



Viscar Industrial
Capacity Limited

Enhancing Performance & Productivity



COMPANY PROFILE

www.viscarmacapacity.com

Training
Consultancy
Resourcing

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ABOUT US

10 Years of continuous service and still counting, Viscar Industrial Capacity Ltd has emerged as one of the best corporate training, resourcing and consulting companies in Kenya. Viscar Industrial Capacity Ltd is knowledge based firm that provides training consulting and resourcing solutions for technology driven organizations and people.

Founded in 2008, Viscar has leveraged years of experience in corporate recruiting, consulting with best-in-class companies, and training staff around the world to help companies - build dynamic teams; develop exceptional leaders; increase sales and profits; build and maintain excellent customer relationship; improve organizational efficiency and productivity, motivate and retain key staff and foster a stress-free and harmonious workplace.

Our Portfolio

Training

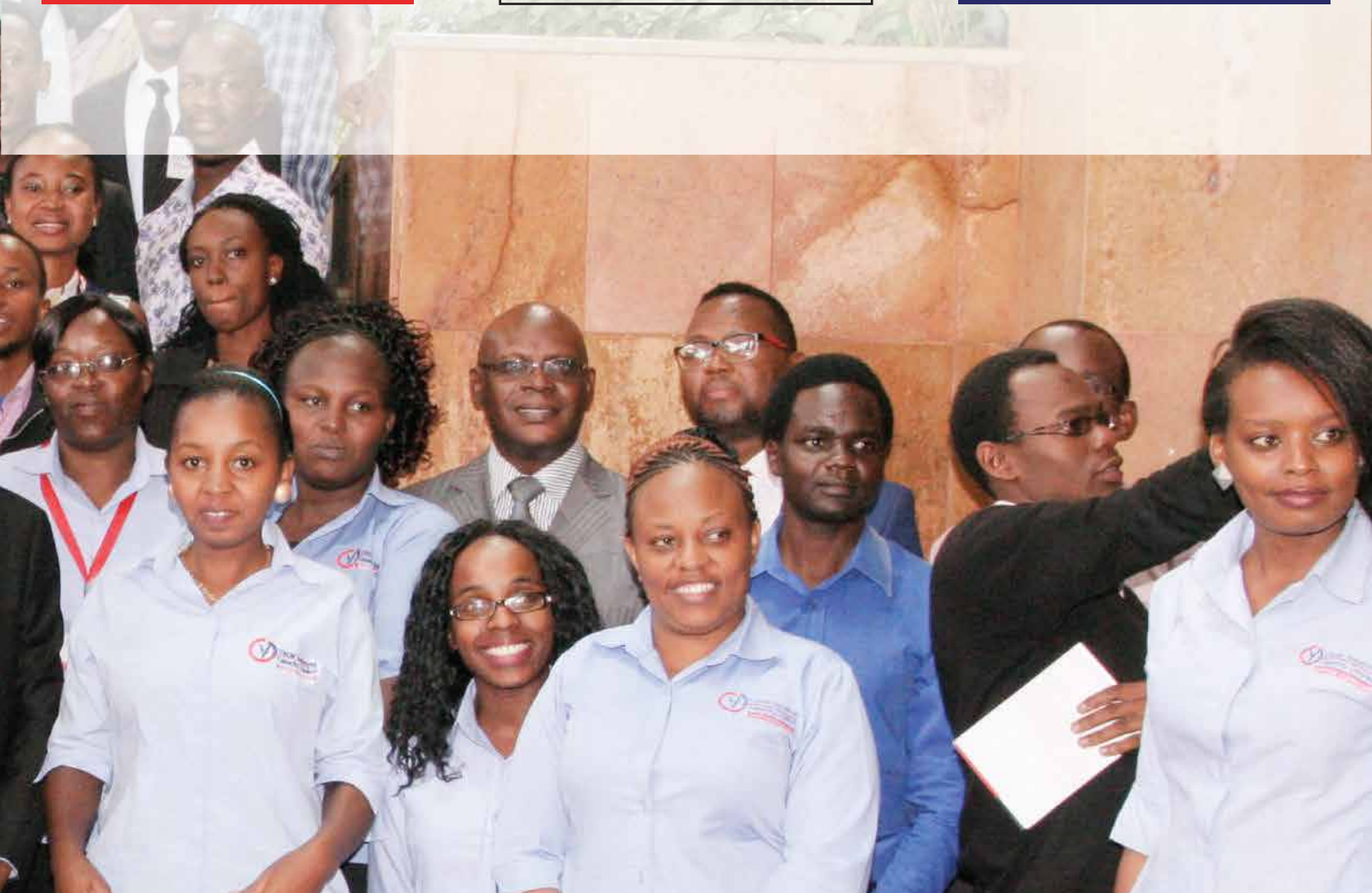
.....
Over 5000 Staff

Consultancy

.....
*Over 30 Consultancy
Projects*

Resourcing

.....
Over 50 Companies



WHY PARTNER WITH US



Since 2008, Viscar Industrial Capacity Ltd has aided organizations of all shapes and sizes, from startups to well established companies, in all types of industries, from high-tech to bio tech, retail to financial services, telecom operators to telecom regulators and healthcare to education. We've been contracted to help companies like Safaricom, Kenya Ports Authority, Rift Valley Railways, Telkom Kenya, Ericsson, Bharti Airtel, Sarova Hotels-, KEN-GEN, Weetabix, Marie Stopes, Cytonn Investments, MRM, Kenya Power, and many others.

