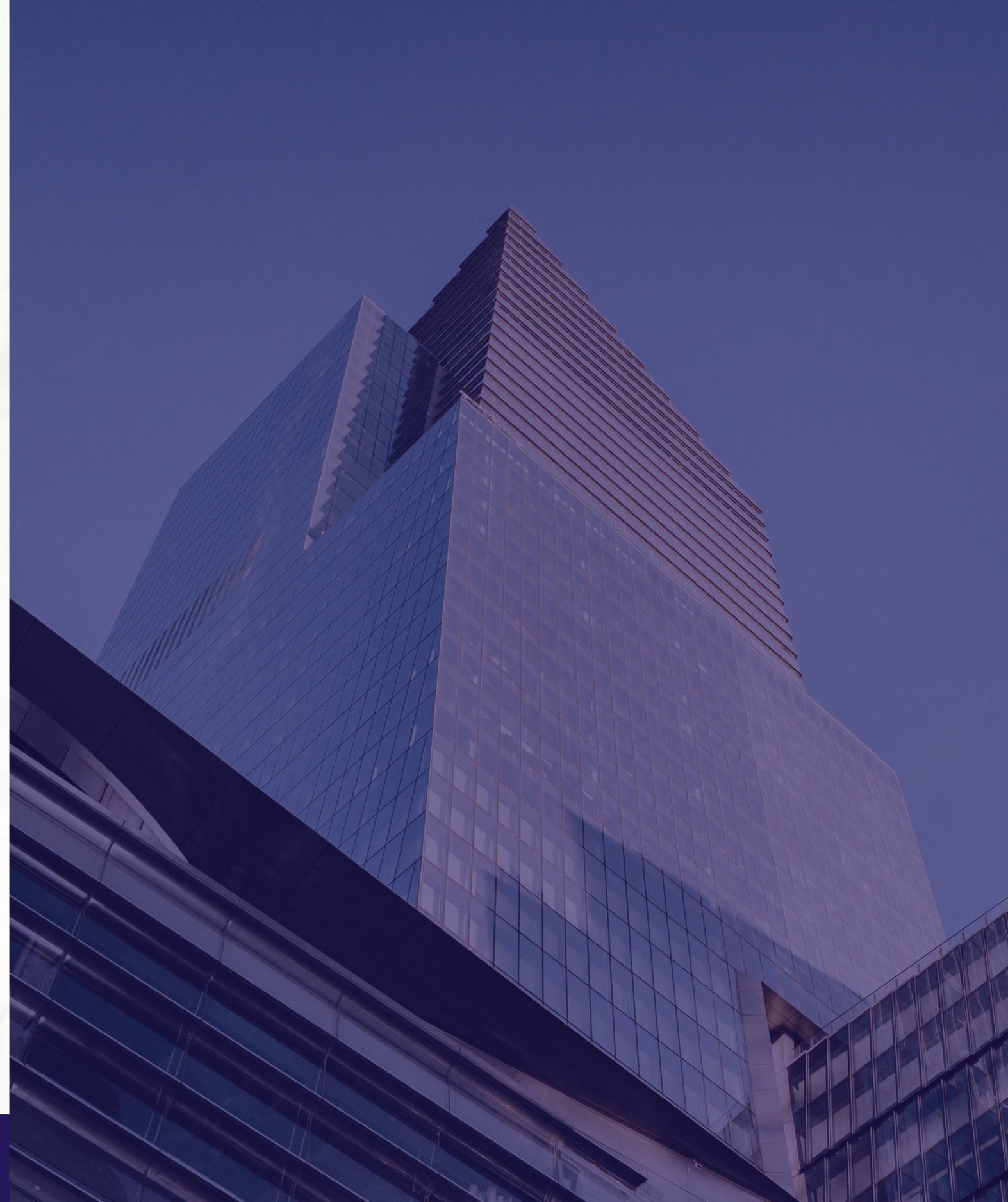




**Diversity Talent**  
Management Limited

# Company Profile



# ABOUT US

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**Diversity Talent Management Limited (DTML)** is a premier Human Capital Management and Consulting firm delivering bespoke, strategy-led and technology-enabled HR advisory and management solutions designed to optimise organisational performance, workforce productivity, and sustainable enterprise growth across Africa.

In an increasingly complex, regulated, and competitive African business environment, Human Resources has evolved from an administrative function into a strategic driver of corporate value, governance, and investor confidence. DTML partners with indigenous organisations, multinationals, and investors entering African markets to design, institutionalise, and operationalise world-class people strategies aligned with business strategy, regulatory realities, and local market dynamics.

