



**DynamicSkills**  
Training & Consulting  
— ACADEMY —

DynamicSkills  
Training & Consulting  
Academy

Empowering  
People.  
Transforming  
Organizations

TRAINING

CONSULTING

LEADERSHIP

TALENT DEVELOPMENT

WHO WE ARE

# An Angolan Corporate Academy of Reference

DynamicSkills is an Angolan company specialising in professional training, strategic consultancy and organisational development. We deliver practical and relevant solutions, aligned with the real challenges organisations face, always focused on sustainable results. Our approach combines excellence, ethics and measurable impact to support people, teams and companies to grow consistently.

**+ 15 Years**

collaborators with accumulated experience in training and organisational consultancy

**+20  
Clients**

Partnerships with public and private organisations

**+10  
Sectors**

Cross-sector activity in various areas of the economy

**+25 Professionals**

Thousands of professionals with strengthened skills

## Mission

To develop skills that drive sustainable results, transforming people and organisations.

## Vision

To be the leading corporate academy and the strategic partner for business development in Angola and across the Southern African Development Community region.



# National Presence, International Ambition



## Head Office

Luanda, Angola Belas Business Park

## Coverage

National and International

**Team:** More than 25 staff members and specialist consultants

**Partnerships:** Cooperation with institutions and business networks in Southern Africa and beyond

Oil & Gas

Construction

Agribusiness

Financial Sector

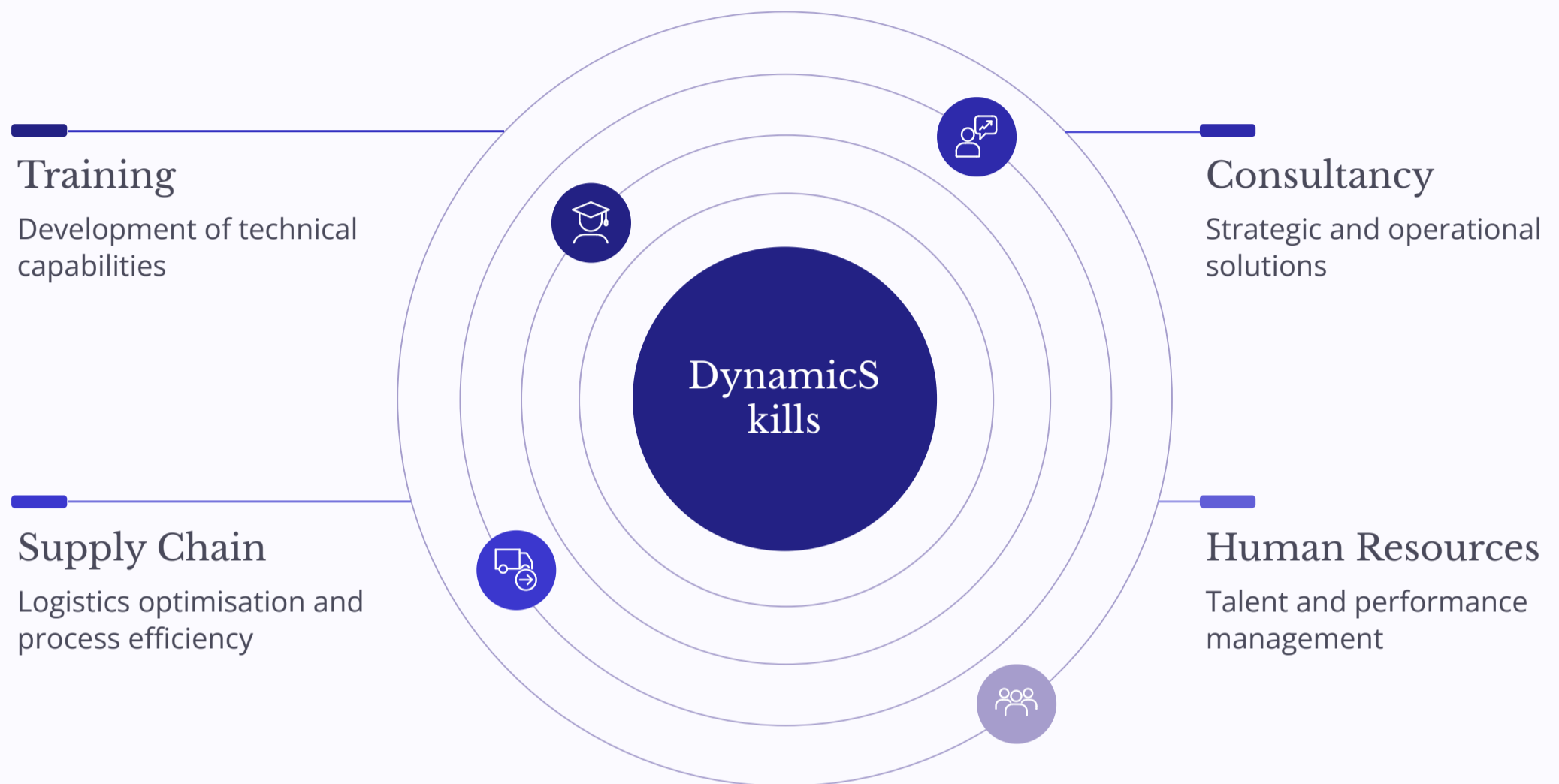
Public Administration

Our international expansion is driven by strategic partnerships and solutions adapted to each market.