WHY PARTNER WITH US



Interrelated business solutions, training, consulting and resourcing



Customised Business Solutions



Diverse Customer base



Competent consultants and partners



Specialised in Technology



Unique approach and methodology



WHO WE SERVE



Viscar Industrial Capacity Ltd is a knowledge based firm that provides training, consulting and resourcing solutions for technology driven organizations and people. Viscar has a rich history of driving innovation and excellence in capacity building and partners with organizations to enhance productivity and optimize strategic output. Its Strategic Plan for 2016-2020 identifies three strategic goal areas on Training, Consulting and Resourcing that are guiding contribution to development across the East and Central African Region.

Mission

Empowering organizations for Optimal Performance and Productivity through value based Training, Consultancy & Resourcing services in Engineering Technology.



Vision

To be the leading african firm providing capacity enhancement in engineering technology globally.

OUR VALUES



Dynamism

We are in an ever changing environment. It is through being open minded and dynamic in our thinking that we empower people for today and tomorrow. We believe that people have a vast potential if only they believe in themselves. *“Iron rusts from disuse; stagnant water loses its purity and in cold weather becomes frozen; even so does inaction sap the vigour of the mind.”* **Leonardo da Vinci**

Professionalism

At Viscar we believe in making use of the right people with the right qualifications and competence for the right job manifested through the way we run our firm and the way we deal with our esteemed clients. We perform our tasks in a methodical fashion, with conviction, dedication and passion to achieve better results each time. *“Professionalism: It's NOT the job you Do; It's HOW you Do the job.”*

Unknown Source.

Integrity

At VISCAR we are truthful to ourselves and to our customers.

“It's more important to do the right thing than do things right” **Peter Drucker.**

Innovation

At Viscar, we believe in the ability of new developments so as to remain competitive in the ever changing dynamics in the market primarily for the benefit of our customers. *“The world leaders in innovation and creativity will also be world leaders in everything else.”* **Harold R. McAllindon**

Excellence

We pride ourselves in delivering valuable solutions through value based solutions & internationally recognised partners.

“Excellence is not a skill, its an attitude” **Ralph Marlston.**

Customer centricity

Our solutions development model involves comprehensive analysis of the customer's industry, business needs and challenges and aligning these with the right resources to guarantee optimal return on investment. *“Strive not to be a success but to be of value”* **Albert Einstein.**

INDUSTRIAL EXCELLENCE

ICT Programs



Viscar Kenya offers Ministries, regulatory agencies and operators in Kenya a dependable resource for acquiring knowledge on specific issues, through unique training and expert assistance programs. Participants learn through sharing their experience with peers from other countries supported by a network of well qualified technology and industry experts.

We have developed our ICT courses after thorough research where we work with industry experts from various industries to understand the market demands. We also continuously work with IT managers and Human Resource Managers across the industry who give us feedback on their training needs so that we develop courses that are relevant to the Market. We have created incredible solutions for our clients based on the use of new technology and continue to strive to view new technologies as outlets for creating better training. For the vast majority of our clients, these technologies already exist in the workplace.

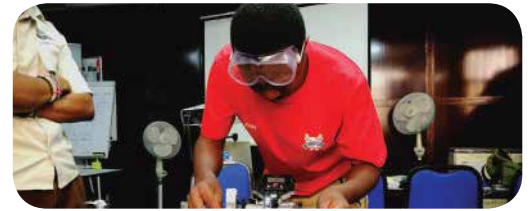
Viscar ICT courses are expertly instructed via workshops and hands-on practical labs which are designed towards ensuring that you earn credentials which can help you stand out in a competitive market. Whether you are a senior manager, middle level executive or any other professional trying to grow your ICT skills, our courses can help you improve your efficiency, improve your understanding of business and boost your earnings.

