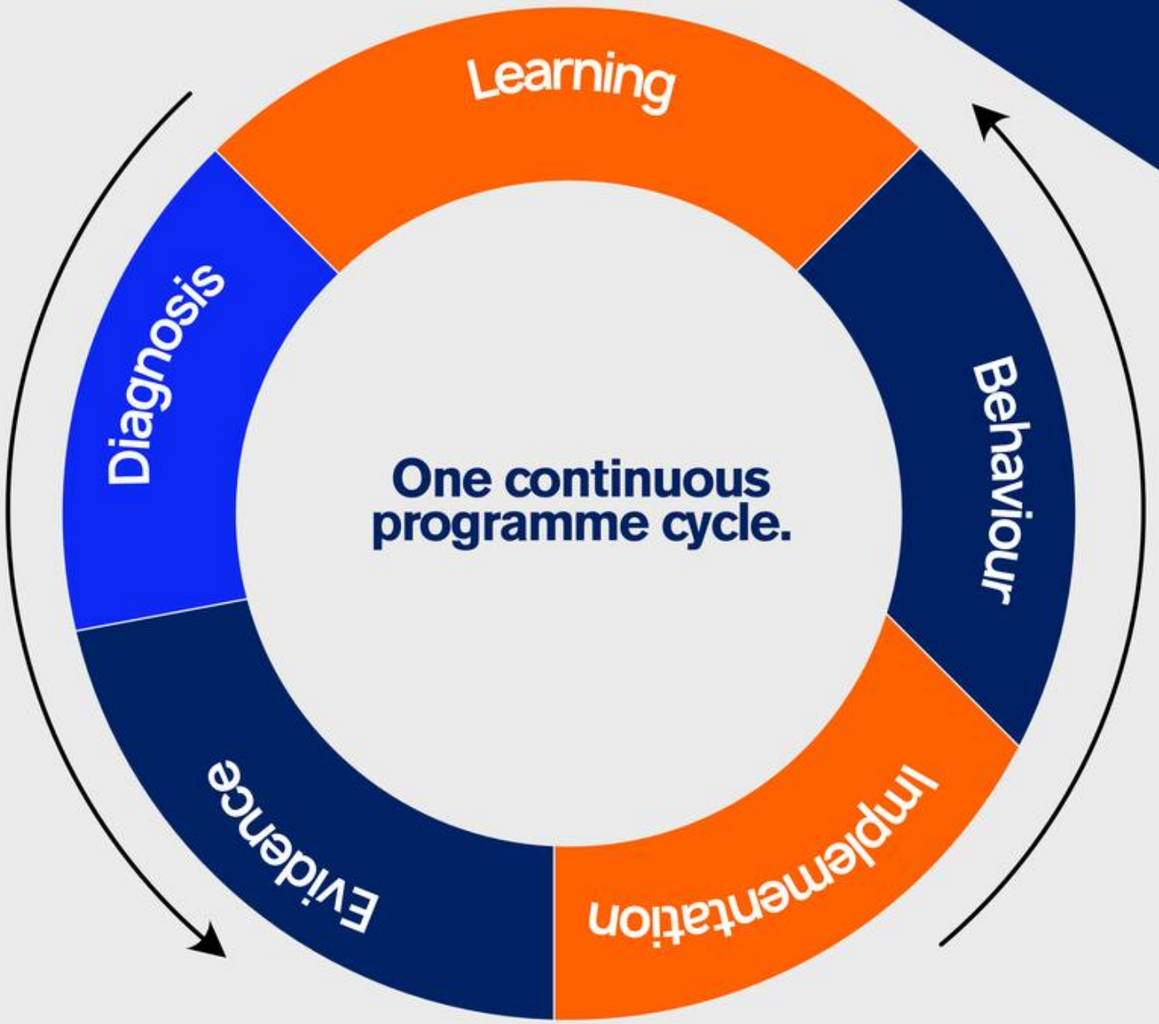


Practice Area	Services	Business Value
Human Capital Development	Competency frameworks, leadership development, employability, coaching, career readiness and professional transition.	Stronger talent pipelines and people who can lead, collaborate and perform.
Entrepreneurship and Enterprise Development	Entrepreneurship and Enterprise Development Enterprise education, social innovation, business readiness, project management, mentorship and resource mobilization. Participants equipped to create livelihoods and viable local solutions.	Participants equipped to create livelihoods and viable local solutions.
Behavioural Change Programme Design	Participants equipped to create livelihoods and viable local solutions.	Sustained changes in mindset, decisions, practice and social norms.
Programme Strategy and Management	Needs assessment, theory of change, implementation plans, budgets, governance, risk management and partner coordination.	Programmes that are feasible, accountable and responsive to context.
Monitoring Evaluation Research and Learning	Results frameworks, indicators, mixed methods, evaluation, learning reviews, data synthesis and value for money.	Credible evidence for accountability, adaptation and investment decisions.
Impact Communication	Reports, case studies, documentaries, stakeholder presentations and evidence translation.	Results that are clear, visible and useful to funders, partners and communities.

How We Deliver Results

Our delivery model is designed around a practical principle:

knowledge creates value only when people can apply it.



VSMC

STAGE	1 Diagnose	2 Design	3 Deliver	4 Apply	5 Measure & Improve
What VSMC Does	Analyze the problem, audience, incentives, barriers, systems and institutional context.	Define outcomes, participant journeys, behavioural objectives, curriculum, implementation structure and measurement questions.	Facilitate interactive learning through case work, reflection, simulations, group assignments and locally relevant examples.	Reinforce learning through coaching, mentoring, enterprise activity, community projects and action plans.	Track reach, quality, capability, behaviour and outcomes, then use evidence to refine delivery and support scale.
Partner Benefit	A clear evidence base and precise programme priorities.	A coherent solution with clear accountability and realistic delivery requirements.	High quality learning that participants understand and retain.	Visible transfer from the learning environment to real practice.	Stronger results, credible reporting and better programme decisions.

