

## CAPABILITY STATEMENT

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

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

Ann's professional foundation reflects a strong commitment to excellence, with 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. She is a Certified Human Resource Professional (CHRP-K) and a Full Member of the Institute of Human Resource Management (IHRM). She is currently advancing her expertise through a Doctorate in Business Administration (DBA) at USIU-Africa, specializing in Strategy to further deepen her influence as an HR scholar and innovator.

### OUR VISION

To be Africa's most trusted cross-functional 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 cutting-edge integrated solutions that empower organizations to grow and expand 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

### »»» BUSINESS SOLUTIONS

We provide cross-functional business advisory and plug-in expertise across critical functions, including finance, operations, marketing, CX, IT, sales, and strategy, enabling organizations to strengthen operations, improve performance, and grow sustainably.

We also support companies expanding into Kenya and African markets by delivering the strategic, operational, and regulatory frameworks needed to establish, operate, and grow successfully.

#### BUSINESS SCALING

1. Business strategy development and growth planning.
2. Financial planning, budgeting, and business performance advisory.
3. Operational efficiency and process optimization.
4. Sales strategy, revenue growth frameworks.
5. Marketing strategy, brand positioning, go-to-market and digital transformation strategy.
6. Customer experience (CX) design and service delivery improvement
7. Business model design and innovation advisory
8. Organizational structure and performance tracking frameworks.

#### MARKET ENTRY & BUSINESS SETUP

1. Market entry strategy for organizations expanding into Kenya and Africa.
2. Entity setup, company registration, and operational structuring.
3. Regulatory and compliance readiness across local jurisdictions.
4. Workforce planning and talent deployment for new markets.
5. Payroll, tax, and employment compliance advisory.
6. Local partnership and ecosystem integration support.
7. Risk assessment and governance frameworks.
8. Ongoing advisory for operational stabilization and growth.

*Looking To Scale Your Business? Email Us - [clients@vanguardtalentgroup.org](mailto:clients@vanguardtalentgroup.org)*

### HOW CAN WE BRIDGE THE GAP FOR YOU? CONTACT US





## CORE CAPABILITIES

### ➤➤➤ HR & CAREER SOLUTIONS

We help organizations design and deploy agile workforce strategies that enable innovation, operational efficiency, and compliant team management across multiple markets, while empowering ambitious professionals to advance their careers through mentorship, capability development, and strategic career positioning.

Our ecosystem connects companies to the right talent and professionals to mentorship, career guidance, and opportunity networks built for the future of work.

*Looking For Strategic Talent? Email Us - [talent@vanguardtalentgroup.org](mailto:talent@vanguardtalentgroup.org)*

#### TALENT & WORKFORCE SOLUTIONS

- 1.Strategic workforce planning aligned to business growth.
- 2.Executive search and leadership placement for critical roles.
- 3.Gig, remote, and project-based workforce deployment.
- 4.Talent outsourcing and flexible staffing solutions.
- 5.Cross-border expatriate deployment and workforce mobility.
- 6.HR advisory and workforce strategy development.
- 7.HR policy design and governance frameworks.
- 8.Compensation, benefits, and reward structuring.
- 9.Payroll administration and workforce compliance management.

*Looking To Advance Your Career? Email Us - [careers@vanguardtalentgroup.org](mailto:careers@vanguardtalentgroup.org)*

#### CAREER DEVELOPMENT & ADVANCEMENT

- 1.Access to top-tier career opportunities and networks within the Vanguard ecosystem.
- 2.Skills development and capability advancement for global competitiveness.
- 3.Cross-border career opportunities and global mobility guidance.
- 4.Strategic career positioning and personal brand development.
- 5.Executive and career mentorship from experienced industry leaders.
- 6.Leadership development pathways for emerging and senior professionals.
- 7.Advisory on transitioning from corporate roles into consulting, gig, or executive tracks.

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