Programs currently offered include:

- ICT Business Development courses
- ICT Technological courses
- ICT Regulatory courses

INDUSTRIAL EXCELLENCE

ICT Technology



Training-ICT Technology

CODE	Course	Duration (days)
VCT - 001	Introduction to GSM Systems	5
VCT - 002	Fibre Optic Technician	5
VCT - 003	Fibre Optic Network Design	5
VCT - 004	GSM, GPRS, EDGE & UMTS	15
VCT - 005	Mobile IP	5
VCT - 006	Introduction to Session Initiation Protocol (SIP)	10
VCT - 007	SS7 Signalling and Applications	27
VCT - 008	Satellite Communication Engineering	10
VCT - 009	Internet of Things and Everything	3
VCT - 010	The Benefits of Digital Broadcasting	5
VCT - 011	IP Convergence Overview	3
VCT - 012	IPv6 - Migration and Planning	5
VCT - 013	Mobile Privacy and Principles	5
VCT - 014	Energy in Emerging Telecoms	5
VCT - 015	GSM-GPRS- EDGE Cell Planning	10
VCT - 016	High Definition TV Technical Introduction	5
VCT - 017	MPLS & VPN	5
VCT - 018	ITIL Foundation	5
VCT - 019	ITIL Practitioner	5
VCT - 020	ITIL Intermediate	5
VCT - 021	The Internet Protocol Television (IPTV)	5
VCT - 022	LTE Evolution, Advantages in Features and Applications	5
VCT - 023	LTE/SAE- System Overview	5
VCT - 024	LTE - Air Interface	5
VCT - 025	LTE - Protocols and Procedures	5
VCT - 026	LTE Functionality	5
VCT - 027	LTE/SAE- System Overview, WBL	5

INDUSTRIAL EXCELLENCE

ICT Technology



VCT - 028	LTE Access Transport Network Dimensioning	5
VCT - 029	KPIs in LTE/SAE Network	5
VCT-030	Business Intelligence & Data Analytics	5
VCT-031	Telecom Training for Non-Engineers	5
VCT-032	Fundamentals of Microsoft Dynamics CRM	5
VCT-033	ICT Security	5
VCT-034	Fundamentals of Blockchain Technology	5
VCT-035	Artificial Intelligence for Business Growth	5
VCT-036	Introduction to 5G Network	5
VCT-037	ICT Infrastructure Management	5

Training-ICT Regulation Courses Schedule

CODE	Course	Duration (days)
VCR 001	Broadcast Content Monitoring and Analysis	22
VCR 002	Online Content Regulation	22
VCR 003	The Internet Protocol Television (IPTV)	15
VCR 004	e-Government in Convergence	15
VCR 005	Telecommunications Policy Making, Regulation and Management	15
VCR 006	Internet of Things and Everything	15
VCR 007	Broadcast Media Content Coding and Analysis	15
VCR 008	Effect of Convergence of Technologies in Broadcasting	15
VCR 009	Broadcast Media Monitoring	15
VCR 010	Regulator - Strategic Formulation for Telecommunications Service Providers	15

INDUSTRIAL EXCELLENCE

ICT Technology



VCR 011	Mobile Money, Financial Inclusion, transactions efficiently and security	15
VCR 012	Mobile Broadband -Child Online Protection	15
VCR 013	Spectrum Management for Mobile Telecommunications	15
VCR 014	Mobile Telecoms Regulation for Socio-Economic Development	15
VCR 015	Mobile Telecommunications Sector Taxation	15
VCR 016	The Universal Service Funds Benefits and alternative approaches	15
VCR 017	Radio Signals and Health Factors	15
VCR 018	Mobile Privacy and Principles	15
VCR 019	Mobile Telecommunications Sector Taxation	15
VCR 020	Mobile Telecoms Sector Regulation Capacity Development - Part 1	22
VCR 021	Mobile Telecoms Sector Regulation Capacity Development - Part 2	15
VCR 022	Principles of Internet Governance	15
VCR - 023	LTE Evolution, Advantages in Features and Applications-For Regulators	15
VCR - 024	LTE/SAE- System Overview - For Regulators	15
VCR - 025	LTE - Air Interface- For Regulators	15
VCR - 026	LTE - Protocols and Procedures- For Regulators	15
VCR - 027	LTE Functionality- For Regulators- For Regulators	15
VCR - 028	LTE/SAE- System Overview, WBL- For Regulators	15
VCR - 029	LTE Access Transport Network Dimensioning- For Regulators	15
VCR - 030	KPIs in LTE/SAE Network- For Regulators	15

INDUSTRIAL EXCELLENCE

ICT Technology



Training-ICT Business Development Courses Schedule

CODE	Course	Duration (days)
VBD 001	Telecoms Market Analysis and Evaluation	5
VBD 002	Marketing and Pricing of Next Generation Services	5
VBD 003	Investment and Business Appraisals in Telecoms Sector	5
VBD 004	Telecoms Project Management and Scheduling	5
VBD 005	ICT Customer Service	5
VBD 006	Industrial Relations	5
VBD 007	The Effective Management of Budgeting and Cost Control	5
VBD 008	Telecoms Human Resource Management	3
VBD 009	Telecoms Fibre its Application and Social Economic Impact	5
VBD 010	The Benefits of Digital Broadcasting	5
BD 011	Mobile Telecommunications and Market Stiff Competition	5
BD 012	Business Continuity and Disaster Recovery Planning	5
BD 013	Certificate in Telecommunications Management Studies	27
BD 014	Introduction to Telecommunications Management	5
BD 015	e-Government in Convergence	5

INDUSTRIAL EXCELLENCE

Manufacturing Programs



All modern economies need industries that are innovative in product design and efficient in manufacturing. In turn, these industries need people who are knowledgeable about the process.