We provide integrated end-to-end human capital solutions spanning workforce strategy, organisational design, policy and governance architecture, talent acquisition and deployment, performance and reward systems, leadership and capability development, HR technology implementation, and outsourced HR operations. Our delivery model combines strategic advisory with operational excellence, enabling internal HR teams and business leaders to focus on growth, innovation, and long-term value creation while we ensure disciplined execution.

Beyond traditional HR, DTML supports clients in navigating Africa's unique labour markets, regulatory frameworks, industrial relations landscape, and cultural ecosystems—de-risking market entry, strengthening workforce compliance, accelerating localisation, and building resilient, high-performance organisations. At DTML, we are driven by one mandate: to enable organisations and their people to consistently operate at the highest levels of effectiveness, integrity, and impact-

**People Performing at Their Peak.**

# Our Vision



People performing at their peak

# Our Mission



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

Training & Capacity Building

Strategy Advisory

Recruitment and Headhunting

Manpower Outsourcing

Assessment & Test Administration

Retreats & Conferences

HR Business Process Outsourcing

HR Software Deployment

People Insurance Brokerage Services

# HR Advisory



At **Diversity Talent Management Limited (DTML)**, our HR Advisory practice provides strategic, governance-driven, and market-informed human capital advisory solutions that enable organisations to align people strategy with business objectives, regulatory requirements, and long-term growth ambitions. We support indigenous enterprises, multinationals, and investors entering African markets to design and institutionalise robust HR frameworks that enhance organisational effectiveness, workforce productivity, leadership capability, and operational resilience. Our advisory services cover the full human capital value chain, including:

## **Human Capital Strategy & Workforce Planning**

We design enterprise-wide people strategies aligned to business strategy, growth plans, and market realities. This includes workforce diagnostics, manpower planning, succession planning, and future skills architecture to ensure organisations are structurally prepared for scale, transformation, and sustainability.

## **Organisation Design & Governance Architecture**

We advise on organisational structures, role architecture, reporting lines, and governance frameworks to improve accountability, decision effectiveness, and operating efficiency. Our approach ensures clarity of roles, optimal spans of control, and alignment between structure, strategy, and culture.

# HR Advisory



## **HR Policy, Framework & Compliance Advisory**

We develop and review HR policies, employee handbooks, codes of conduct, disciplinary frameworks, and governance instruments aligned with local labour laws, international best practices, and investor governance expectations. We also support regulatory compliance, labour audits, and risk mitigation across African jurisdictions.

## **Performance Management & Reward Advisory**

We design performance management systems, balanced scorecards, KPI frameworks, and incentive schemes that drive accountability, high performance, and pay-for-performance culture. Our reward advisory covers grading structures, compensation benchmarking, benefits design, and executive remuneration governance.

## **Leadership, Talent & Succession Advisory**

We support leadership development frameworks, high-potential identification, succession planning, and executive talent strategies to build sustainable leadership pipelines and institutional continuity.

## **Change Management & Culture Transformation**

We advise organisations undergoing growth, restructuring, mergers, digital transformation, or governance reforms. Our services include culture diagnostics, change readiness assessments, stakeholder alignment, and execution governance to ensure transformation is sustainable and embedded.

## **Market Entry & Localisation Advisory for Investors**

For organisations entering Africa, we provide strategic guidance on labour markets, localisation strategies, regulatory frameworks, industrial relations, workforce integration, and operating models—de-risking market entry and accelerating business stabilisation.

# Strategy Advisory



We partner with clients to organize impactful strategy sessions where industry experts guide, mentor, and share experiences with leadership teams on developing short-, medium-, and long-term strategic goals. Our facilitation ensures productive dialogue, strategic clarity, and actionable outcomes that align with your organizational vision.

We support the entire strategic planning process including session design, expert engagement, facilitation, documentation, and follow-through. Beyond leadership sessions, we help cascade strategic insights into operational sessions with your expanded management team and staff population, ensuring alignment across all organizational levels.

Our experienced facilitators also serve as comperes and anchors for your strategy sessions, managing discussions, maintaining focus, and creating an environment conducive to breakthrough thinking. We ensure your strategic planning translates into clear roadmaps and measurable initiatives that drive organizational success.

# Manpower Outsourcing

We provide flexible temporary & permanent manpower solutions to meet your immediate and seasonal staffing requirements. Whether you need short-term cover, project-based support, or non-core operations manpower on a permanent or long-term basis, we supply qualified professionals across various functions and skill levels to ensure business continuity and operational efficiency.

