

WE'D LOVE TO HEAR FROM YOU!

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- **Company looking to scale** - clients@vanguardtalentgroup.org
- **Professional looking to advance career or join network** - careers@vanguardtalentgroup.org
- **Looking to hire strategic talent** - talent@vanguardtalentgroup.org
- **Applying for the Impact Challenge** - admin@vanguardtalentgroup.org
- **General Inquiries** - info@vanguardtalentgroup.org



ANN KARANU

FOUNDER CHIEF EXECUTIVE OFFICER/ MD
VANGUARD TALENT GROUP

ABOUT US

Vanguard Talent Group is a best-in-class multidisciplinary global Human Resource (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.

The firm is led by Ann Karanu, MBA, BComm, CHRP(K), MIHRM, a trailblazing HR leader with over 25 years of experience driving strategic HR leadership, workforce transformation, and high-performing teams across multiple sectors.



Vanguard Talent Group
Innovation | Impact | Influence

VANGUARD TALENT GROUP

OUR SOLUTIONS

1. BUSINESS SCALING

We provide expert guidance across finance, operations, marketing, CX, IT, sales, and strategy to optimize performance, streamline operations, and drive sustainable growth.

2. MARKET ENTRY & BUSINESS SETUP

We help organizations expand into Kenya and African markets with compliant, efficient, and scalable market entry strategies, operational frameworks, and regulatory support.

3. TALENT & WORKFORCE SOLUTIONS

We design agile workforce strategies, provide talent acquisition and deployment services, and deliver HR advisory to support growth and operational efficiency across multiple markets.

4. CAREER DEVELOPMENT & ADVANCEMENT

We empower professionals with mentorship, leadership development, skills enhancement, and strategic career positioning to accelerate growth and access global opportunities.



WHY CHOOSE US?

- ✓ Customized Strategic Solutions tailored to your business and career needs
- ✓ Experienced Team with multi-industry expertise
- ✓ Cost-Effective Services without sacrificing quality
- ✓ End-to-End Support from planning to execution to Sustenance
- ✓ Data-Driven Approach for smarter decision-making

The future of business is agile and sustainable.

The future of work is borderless.

The future of growth is impact! We are that future!

LEADERSHIP ENDORSEMENTS

Voices from leaders who have worked with our Founder, Ann Karanu.



Dr. Julius Kipngetich

*Group Chief Executive Officer,
Jubilee Holdings*

Ann is a transformational leader who is constantly shaping the future of work! She played a pivotal role in strengthening our culture and talent pipeline, positioning Jubilee as a leading incubator for the next generation of leaders in East Africa.



Deon de Swardt

*Managing Partner, Africa
People Advisory Group*

Having worked with Ann on a complex project, I can confidently attest to her exceptional ability to bring clarity to complex environments, align diverse stakeholders, and consistently deliver remarkable results on high-stake projects.