Viscar Manufacturing and Energy training programs are designed to address the emerging needs to drive optimal performance across industry by empowering people with solutions that address technological evolution, improvement of productivity and above all attract competitive advantage through effective and well trained people.

With our thorough understanding of the manufacturing industry and continuous research on key pillars, we have delivered solutions that improve our client's performance and productivity.

Our teams of experts in the industry deliver industry-based programs, structured to be pragmatic enough to stimulate adult learning resulting in excellent skills transfer. The team of manufacturing experts consists of engineers and quality experts who have vast industry experience in consultancy and training.

Programs currently offered include:

- Manufacturing Technology courses
- Manufacturing Business Development courses.



INDUSTRIAL EXCELLENCE

Manufacturing Programs



Training-Manufacturing Technology

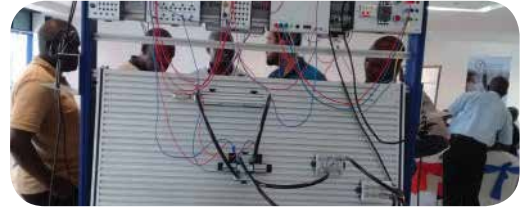
CODE	Course	Duration (days)
VMT 001	Root Cause Failure Analysis	3
VMT 002	Practical Hydraulic Systems	5
VMT 003	Practical Fundamentals of Pneumatics	5
VMT 004	Practical Hydraulic & Pneumatic Systems: Operations and Troubleshooting	5
VMT 005	Practical Mechanical Sealing with Rotary, Pneumatic and Hydraulic Seal Types plus Gaskets	5
VMT 006	Practical balancing and alignment of rotating equipment	5
VMT 007	Practical machine vibration analysis and predictive maintenance	5
VMT 008	Control, operation, maintenance and troubleshooting pumps and compressors	5
VMT 009	Performance monitoring of pumps and compressors	5
VMT 010	Practical fundamentals of heating, ventilation & air conditioning (HVAC) for Engineers & Technicians	5
VMT 011	Pipeline systems design, construction and maintenance	5
VMT 012	Reliability centred maintenance	3
VMT 013	Effective shutdown and turnaround	3

Training-Manufacturing Business Development

VMB - 001	Introduction to Production and Operations Management	5
VMB - 002	Competitiveness, strategy and productivity	5

INDUSTRIAL EXCELLENCE

Manufacturing Programs



VMB - 003	Forecasting Techniques, Regression and Correlation Analysis in production and operation management	5
VMB - 004	The transportation and Assignment models in production and operations management	5
VMB - 005	Certificate in Production and Operations Management	5
VMB - 006	Business centred maintenance	5
VMB - 007	Maintenance planning, scheduling and work control	3
VMB - 008	Maintenance management	5
VMB - 009	Total productive maintenance	3
VMB - 010	Kaizen philosophy: Current Kaizen Manufacturing methods (continuous improvement)	3
VMB - 011	Lean manufacturing	3
VMB - 012	Just in Time Manufacturing	3
VMB - 013	Effective production planning & material requirement planning	3
VMB - 014	Total quality control/management	5
VMB - 015	Levelled production system	3
VMB - 016	Attractive quality creation	3
VMB - 017	Total Industrial Engineering	3
VMB - 018	Root Cause Analysis	3
VMB - 019	Occupational Health and Safety Assurance in Manufacture	5
VMB - 020	Facility Management Training Level 2	5
VMB - 021	Facility Management Training Level for non Managers	5

INDUSTRIAL EXCELLENCE

Energy Programs



Seeking to understand and transform the world's energy systems, Viscar researchers investigate all aspects of energy. They discover new ways of generating and storing energy, as in creating biofuels from plant waste and in holding electricity from renewable sources in cost-effective, high-capacity batteries. They create models and design experiments to determine how we can improve energy efficiency at all scales, from nanostructures and photovoltaic cells to large power plants and smart electrical grids. They analyze how people make decisions about energy, whether as individual consumers or whole nations, and they forecast what the social and environmental consequences of these decisions might be.

Viscar partners with energy companies of all sizes to provide energy education and engage employees whose everyday success relies on a solid understanding of the natural gas and electric industries. Our energy programs target Electricians, technicians, engineers, supervisors and safety managers that install, maintain, repair, troubleshoot or work around electrical systems.