Our outsourcing solutions cover roles in administration, customer service, logistics, facility management, secondary sales force, security, and other support areas needed to fulfill your business mandate.

With over 2,000 employees currently managed across various industries, we bring proven expertise in workforce management, compliance, payroll administration, and performance oversight. Our comprehensive approach gives organizations the leverage needed to maintain operational excellence while optimizing costs and reducing administrative burden.

# Retreats & Conferences

We design and execute transformative corporate retreats and conferences that foster team cohesion, strategic alignment, and organizational growth. Our comprehensive approach covers everything from initial conceptualization and strategic planning to venue selection, logistics management, content development, and post-event evaluation. Whether you're planning a leadership offsite, annual strategic retreat, team-building getaway, or large-scale industry conference, we create immersive experiences that inspire collaboration, drive innovation, and strengthen your organizational culture while delivering measurable business outcomes.

Our experienced team works closely with you to understand your objectives, challenges, and desired outcomes, ensuring every element of your event is purposefully designed to achieve your goals. We handle all aspects including venue sourcing and negotiation, accommodation arrangements, travel coordination, catering management, audiovisual requirements, speaker coordination, and activity planning. From intimate executive sessions to large-scale multi-day conferences, we bring creativity, attention to detail, and flawless execution to every project. Our team ensures every detail is meticulously handled, allowing your participants to focus entirely on meaningful engagement, breakthrough thinking, and building stronger professional relationships that endure long after the event concludes.

# HR Software Deployment

We guide organizations through seamless implementation of human resource management systems tailored to your operational needs. Our deployment services include needs assessment, software evaluation and selection, system configuration, data migration, integration with existing systems, user training, change management support, and ongoing technical assistance for sustainable adoption.

We work with leading HR technology platforms and cloud-based solutions to automate workforce processes, enhance data accuracy and security, improve compliance management, and provide real-time insights for strategic decision-making. From payroll and attendance systems to talent management platforms, applicant tracking systems, performance management tools, and employee self-service portals, we ensure smooth transitions that minimize disruption.

Our consultants combine technical expertise with practical HR knowledge, bridging the gap between technology capabilities and business requirements. We remain engaged throughout implementation and beyond, providing troubleshooting support, system optimization, and upgrade assistance to maximize your technology investment..

# Training & Capacity Building

Our customized training and development programs equip your workforce with the critical skills, knowledge, and competencies needed to excel in today's dynamic business environment. We offer technical training, soft skills development, leadership programs, management courses, and specialized industry-specific training designed to close performance gaps, accelerate professional growth, and build sustainable organizational capability.

Through interactive workshops, seminars, e-learning modules, coaching sessions, mentoring programs, and on-the-job training interventions, we deliver learning experiences that translate into improved productivity, enhanced employee engagement, and superior business performance. Our experienced facilitators employ adult learning principles, case studies, simulations, and practical exercises to ensure high engagement and knowledge retention. We cover diverse topics including leadership and management, core finance, Engineering, Quality, Health, Safety, Security and Environment courses, soft skills such as and basic Microsoft work tools training. We provide both implant programs and open courses.

Our evidence-based approach begins with thorough training needs analysis, followed by customized curriculum design, professional delivery, and post-training evaluation to ensure measurable outcomes that align with your strategic objectives and demonstrate clear return on investment.

# Recruitment and Headhunting

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

**Bulk Recruitment:** We specialize in large-scale recruitment for Graduate Development Programs and entry-level positions. Partnering with the NYSC and target universities, we identify top candidates balanced socially and academically to deliver on your entry roles with the right cultural fit and growth potential.

**Target Headhunting:** We leverage our extensive network to identify mid to senior-level professionals who meet your specific staffing needs. Our targeted approach locates qualified candidates with the precise skills and experience required for immediate impact in your organization.

**Executive Recruitment:** We deliver exceptional executive searches with precision and discretion. We identify and court C-suite executives and senior leaders with the vision and capabilities to drive transformation. By positioning your organization as a compelling opportunity, we attract proven performers ready to elevate your business.

# Assessment & Test Administration

We provide comprehensive psychometric assessments and testing services that support informed talent decisions throughout the employee lifecycle. Our services include pre-employment testing, competency assessments, personality profiling, cognitive ability tests, emotional intelligence assessments, leadership evaluations, and 360-degree feedback programs.

Using internationally validated assessment tools, we deliver actionable insights that enhance recruitment accuracy, identify development needs, and enable objective talent management. Our certified assessors ensure professional administration while maintaining strict confidentiality and data security.