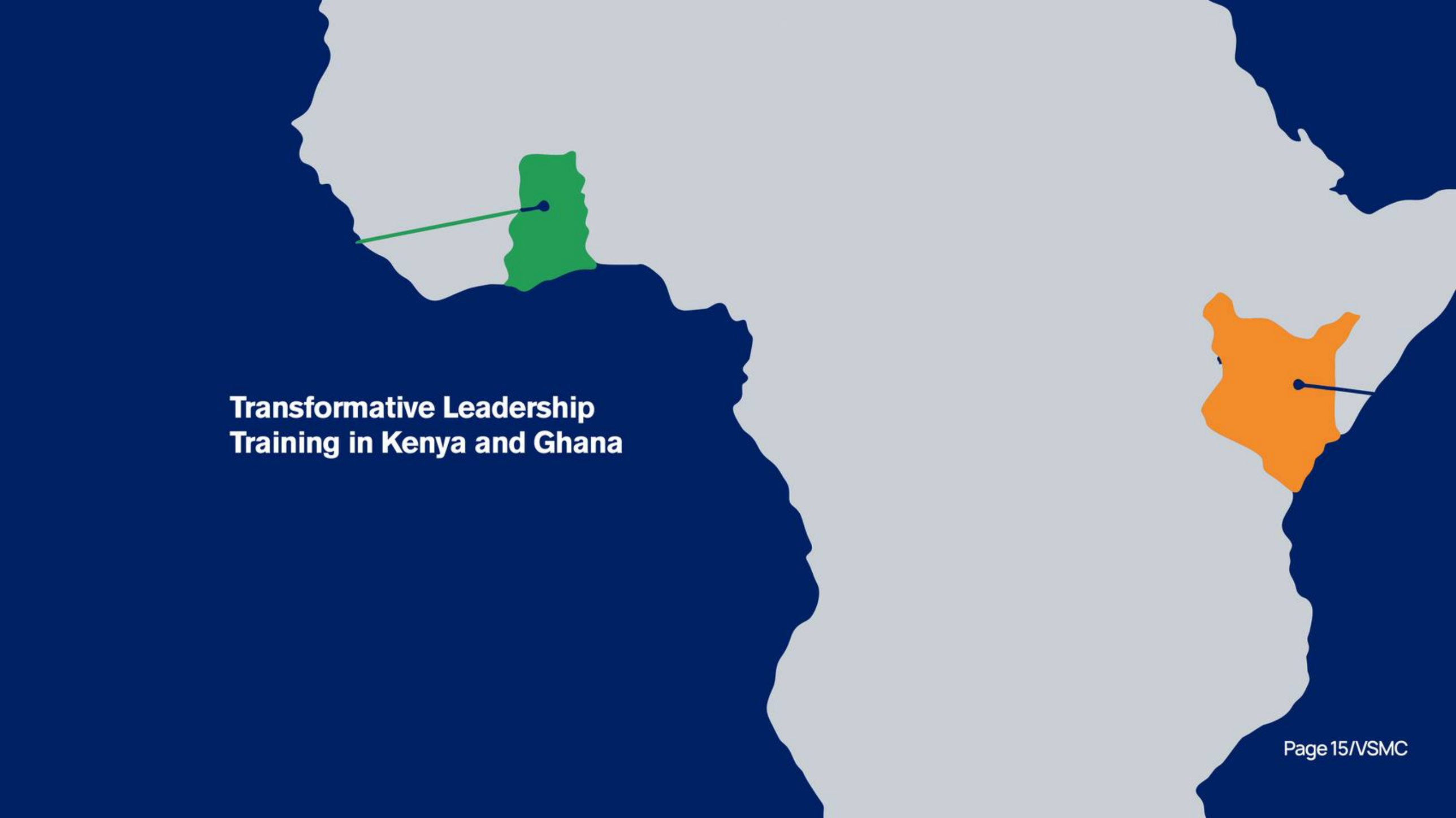
Design Principles

- **Youth centered:** programmes respond to participant realities, aspirations and constraints.
- **Behavioural:** interventions address capability, motivation, opportunity and reinforcement.
- **Experiential**: participants practice, test and demonstrate what they learn.
- **Locally led**: institutions, communities and participants shape programme relevance and adaptation.
- **Inclusive**: gender, disability, socioeconomic background and access are considered deliberately.
- **Evidence informed:** data is used to improve delivery, demonstrate outcomes and guide scale.

Our Track Record

- Transformative Leadership Training in Kenya and Ghana
- Behavioural Change Coaching Workshop in Nigeria
- Social Development Incubator Programme (Pan African Initiative)
- Personal Effectiveness Workshops in Kenya and Nigeria
- AfriYouth Student Leadership Fellowship in Ghana




Transformative Leadership
Training in Kenya and Ghana

VSMC established multi-year partnerships with United States International University-Africa (USIU-Africa) in Nairobi and Ashesi University in Accra, with support from the Mastercard Foundation, to advance transformative leadership among young Africans.

Through these partnerships, VSMC has designed and delivered leadership development programmes that strengthen self-efficacy, ethical leadership, employability and entrepreneurial capabilities. Participants are equipped to contribute to national and continental development through community engagement, social innovation and entrepreneurship.







Since 2021,

VSMC has engaged more than **1,661 Mastercard Foundation Scholars** through the Transformative Leadership Training. The programme uses systems thinking and experiential learning to help participants understand complex challenges, develop practical solutions and extend the influence of their leadership across institutions and communities.

Beneficiaries have established businesses and social initiatives across Uganda, Ghana, the Democratic Republic of the Congo, Nigeria and other African countries. Many are also creating employment, mentoring emerging leaders and empowering other young people within their communities.

Behavioural Change Coaching Workshop in Nigeria

In collaboration with the Tributary Initiative for Learning and with support from Cummins West Africa, VSMC designed and delivered a Behavioural Change Coaching programme for teachers. The workshop provided experiential opportunities for participants to test, apply and demonstrate essential skills in effective communication, emotional intelligence, mentoring, inclusive and learner centred teaching, conflict resolution, classroom management, reflective practice, professional accountability and self-leadership. It also equipped teachers with transformative leadership tools and strengthened their commitment to continuous improvement, professional excellence and positive change within their schools and communities.



Mastercard Foundation Young Africa Works in Nigeria

VSMC partnered with Jobberman Nigeria as Lead Generation and Logistics Partner for the Mastercard Foundation Young Africa Works programme in Ondo State, Nigeria. Through this engagement, **more than 8,000 young people gained employability and soft skills that strengthened their career** readiness and access to job opportunities.



SoDIP

Social Development Incubator Programme (Pan African Initiative)

is VSMC's flagship Pan African initiative for emerging development professionals. Launched in 2023, the programme expanded from applications across eight countries in its first cohort to more than 600 applications from 25 African countries in 2026.