Programs currently offered include:

- Programmable Logic Controllers
- Supervisory Control and Data Acquisition (SCADA)
- Modern electrical power systems
- Industrial automation, electrical and electronics basis
- Introduction to Electric Machines and Drive

INDUSTRIAL EXCELLENCE

Energy Programs

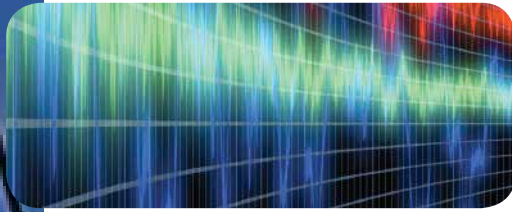


Training-Energy and Electrical Systems

CODE	Course	Duration (days)
VET 001	Power systems analysis skills for engineers and technicians	5
VET 002	MV Switchgears	5
VET 003	Understanding power cable characteristics and applications	5
VET 004	Principles of Sub-station design and construction	5
VET 005	Protection principles (HV and LV),	5
VET 006	Modern electrical power systems	5
VET 007	Modern power systems protection: applications and performance.	5
VET 008	Communications for power systems protection, automation and smart grid analysis	5
VET 009	Introduction to Electric Machines and Drives	5
VET 010	Electrical Motors Control	5
VET 011	Variable Speed Drives and Troubleshooting	5
VET 012	Electrical equipment and safety: operation, control, maintenance and troubleshooting	5
VET 013	Industrial automation, electrical and electronics basis	5
VET 014	Programmable Logic Controllers (PLCs)	5
VET 015	Supervisory Control and Data Acquisition (SCADA),	5
VET 016	Principles of Sensor technology	5
VET 017	Basic electrical semantics & trouble shooting	5
VES - 018	Solar Photovoltaic	5
VES - 019	Siemens S7 300-400 PLC Level 1	5

INDUSTRIAL EXCELLENCE

Energy Programs



VES - 020	Siemens S7 300-400 PLC Level 2	5
VES - 021	Project Management for Electric Utility Capital Projects	5
VES - 022	ISO 50001 Energy Management Systems Awareness	5
VES - 023	Energy Management	5
VES - 024	Energy Audit	5
VES - 025	Basic Programmable Logic Controllers	5

INDUSTRIAL EXCELLENCE

Building Programs



Every day in Kenya, thousands of homes and offices are built; countless schools, hospitals and apartments are constructed, and infrastructure projects of every description are brought to life all over the country. None of this would be possible without the hard work and expertise of the building and construction industry. Viscar offers nationally recognized qualifications which are valued across the building and construction industry. In Kenya, construction is part competitive industry, and is based on state-of-the-art technology and innovative design techniques. It is one of the Kenyan economy's fast and upcoming industries.

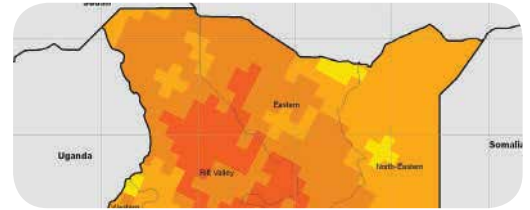
Programs currently offered include:

- Climate Smart Business and Technologies
- Cost Estimates and Construction Basics
- Construction Workers Accreditation Training
- Cost Estimates and Construction Basics

CODE	COURSE	Duration (days)
VBB 001	Climate Smart Business and Technologies	3
VBB 002	Cost Estimates and Construction Basics	2
VBB 003	Construction Works Tendering and Procurement Procedures	2
VBR 001	Construction Workers Accreditation Training	5
VBT 001	Temporary Works Management Training	5
VBT 002	GIS and Location Based Training	1

INDUSTRIAL EXCELLENCE

Geographic Information Systems (GIS)



This course teaches what GIS technology is and what can be done with it. Working with various components of the GIS platform, participants create GIS maps, explore and analyse the data behind the maps, and learn easy methods to share maps and analysis results. Participants' will have a solid understanding of how GIS, maps and GIS tools are used to visualize real-world features, discover patterns, obtain information and communicate information to others.

Programs currently offered include:

- GIS project management
- Geographic Information Systems (GIS) general concepts
- GIS Software (ArcGIS, Mapinfo, Quantum GIS, Google Maps, Dynmap, GeoServer, Openlayers...)
- Remote sensing and satellite images interpretation
- GPS (Global Positioning System) and mobile systems

CODE	COURSE	Duration (days)
VGIS 001	GIS project management	5
VGIS 002	Geographic Information Systems (GIS) general concepts	5
VGIS 003	GIS Software trainings (Arc-GIS Mapinfo, Quantum GIS, Google Maps, Dynmap, Gneserver, Open layers)	5
VGIS 004	Remote sensing and satellite images Interpretation	5
VGIS 005	GPS (Global Positioning System) and mobile systems	5
VGIS 006	GIS Business Mapping	5

INDUSTRIAL EXCELLENCE

Oil and Gas



With more several years of experience helping clients develop their oil and gas asset teams' skills, Viscar understands the unique challenge in aligning an asset team's abilities with strategic objectives. Viscar training programs are designed to align and accelerate the skills development of corporate's engineering and geoscience teams. Tailored to specific business objectives, Viscar combines an essential mix of learning experiences to maximize return on your training investment.

