



BUSINESS
CONSULTING

NFT CONSULT



 OD CONSULTING

Organisational Development

DESIGNING ORGANISATIONS BUILT TO PERFORM

Sustainable performance begins with sound organisational design. NFT Consult's Organisational Development practice helps African organisations define how they are structured, how they work, and how their people and culture align, so that strategy translates into execution and results, not just intentions.

✓ Organisational Design & Restructuring

✓ Culture & Change Management

✓ Employee Engagement

✓ Job Evaluation & Grading

✓ HR Policy Development



THE CHALLENGE

When the Structure Can't Support the Strategy

Many organisations grow faster than their structures, cultures, and people practices can accommodate. The result is duplication of effort, blurred accountability, cultural friction, and strategies that stall in implementation because the organisation is not designed to execute them. Effective Organisational Development aligns structure, culture, and people systems to the strategy, ensuring the organisation is not just well-intentioned, but structurally capable of delivering its ambitions.



Structural Misalignment

Roles overlap, accountabilities are unclear, and teams are structured around history rather than strategy, creating inefficiency, friction, and slow decision-making.



Change Resistance

Without deliberate change management, transformations are resisted by a culture that defaults to familiar patterns, leaving strategy initiatives half-implemented.



Disengaged Workforce

When employees don't understand how they contribute or feel disconnected from purpose, engagement drops, and with it, the discretionary effort that drives organisational performance.

20+

YEARS OF EXPERIENCE

4

COUNTRIES ACTIVE

500+

ORGANISATIONS SERVED

8+

INDUSTRY SECTORS

OUR SERVICE AREAS



Organisational Design & Restructuring

A structured diagnostic and redesign process that aligns your organisational structure, role architecture, and reporting relationships to your current and future strategy. We work with leadership to map current-state, identify structural friction, and design a future-state organisation that clarifies accountability, eliminates duplication, and positions the right capabilities in the right places.

Current-state assessment

Structure redesign

Role profiling

Job evaluation & grading



Culture & Change Management

Structured support for organisations navigating transformation, whether a merger, digital change programme, leadership transition, or strategic pivot. We combine culture assessment, stakeholder engagement, communication design, and change coaching to build the organisational readiness needed for change to land and stick, not just be announced.

Culture diagnostic

Change readiness assessment

Communication planning

Change champion networks



Employee Engagement

Measurement and improvement of the factors that drive employee commitment, discretionary effort, and retention, from purpose clarity and manager quality to recognition and psychological safety. We design and run engagement surveys, analyse results at team and organisational levels, and build action plans that managers and leaders can implement to measurably improve engagement over time.

Engagement surveys

Driver analysis

Manager action planning

Pulse tracking

SECTORS WE HAVE SERVED

Financial Services

Telecoms

Agriculture & NGO

Healthcare

Manufacturing



WHY NFT CONSULT

20 Years of Building Organisations *Designed to Last*

Effective OD consulting in Africa requires practitioners who understand the continent’s unique organisational dynamics, the role of leadership culture, the pace of institutional change, the political sensitivities within restructuring, and the community expectations that shape how change is received. NFT Consult brings 20 years of that expertise, combined with rigorous methodology and a track record of sustainable organisational improvement across Uganda, Kenya, Rwanda, and beyond.



Africa-Deep Expertise

Our consultants have led OD engagements across East Africa for two decades, they understand the cultural and institutional realities that determine whether change succeeds.



Diagnostic-First Approach

We never recommend a solution before understanding the organisation. Every engagement starts with a structured diagnostic that surfaces the real issues, not just the presenting symptoms.



Co-Created Solutions

We design with your leaders and people, not for them. Co-creation builds ownership, accelerates adoption, and produces solutions that reflect organisational reality.



Grounded in Best Practice

Our frameworks are grounded in internationally recognised OD methodology, adapted and applied to the African context, not transplanted wholesale from elsewhere.



Measurable Outcomes

We define success metrics at the start of every engagement and report against them, giving leadership tangible evidence of organisational improvement.



Long-Term Partnership

OD is not a single project. We build long-term consulting relationships that provide continuity and accountability as the organisation evolves through successive challenges.

OUR ENGAGEMENT PROCESS



Organisational Diagnostic

Assess structure, culture, people systems, and performance, to understand what is working and what is not.



Solution Design

Co-create the target-state design with leadership, structures, roles, culture shifts, and enabling HR policies.



Implementation Support

Hands-on support through restructuring, change communication, and the embedding of new ways of working.



Review & Sustain

Post-implementation review against defined metrics and ongoing advisory support to sustain organisational health.

Ready to Build an Organisation *Designed to Perform?*

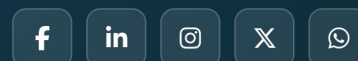
Whether you are redesigning structure, navigating change, or working to improve engagement, our OD team will bring the expertise and methodology to deliver it. Let’s begin with a diagnostic conversation.

GET IN TOUCH

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Start an OD Engagement