The eight-week virtual experience combines practitioner led sessions, mentorship, collaborative assignments, case studies and a capstone project. More than 280 participants have developed practical capability in programme design, monitoring, evaluation, research and learning, grant writing, strategic communication, partnerships, employability and professional positioning. SoDIP is building a connected pipeline of skilled and ethical professionals for Africa's development sector.

Youth Social Innovation and Community Development in Kenya

VSMC has supported 76 youth led community projects addressing critical development challenges across agriculture, education, health, energy, digital literacy, gender equality and civic engagement. Through grants administered in partnership with USIU-Africa, young leaders received funding, technical guidance and mentorship to translate their ideas into practical solutions that advance social change and local economic development.





Participants were organised into 76 teams to design and implement community development projects that have directly impacted more than 12,000 beneficiaries across 18 communities. These initiatives have delivered solutions in agriculture, renewable energy, education, digital literacy, gender equality and civic engagement.

A central feature of this innovation is the annual Scholars Conference and Awards, SCAP, VSMC's flagship convening that celebrates the creativity, resilience and transformative leadership of young changemakers. To date, SCAP has convened more than 1,000 young people in Kenya, with women representing over 70 percent of participants.

To amplify the work of these emerging leaders, VSMC produced a twelve episode From Learning to Leading series featuring changemakers who implemented projects across Uganda, Tanzania, Kenya, Ghana and Rwanda.











Personal Effectiveness Workshops in Kenya and Nigeria

VSMC designed and delivered Personal Effectiveness Workshops for more than 70 professionals in Kenya and Nigeria. Participants include members of the Mastercard Foundation Scholars Program team at USIU-Africa and professionals seeking to strengthen their leadership and workplace effectiveness.

The workshop enhanced participants' self-awareness, leadership effectiveness, communication, productivity, teamwork and stakeholder management capabilities, enabling them to perform their roles more strategically and contribute more effectively to institutional goals.



AfriYouth Student Leadership Fellowship in Ghana

THE EDUCATION COLLABORATIVE

VSMC served as the Design Partner for the Education Collaborative at Ashesi University, Ghana, developing the AfriYouth Student Leadership Fellowship to strengthen transformative leadership among students in African higher education institutions.

Drawing on stakeholder interviews, programme benchmarking and policy research, VSMC designed a nine-month fellowship model combining digital learning, an intensive leadership bootcamp, mentorship, peer learning, knowledge cascading and community-based projects. The model was structured to engage 200 student leaders digitally, select 20 participants for advanced training and support them to implement initiatives within their institutions and communities.

VSMC also developed the 14-module curriculum, implementation framework, stakeholder engagement strategy, monitoring and evaluation plan, risk management framework, sustainability model and legal and ethical considerations for the fellowship.

Partners Feedback



Linet Aguko

Programme Director

Mastercard Foundation Scholars Program, USIU-Africa, Kenya

VSMC has consistently demonstrated professionalism, responsiveness and a strong commitment to developing Mastercard Foundation Scholars at the United States International University-Africa, Nairobi (USIU-Africa) through transformative leadership programmes that strengthen leadership capacity and translate learning into meaningful action.

★★★★★



Araba Botchway (Ms.)

Executive Director, Admissions and Financial Aid

Ashesi University, Ghana

At the Transformative Leadership Training held at Ashesi University, Ghana, the VSMC team brought a practical and engaging approach that helped Mastercard Foundation Scholars from Niger deepen their self-awareness, strengthen their leadership practice and apply their learning to the real world.

★★★★★



Eniola Adefioye

Lead Development Consultant

Tributary Initiative for Learning (TRIL), Nigeria

VSMC demonstrated a thoughtful understanding of the behavioural and professional challenges teachers face. Their practical and engaging approach enabled participants to reflect on their practice, strengthen essential teaching and leadership skills and develop a renewed commitment to excellence and positive change within their schools and communities.

★★★★★

What Participants Say

SoDIP transformed my thinking and helped me see myself as part of a community capable of creating meaningful change in Kenya and across Africa.

Michelle Wanjiru Mwangi, Kenya

TLT equipped me with transformative leadership skills that enabled me to lead community initiatives, including planting more than 120 tree seedlings as part of a climate action project.