As the regional leader in oil and gas training, we offer you unrivaled experience, resources, and professional instructors to help you get the most from your training budget. Our blended learning experiences and accelerated learning techniques help you to achieve training objectives for individuals or your entire workforce. Viscar Kenya conducts training programs related to upstream oil, gas and geothermal energy. These programs are short-term and provide participants with valuable knowledge and information on Oil, Gas and Geothermal energy.

Programs currently offered include:

- Introduction to Oil and Gas Course- Upstream and Midstream
- Defense Driving(Smith System),
- Oil & Gas Project Management
- Incident and Accident Investigation,
- Hoisting & Lifting, Welding Course
- Pipeline Instrumentaion and Control,
- Pipeline Corrosion Management.

INDUSTRIAL EXCELLENCE

Mining Programs



Viscar mining and petroleum courses cover the exploration, extraction and processing of minerals, oil and gas. You can study soil science, geology, hydrogeology, mineralogy, petrology, and risk control. Other topics include spatial data, environmental management, and site rehabilitation.

Mining qualifications prepare participants for a range of skilled positions in an open cut mine or quarry. Courses in geoscience and exploration qualify participants for a career in mineral and petroleum exploration. Or you can train for work in an oil or gas production.

To be up-to-date with industry standards and technologies, your people must continually access minerals industry training from expert sources. As the industry leader in comprehensive services across the minerals value chain, we have years of expertise to share. The courses we offer give an introduction to the concepts, methods and technologies used every day in our laboratories and facilities around the world.

Programs currently offered include:

- Surface Mapping Management
- Exploration Management
- Wire Logging and Interpretation
- Stream sediment Sampling
- Applied Ethics in Exploration and Mining
- Geographical Information Systems (GIS) and Concepts
- Mining Sustainable Development

INDUSTRIAL EXCELLENCE

Cross Industry Programs



Cross Industry training programs are an important aspect in every business. In this course, participants will learn the dimensions of business development and how development practices are becoming essential for every business. Participants will also learn how to draft a workplace policy for business development, Project Management as part of continuous improvement program in your business. This course is widely considered as one of the effective programs internationally for individuals who are seeking to enhance their ability to lead and influence constructive changes for business development.

Through cross-industry training, the transfer of technologies across industry boundaries can revolutionize technology landscapes within your company. At Viscar, we will work with you to choose the correct focus and then use a combination of examples and practical exercises to jump-start you into cross-industry innovation. You will learn tools and models that can be applied to your work life while also directly framing and tackling the problems as a team during the workshop.

Programs currently offered include:

- Project Management Institute (PMI) certifications
- Prince 2 certifications
- ISO 9001: 2015 Transition Course Internal Auditors
- ISO 9001:2015 Internal Auditor
- Business Communication Training
- Customer Service Training

INDUSTRIAL EXCELLENCE

Safety Courses



Organizations are constantly searching for new strategies and/or frameworks that would help to manage and control the problems related to the workplace, including the environmental health and safety issues. Delivering effectively products and/or services based on client's requirements is necessary for organizations seeking to implement a HSE management framework.

Viscar Industrial Capacity safety training courses contain over 80 topics and provides your employees with often mandated safety skills pertaining to general health and regulatory compliance.

Our safety course library is unmatched for coverage of industrial maintenance environments. In addition to helping you maintain regulatory compliance, safety training helps maintain employee morale, well-being and improve productivity. We offer a flexible range of practical and theoretical training courses to develop the judgement and skills of your staff. We offer solutions that will enable you to achieve zero harm in your workplace.

The list below represents the courses we offer. The durations and the subjects introduced can be adapted in accordance with the context and the objectives of the client. Depending on your needs, you can choose a course from the list below, and we propose to help you to adapt it in accordance with your objectives and your means.

Programs currently offered under Safety include:

- I. Occupational Health & Safety Awareness Training.
- II. Rope Rigging Training.
- III. Fall Arrest Level 2 Training.
- IV. OSHA Committee Training
- V. Confined Space And Basic Rescue Awareness
- VI. Fall Arrest And Rescue Management Scaffolding And Construction Industry
- VII. Manual Handling & Material Lifting Techniques for Work At Heights.
- VIII. Work At Height And Basic Rescue Awareness
- IX. Advanced Height And Confined Space Rescue Training
- X. Personal Protective Equipment (PPE) Inspection Training
- XI. Painting/Façade Maintenance Work Trainings
- XII. Working On A Fragile Roof
- XIII. How to Handle Fire Fighting Equipment awareness Training.
- XIV. Fall Arrest And Rescue Management Training For Tower Climbers