We provide detailed reports, comparative analysis, and strategic recommendations for data-driven decisions about talent selection, placement, and development, along with assessment center design and competency framework development.

# HR Business Process Outsourcing

MSMEs face significant challenges in their early years, with founders so business-focused that organizational development often gets neglected. We bridge this gap by managing your complete Human Resources activities, allowing you to concentrate on core business operations and strategic growth.

Our experienced HR professionals work on-site or off-site based on your business arrangement, handling all aspects of human capital management including recruitment and onboarding, employee relations, regulatory compliance, payroll administration, performance management, training coordination, and HR policy development. You essentially outsource your entire HR department to us, gaining access to our internal expertise, proven methodologies, and bench strength without the overhead cost of building and maintaining an in-house HR team.

This comprehensive support ensures both your business operations and organizational development receive the dedicated attention they deserve, enabling you to build a strong foundation for sustainable growth while maintaining focus on revenue generation and market expansion.

# People Insurance Brokerage Services

We offer specialized insurance brokerage services focused on protecting your most valuable asset; your people. Our expertise spans group life insurance, health insurance (HMO and PPO options), personal accident coverage, critical illness insurance, disability insurance, workmen's compensation, professional indemnity, key person insurance, and pension planning.

As your trusted insurance advisor, we assess your organization's risk profile, workforce demographics, and budgetary parameters to design optimal insurance solutions. We leverage relationships with leading insurance providers to negotiate competitive premiums, favorable terms, and comprehensive coverage that enhances employee satisfaction and supports talent retention.

Our service extends beyond policy placement to include claims management, policy administration, employee communication programs, benefits enrollment support, regulatory compliance guidance, and annual coverage reviews. We serve as your single point of contact for all insurance matters, ensuring your coverage remains optimal, cost-effective, and aligned with your organizational needs while providing peace of mind for both employers and employees.

# Some of Our Clients



**CHANRAI  
SUMMIT  
GROUP**



**Superbrandz  
GLOBAL  
DISTRIBUTION**



**ELTECH  
APPLIANCES**



**GLOBACOM  
LIMITED**



**MTN  
NIGERIA**



**Sanlam  
Allianz  
Insurance**



**Anchor  
Telecoms**



**NAMPAK  
CARTONS**



**MATTORIS  
SUPERMARKET**



**DAILY-NEED  
GROUP**



**AFRICA GLOBAL  
LOGISTICS**



**STERLING ASSETS  
MANAGEMENT  
& TRUSTEE LIMITED**



*...keeps on keeping on*

**SCANFROST  
NIGERIA**

# Some of Our Clients



**TWININGS  
OVALTINE NIGERIA  
LIMITED**



**PEPSICO**

**PEPSICO FOODS  
NIGERIA**



FrieslandCampina

FrieslandCampina WAMCO Nigeria PLC

**FRIESLANDCAMPINA  
WAMCO NIGERIA  
PLC**

**LEBARA**

**LEBARA NIGERIA**



**AFRICA ACCESS  
AFRICA ACCESS 3PL  
LIMITED**



**DBN  
ENERGIES**



**THE  
INFRASTRUCTURE  
BANK**



**BOOKS INDUSTRIES  
LIMITED**



**LAPO  
MICROFINANCE  
BANK**



**BENIN MEDICAL  
CARE**



**AAVA BRANDS  
LTD**



**SUMINTER  
NIGERIA**



**VITAL  
PRODUCTS PLC**

# Some of Our Clients



**LINKAGE  
ASSURANCE  
PLC**



**LAGOS  
METROPOLITAN  
AREA TRANSPORT  
AUTHORITY**



**FEDERAL AIRPORT  
AUTHORITY OF  
NIGERIA**



**ELIZADE JAC  
AUTO LAND**



**UAC NIGERIA  
PLC**



**AIR PEACE**



**BISEGE LOGISTICS  
AND  
INFRASTRUCTURE**



**ROYAL EXCHANGE  
FINANCE**



**GUINEA  
INSURANCE PLC**



**GEOPLEX DRILLTEQ  
LIMITED**



**PRUDENTIAL ZENITH  
LIFE INSURANCE**



**CHAPEL HILL DENHAM**

**CHAPEL HILL  
DENHAM**

# Some of Our Clients



FIRST BANK  
NIGERIA PLC



GUARANTY TRUST  
HOLDING COMPANY  
PLC



CIG MOTORS CO.  
LTD



AXXELA LIMITED



LAFARGE AFRICA  
PLC



KOHASA ENGINEERING  
COMPANY Ltd



Heirs Insurance Group  
GENERAL | LIFE | BROKERS



# Contact Us

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