Brian Mogambi Maoni, Kenya

TLT strengthened my self-awareness, helped me identify my strengths and support networks, and gave me the confidence to begin empowering children in my community.

Eric Ayamba, Uganda

TLT helped me recognise the power I carry as an individual and the responsibility I have to transform myself and positively influence the society around me.

Evelyn Mmabila Adongo, Ghana

TLT equipped me with skills in problem identification, proposal development, budgeting, sustainability planning, and stakeholder accountability, enabling me to implement three community projects.

Fatha Mohamed, Somalia

SoDIP gave me greater clarity on pathways to decent work and strengthened my capacity in people centred programme design, implementation, monitoring, evaluation and learning.

Tione Chima, Zambia

TLT strengthened my communication skills, openness to learning, and ability to lead collaboratively by listening to the ideas and perspectives of others.

Suliat Oloyede Adesewa, Nigeria

Through SoDIP 2.0, I gained a clearer understanding of programme development while building meaningful connections with development professionals across Africa. I am already applying these skills in my current role and seeing their impact.

Kananelo Chakela, Lesotho

Institutional Experience

VSMC and its consultants bring experience from assignments and programmes associated with organizations including the **Mastercard Foundation, UN Women, the United States Consulate, Procter and Gamble, Cummins West Africa, Pathfinder International, LEAP Africa, WARIF, Jobberman, Genesis Analytics, British Council, Sahara Group and Afrilearn.**