ORGANIZATIONAL EXCELLENCE

Behavioral skills



A skill is a behavior or ability a person develops through training or experience, and while all personal skills are behaviors, not all behaviors are skills. Behavioral skills deal with how people interact within their own organization/corporation and with other members of the human resource to include external individuals that involves organizational/corporation work. Others suggest that behavioral skills are a set of training to develop certain behavioral skill in people, such as how to attend to calls/complaints, front office/reception etc. The process is mechanical and is not designed to influence profound changes in people. It is delivered through demonstration/modeling, instructions, role-play/rehearsal, and feedback. To help organizations stay competitive as well as excel, here are few popular programs from Viscar that has delivered high impact transformational excellence.

- Business Etiquette & Grooming
- Communication Skills
- Presentation Skills
- Art of Effective Delegation
- Interpersonal Skills
- Conflict Resolution
- Sales Effectiveness
- Negotiation Skills
- Coaching and Mentoring
- Problem Solving and Decision Making
- Customer Service (Internal / External)
- Interviewing Skills
- Leadership Skills
- Managerial Skills
- Stress Management & Work life Balance

ORGANIZATIONAL EXCELLENCE

Experiential Learning



Experiential Learning is the best way to learn. One of the most unique aspects of Viscar training is that one is immediately able to see the consequences of wrong actions and can see the tangible difference that can be made by a change in thinking and behavior.

Viscar Kenya focuses on removing professionals from their comfort zone and placing them in psychologically and physically challenging environments. The primary focus here is developing presence of mind, collaborative learning, creative problem solving through the use of limited resources.

Business owners, CEOs and entrepreneurs alike, all highlight the invaluable lesson of learning through experience. Just as Benjamin Franklin's famous quote states, "experiential learning is learning through first-hand experience". The objective is to produce competencies for real-world success. Instead of being the recipient of ready-made content, the experiential learner is directly involved in the learning process.

A list of programs that organizations usually prefer using the Viscar methodology is given below:

- Sales Training
- Leadership Development
- Building the Team
- Motivation
- Problem Solving
- Various Activities for Overcoming Fear



ORGANIZATIONAL EXCELLENCE

Organizational Interventions



We also help business owners increase their strategic thinking, formulation, vision communication, project planning and execution leading to improved results in their organizations. The interventions are scientifically designed, structured and employed to ensure people and processes optimization to meet the current and future needs, and to achieve seamless integration of business services across the organization.

The scientific approach is industrial via facilitation, discussions, organization wide surveys and objective tools to manage and motivate employees to improve performance.

In an effort to increase its viability and effectiveness, a company will employ interventions as it implements various change agents. Organizational interventions also help improve work processes and play a prominent role in quality improvement within the service delivery process.

Some of the most popular Viscar interventions include:

- Strategic empowering Workshops
- 360 Degree Exercise
- Organizational Climate Survey
- Employee Satisfaction Survey
- Job Satisfaction Survey
- Team Profiling: Building Strength based Organization



ORGANIZATIONAL EXCELLENCE

Engineering Graduate Development



At Viscar, we have been collaborating with various Educational Institutes to help bridge the gap between employment and employability. We have created internship programs with various companies' post our Engineering Graduate Development Programs, Our Learning & Development team in Kenya developed a campus-to-corporate initiative which has been extremely well accepted by educational institutes. Referred to as EGDP_ Engineering Graduate Development Programs, the program trains students on the skills that real-world businesses seek in a prospective candidate. Through such initiatives, Viscar_Kenya and the corporate world can collaboratively enhance employability among Kenyan university graduates.

These aim at improving creative abilities, boosting confidence and minimizing conflicts at work place and covers.

- Confidence in their ability to perform the job,
- Demonstrate the fact that they understand.
- Blend into the new environment
- Peer Pressure
- Work effectively individually and as well be a team player

Programs currently offered include:

1. Introduction to Telecommunications Systems Engineering
2. Introduction to Engineering Plant Management
3. Information Technology and Business
4. Broadcasting Sector
5. Energy Sector
6. Building & Construction Sector

DURATION: 3 MONTHS

STRATEGIC HUMAN RESOURCE CONSULTING



We recognize labor as the most indispensable factor of production, given that it has an input in all the rest. It's against this truth that our Resourcing Service provides not only the most competent and experienced Human Resources with urgency but also addresses the inputs into having the right resources for the market. Our objective is to alleviate the burden and complexities of recruitment, resource management and development from the employer, while at the same time ensuring high staff productivity.

Employee effectiveness and productivity is directly affected by their wellness and health. We will assist you in finding solutions that will engage your existing workforce and provide you with a stronger team for the long term which reflects in the long term business goal.

We will be an extension of your team by providing consistent services in:

- **Staff Outsourcing**

Viscar also takes on the role of the Human Resource function of an organization that does not have an internal HR department. This allows you to do your best on your core process and what you do best while we handle the rest.

