



Innovation | Impact | Influence

## CAPABILITY STATEMENT

The Founder of Vanguard Talent Group is a pioneering HR executive with more than two decades of experience delivering multifaceted, high-impact global HR and operational solutions that empower organizations across Africa and beyond.

She designs comprehensive workforce and organizational strategies that help firms launch, expand, and sustain high-performing operations with ease.

Ann's credentials underscore this commitment: a Bachelor of Commerce in Management from the Catholic University of Eastern Africa, an MBA in Strategic Management from USIU-Africa, and a Postgraduate Diploma in HR Management. As a Certified Human Resource Professional (CHRP-K) and Full Member of the Institute of Human Resource Management (IHRM), I'm advancing further with a Doctorate in Business Administration (DBA) at USIU-Africa, specializing in Strategy to deepen my influence as an HR scholar and innovator.

### OUR VISION

To be Africa's most trusted multidisciplinary partner, pioneering the future of work by providing the strategic frameworks and talent pathways that bridge continental potential to global opportunity.

### OUR MISSION

To unlock Africa's potential by delivering integrated solutions that empower organizations to scale with precision and individuals to advance with purpose, on demand, at scale, and without borders.



**ANN KARANU**

**FOUNDER CHIEF EXECUTIVE OFFICER/ MD  
VANGUARD TALENT GROUP**

## ANN'S PROFESSIONAL JOURNEY

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With over 25 years of pioneering HR excellence across banking, FMCG, public service, and insurance, Ann brings deep expertise in building high-performing people functions and leading enterprise-wide transformation across the full people agenda.

### Key highlights include:

1. Establishing HR infrastructure and policy frameworks across multiple markets, including UBA Bank in Kenya and Mozambique.
2. Serving as part of the pioneer team that successfully launched CIB Bank in Kenya.
3. Leading end-to-end people strategy development and execution across complex, multi-entity organizations.
4. Designing and implementing comprehensive HR policy frameworks, workforce governance, and compliance structures.
5. Driving enterprise-wide cultural transformation and people-first change management programs.
6. Spearheading strategic talent, leadership development, and organizational effectiveness initiatives at Group level.
7. Architecting the GenZification Strategy to integrate, empower, and develop the next generation workforce while bridging intergenerational capability.
8. Delivering holistic people agenda leadership spanning talent strategy, rewards, performance management, employee experience, and organizational design

## CORE CAPABILITIES

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Vanguard is a best-in-class multidisciplinary global HR and Business solutions partner dedicated to establishing and managing high-performing people and enterprises across Kenya, Africa, and global markets.

We provide the essential strategic frameworks for companies to launch with precision and scale at pace, while offering a premier ecosystem for individuals to advance their careers, sharpen their expertise, and find mentorship.

From business setup to growth and sustained impact, we manage the full lifecycle of the modern enterprise, and advancement of human resource bridging the gap between ambition and execution.

## CORE CAPABILITIES

### STRATEGIC TALENT & WORKFORCE SOLUTIONS

- Strategic talent management and workforce planning are aligned to business growth.
- Executive search and leadership placement for critical roles.
- Gig, remote, and project-based workforce deployment.
- Talent outsourcing and flexible staffing solutions.
- Cross-border expatriate deployment and workforce mobility.

### HR ADVISORY, STRATEGY & OPERATIONAL EXCELLENCE

- End-to-end HR advisory and workforce strategy support.
- HR policy design and workforce governance frameworks.
- Payroll, benefits, and insurance administration.
- Compensation and reward structuring and benchmarking.
- Multi-market labour law compliance and risk management.
- HR audits, restructuring, and organizational design.

### MARKET ENTRY & BUSINESS SETUP

- Market entry strategy for organizations expanding into Kenya and Africa.
- Entity setup, local business registration, and operational structuring.
- Workforce planning and talent deployment for new markets.
- Regulatory and compliance readiness support.
- Ongoing advisory for scaling and stabilizing operations.

### CAREER DEVELOPMENT & LEADERSHIP ADVANCEMENT

- Executive and career mentorship
- Leadership development pathways
- Skill sharpening and capability advancement
- Strategic career positioning
- Cross-border career mobility guidance
- Access to opportunity networks within the Vanguard ecosystem