Monitoring



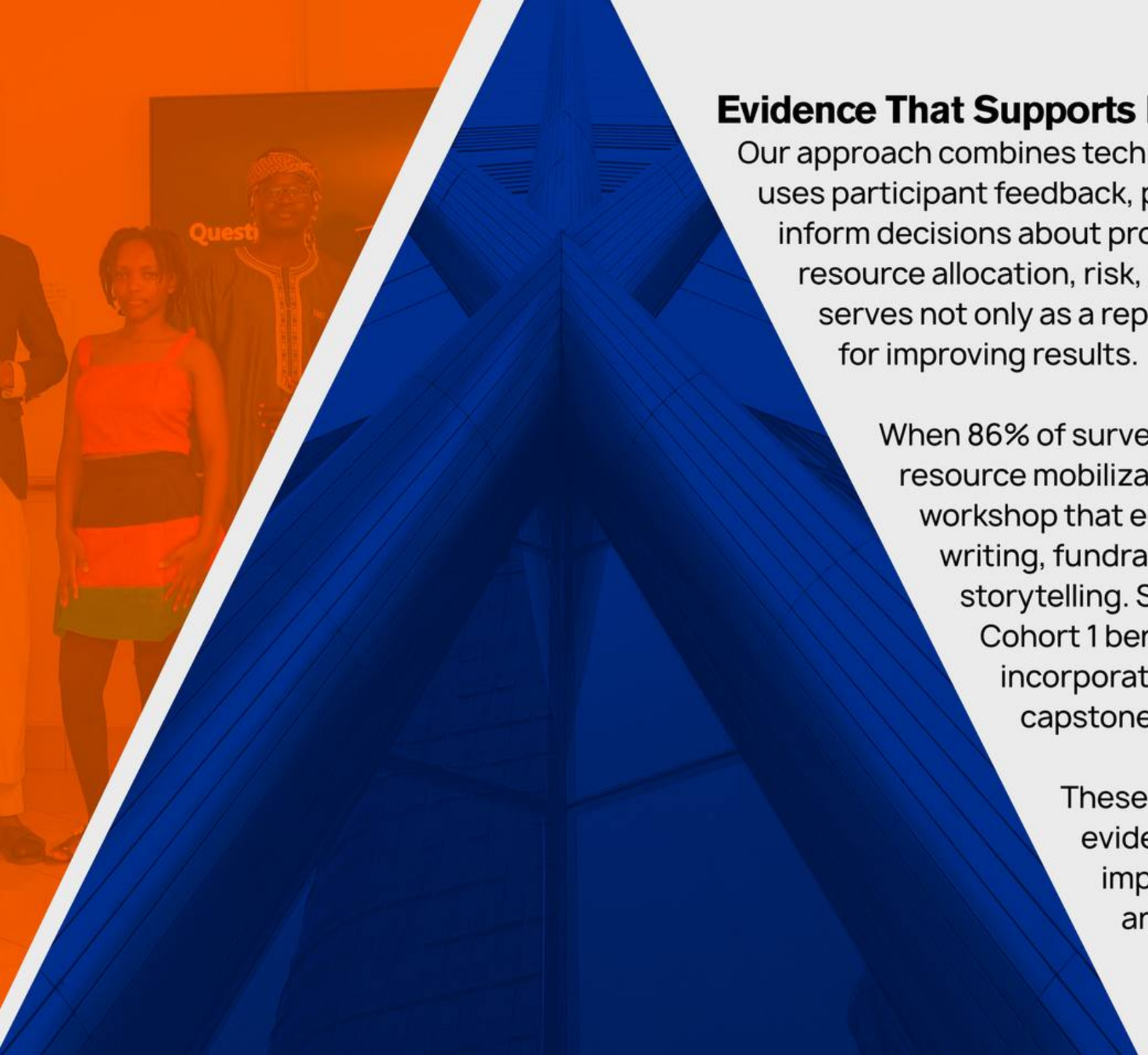
Evaluation



Research & Learning

VSMC builds evidence into programme design from the outset. Our monitoring, evaluation, research and learning systems help partners understand who is being reached, whether delivery meets the required standard, what participants are learning, how behaviour is changing and which outcomes justify continued investment.

Capability	Typical Outputs
Programme Logic	Theory of change, results chains, logical frameworks and learning questions.
Measurement Design	Indicators, baselines, targets, data sources, tools and data quality protocols.
Research and Evaluation	Mixed methods studies, surveys, interviews, focus groups, outcome reviews and programme evaluations.
Implementation Learning	Delivery monitoring, participant feedback, faculty reviews, field visits and adaptation recommendations.
Value for Money	Assessment of economy, efficiency, effectiveness, equity and sustainability.
Reporting and Evidence Use	Use Dashboards, narrative reports, management briefs, case studies and stakeholder presentations.



Evidence That Supports Decisions

Our approach combines technical rigour with practical usefulness. VSMC uses participant feedback, programme data and field observations to inform decisions about programme quality, participant support, resource allocation, risk, scale and sustainability. Monitoring therefore serves not only as a reporting function but also as a management tool for improving results.

When 86% of surveyed TLT alumni identified a need for advanced resource mobilization support, VSMC introduced a standalone workshop that equipped 205 participants with skills in grant writing, fundraising, partnership development and impact storytelling. Similarly, feedback obtained from 91% of SoDIP Cohort 1 beneficiaries informed an expanded curriculum incorporating practical assignments, case studies and capstone projects.

These examples demonstrate how VSMC translates evidence into responsive programme improvements, relevant learning opportunities and stronger outcomes.