- **Recruitment**

We have a resourceful, rich and reliable databank of candidates and networks within various business sectors giving you unique and competent resources. This alleviates the burden that comes with recruiting such as time and not getting competent resources.

- **Psychometric Assessment**

At Viscar we apply psychometric tests in our recruitment to assess the ability of an individual to a specific skill based on required personality characteristics and aptitude. It is also applicable when assessing the quality of existing resources.

- **Training & Development**

At Viscar we have a team of qualified management leaders and coaches who have experience gained from execution of a similar projects that handle our training docket.

We use our unique methodology which infuses business and people skills to technology which enhances acquisition of all the skills required to deliver high value to business.

In training and development, we have two types of training. These are: -

- 1. Management Training**

This training helps in improving individual's skills as a leader and a manager, for company growth, it also requires the improvement and advancement of skills of those working in it.

- 2. Health and Wellness Training**

These trainings helps an individual in achieving ones best state of mental and physical being. Unstable employees are most likely to low productivity, poor job performance, low energy levels and poor working relations.

PARTNERSHIPS

International Partnerships



Logtel Computer Communications

Logtel Computer Communications headquartered in Israel is a key global tech industry player and an a source of expertise on advanced technology. , Logtel is known among all key players in the global tech industry as the source of expertise on advanced technology skills. Major companies such as telcos, cellular operators, manufacturers, management consulting firms and analysts - all consult and train with Logtel to gain the full and practical insight on where technology is, and where it is heading. Logtel has accompanied major telcos and global players in migrating from 2G to 4G and to NGN.

Evolution Height Safety (Pty) Ltd

Evolution Height Safety based in South Africa offers a vast range of height safety services. For over 5 years Viscar has been partnering with Evolution Height Safety to provide Certification training programs

Business Continuity Services, Inc

Business Continuity Services is an international consulting company headquartered just outside of Chicago, Illinois, BCS. BCS provides specific expertise for private and public sectors, and government agencies.

Through this partnership, we offer business continuity and risk management solutions

Intelecon Research and Consultancy

Intelecon Research and Consultancy based in Canada are strategy consultants focused on Information and Communication Technologies (ICTs), with expertise in emerging markets and developing countries. Our Partnership delivers solutions in broad areas in ICT Research, Strategy, Policy, Regulations and Applications.

TOP Business

Top Business based in Germany is Viscar's partner in training and consultancy. Top Business specializes on major wireless and networks technologies with a special focus on courses that provide with protocol knowhow for efficient system trouble shooting, engineering and optimization.

Aegide International

Aegid International is Viscar's partner in risk management, health and safety strategies and environmental solutions with great expertise in the oil and gas industry.

PARTNERSHIPS

Local Partnerships



The National Industrial Training Authority (NITA)

This is a state corporation established under the Industrial Training (Amendment) Act of 2011. NITA's mission is to provide quality industrial training for enhanced productivity. One of the mandates of the Authority under Section 3A of the Industrial Training Act No. 12 of 2012 is to regulate trainers registered under section 7C of the Act in Kenya. Viscar Industrial Capacity Limited is an accredited training provider under NITA. Our NITA reference number is DIT/TRN/735.

Engineers Board Of Kenya (EBK)

The Engineers Board of Kenya is a statutory body established under Section 3(1) of the Engineers Act 2011. The Board is responsible for the registration of engineers and Engineering firms, regulation of engineering professional service, setting of standards, development and general practice of engineering.

The Engineers Board of Kenya (EBK) in pursuant of Section 7(1)(q) of the Engineers Act 2011 is implementing the Continuous Professional Development (CPD) Policy for Engineers. This policy seeks to develop and continuously improve the competency of engineers in Kenya. The CPD Programs began in January 2018. Viscar Industrial Capacity has been accredited by EBK to offer CPD Training for Consulting, Professional and Graduate Engineers.

African Advanced Level Telecommunications Institute (AFRALTI)

African Advanced Level Telecommunications Institute (AFRALTI) is an Inter- Governmental Institute established in 1993 to supplement and spearhead ICT development efforts mainly in English-speaking Africa. Currently the member States that have ratified the Intergovernmental Agreement (IGA) include Angola, Kenya, Malawi, Mozambique, Swaziland, Tanzania, Uganda and Zimbabwe, out of the 23 eligible members.

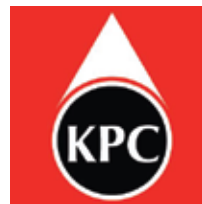
We have partnered with AFRALTI to jointly initiate and implement training programmes that will enhance capacity building in ICTs for the region and Africa.



OUR PARTNERS



GEONET TECHNOLOGIES LIMITED



KenGen
Energy for the nation.



Kenya National
Highways Authority





**Viscar Industrial
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Enhancing Performance & Productivity

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