



Diversity Talent Management Limited

# Company Profile

# About Us

Diversity Talent Management Limited (DTML) is a Human Resources Management & Consulting firm. We provide Bespoke Human Resources Consulting, Advisory and Management Services aimed at enhancing the connect between organisation productivity, efficiency and People.

Modern day Human Resources focuses on transformational and strategic delivery. We help craft this strategy while we take over the operational and traditional services from your in-house HR team to enable them focus on the more important things. We review the entire HR services from the Strategy, Policy, Processes, Systems and monitor execution. At DTML, we are committed to helping our clients perform at the highest levels and achieve their desired success hence, our slogan People Performing at their Peak.







# Our Vision

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People performing at their peak

# Our Mission

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To deliver custom-made professional services that delivers superior value to all our stakeholders



# Our Core Values

- We are committed to a set of core values that not only define who we are, but also serve as guideposts to help us become the company we would like to be. We call these core values our **PIC**:
  - **Patriotism:** We are devoted and vigorously support the course of our client and organisation.
  - **Industry:** We are diligent and hardworking
  - **Character:** Our moral qualities are distinctive.



# Our Services

- HR Advisory
- Recruitment
- Manpower Outsourcing
- Learning & Development
- HR Business Process  
Outsourcing (BPO)
- Strategy



# HR ADVISORY

We help businesses maximise the efficiency of their HR operations and implement appropriate new policies and procedures in the best way possible by offering forward-thinking strategies and tailored consulting services to meet your HR needs. Learning more about your entity and its challenges allows our professional staff to provide expert advice, systems, information, and training in a wide range of human resource and business administration areas in the ever-evolving HR environment. Our services in this area includes:

- ❑ **Organization design and development:** Performance Management Index Creation, Competency Matrix, Organisation Structure for Efficiency and Productivity, Policies, Flow charts, SOPs and SLAs.
- ❑ **Change Management:** Assessment of readiness for change, Leading Change processes, Stakeholder Management, Employee Engagement Initiatives
- ❑ **Regulatory Compliance:** We support our clients to ensure optimal compliance with statutory requirements and industry directed standards in their operating environment.
- ❑ **Technology Adoption:** We work with our partners in the HR technology space to support transition from manual driven HR services for a fully automated HR support services.
- ❑ **Employee Value Proposition:** We help our partners optimize EVP as a key retention and succession tool in their respective businesses. We design compensation and benefits packages that optimizes Gross packages all the way up to Total cost of employment.



# RECRUITMENT

We are your best plug in finding qualified manpower for your recruitment needs. Our recruitment services includes:

- ❑ **Bulk Recruitment:** Usually for Graduate Development Programs. We partner with the NYSC and target universities to find top rated candidates, balanced socially and academically to deliver on your entry roles
- ❑ **Target Headhunting:** We also leverage our network to find you suitable mid-senior level manpower to meet your staffing needs
- ❑ **Executive Recruitment:** We deliver optimally on executive searches where we court/identify suitable leaders of businesses and sell your organisation as the next big adventure to performance and productivity.



# MANPOWER OUTSOURCING

- ❑ We provide temporary manpower solution to your staffing requirements.
- ❑ We also manage non-core business roles for your organisation so you can focus on your core business while we manage all support functions needed to fulfil your business mandate.
- ❑ We currently manage over 2000 employees across various industries helping the organisation get the much-needed leverage to deliver on their mandate.





# Learning and Development

- ❑ We offer a variety of learning and development solutions ideal for management and administrative employee development. Training is available on-site or off-site, utilizing a combination of learning techniques including, facilitator led trainings, lecture videos, skill practice exercises, e-learning solutions etc.
- ❑ Our learning and development facilitation team includes experienced technocrats with extensive experience in a wide variety of trade, profession and industries.
- ❑ Occasionally, we run open courses aimed at general capacity building in specific fields of endeavour.
- ❑ We also render customized trainings after thorough research into the organisation process to effect necessary attitude change or enhance latent skills.



# HR Business Process Outsourcing

- ❑ MSMEs face daunting challenges in their first few years of formation. The founders are business focused that they forget organisation development.
- ❑ We fill this gap by taking over your complete Human Resources activities. Our staff members work on-site or offsite depending on your business arrangement and staying focused on HR needs as you grow your organisation.
- ❑ You get to outsource your entire Human Resources department to us as we leverage on our internal bench strength to help establish your organisation. This way, your business and organisation building gets all the attention it deserves.



# Strategy

- ❑ We partner our clients to organize practicable strategy sessions where industry experts can guide, mentor and share experiences with the leadership team of our clients on how to develop their short-, medium- and long-term strategic goals.
- ❑ We also help with cascading this session into operational sessions with the expanded organisation management team and/or staffing population.
- ❑ We also act as compere and anchors for strategy sessions.



# Some of our clients



CHANRAI  
SUMMIT  
GROUP



Superbrandz



ELTECH APPLIANCES



NAMPAK  
CARTONS



Books  
Industries  
Limited



DAILY-NEED  
Group



Matoris Supermarket



The  
Infrastructure  
Bank



SW Global  
Limited



Nigerian Law  
Publishing





# Some of our clients

FAREAST  
MERCANTILE  
CO.LTD-  
NIGERIA



# Contact Us

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