Implementation Capability

- Participant mobilization & onboarding.
- Physical, virtual & blended programme delivery.
- Faculty selection coordination & quality assurance.
- Coaching, mentorship & communities of practice.
- Training logistics, grant support and stakeholder communication.
- Field monitoring, evaluation, reporting and impact communication.



Why Partner with VSMC

VSMC Advantage / Value to the Partner

Integrated Delivery

One accountable team connects strategy, curriculum, implementation, evidence and communication.

African Context

Programme decisions are grounded in regional experience and local institutional realities.

Behavioural Focus

Interventions are designed for sustained changes in capability, motivation and practice.

Applied Learning

Training is connected to coaching, enterprise activity, workplace application and community projects.

Evidence for Management

Data and evaluation support accountability, programme improvement and investment decisions.

Flexible Technical Teams

Multi-disciplinary consultants and faculty can be configured around assignment needs.

Stakeholder Visibility

Strong reporting and multimedia communication make results accessible and credible.

Commitment to Quality

Timeliness, integrity, diversity and excellence guide planning, delivery and reporting.

Engagement Options

Partners may engage VSMC for a complete programme mandate or for a defined technical workstream. Typical assignments include programme design, curriculum development, faculty and training delivery, implementation management, behavioural change strategy, monitoring and evaluation, learning reviews, impact reporting and institutional capacity strengthening.





Our Commitment

We work with partners to develop programmes that are technically sound, locally relevant, inclusive, measurable and capable of producing value beyond the funding cycle.

START A CONVERSATION

VS Management & Consulting

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Victor Alozie-Eke - Nigeria