## OUR ECOSYSTEM

# An Integrated Suite of Solutions

A network of integrated services that links expertise, operations and strategy to generate continuous impact.



### Training

Development of technical and behavioural capabilities.

### Consultancy

Strategic solutions for operational challenges.

### Supply Chain

Logistics efficiency and process optimisation.

### Human Resources

Talent management, attraction and retention.

### Graduate Programme

Accelerated training for young talent.

### Manpower Services

Flexible team reinforcement according to need.

### Executive Academy

Leadership development for decision-making and transformation.

### Africa Hub

Strategic connection to African markets.

EXECUTIVE LEARNING FOR CEOs

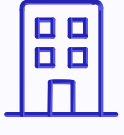
# Exclusive Training for CEOs

1:1 programme for leaders seeking confidentiality, strategic depth, and immediate application to their context.



## 1:1 Curation

Individual support focused on the leader's priorities.



## On the Client's Premises

Sessions within the organisation's real context.



## Total Confidentiality

A safe space for sensitive topics and critical decisions.

## Programme Structure



Strategic Leadership



Decision-Making



Innovation



Change Management



Executive Communication



Financial Literacy

## Duration and Format

In person, online, or hybrid, with the schedule adapted to the participant's availability.

- Greater strategic clarity
- Faster and more consistent decisions
- Stronger executive communication
- Greater capacity to lead transformation

"A confidential space to think better and decide with greater confidence."

— Programme participant



# Operational Intelligence and Supply Chain Optimisation

Practical programme to improve efficiency, visibility and control across the entire supply chain.

- Organisational Diagnosis
- Warehouse Management
- Supply Chain Planning
- 4PL Logistics
- Inventory Audit
- Purchasing and Procurement
- Logistics and Transport
- Talent Development

01

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## 1. Diagnosis

Mapping the operation and defining priorities.

03

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## 3. 4PL Implementation

Integration of partners and end-to-end coordination.

02

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## 2. Optimisation

Review of inventory, warehouses, purchasing and logistics.

04

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## 4. Capability Development

Applied training to strengthen autonomy and performance.

## Programme objectives

- Improve operational efficiency across the entire supply chain.
- Reduce costs, waste and process variability.
- Increase visibility and control over stock and performance.

## Sectors

RETAIL AND DISTRIBUTION

MANUFACTURING

FMCG / CONSUMER GOODS

PHARMACEUTICAL AND HEALTHCARE

AGRI-FOOD

ENERGY AND UTILITIES

CONSTRUCTION AND MATERIALS

LOGISTICS AND TRANSPORT

## BENEFITS

# Measurable Impact on Operations

Quick, measurable gains in efficiency, control and performance across the entire supply chain.



### Cost Reduction

**Up to 30%** in operating costs through the optimisation of purchasing, stock and transport.



### Inventory Control

**-20%** excess inventory and accuracy above **95%**.



### Operational Optimisation

**-15%** in lead time, with smoother processes in warehouse, planning and distribution.



### Supplier Management

**+20%** in on-time fulfilment and greater consistency in service levels.



### Increased Productivity

**+18%** productivity, with fewer manual tasks and greater responsiveness.



### KPI, ROI and Scalability

**+25%** in service level, with a typical return in **6 to 12 months**.

# Transform your Human Resources function

A programme to make HR more digital, strategic and data-driven.

## HR Digitalisation

Automating processes to reduce manual tasks and gain efficiency.

## People Analytics

People data converted into insights for faster and more accurate decisions.

## Artificial Intelligence

AI to support screening, talent forecasting and decision-making in HR.

## Employee Experience

Simpler, more human journeys to improve the employee experience.

## Digital Leadership

Leaders prepared for hybrid teams, with greater agility and focus.

## Compliance

Strengthened policies and controls to ensure compliance and consistency.

## Talent Management

Practices for attracting, developing and retaining talent to strengthen pipelines.

## Hybrid Working

Collaboration models adapted to flexibility, productivity and culture.

## Programme modules

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### HR Analysis

Reading metrics and indicators to support people decisions.

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### Talent Management

Attraction, development, succession and retention of talent.

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### Digital HR

Redesign of processes and adoption of digital tools.

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### Employer Brand

Strengthening the employer brand and the employee value proposition.

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### Performance Management

Objectives, tracking and continuous feedback aligned with the business.

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### Reward & Benefits

Competitive, fair and performance-led reward policies.

## SMART HR RESULTS

# A Data-Driven HR Function with Real Results

The digital transformation of Human Resources delivers clear gains in efficiency, experience, and decision-making.

### → Data-driven decisions

People Analytics and real-time indicators, with **+32%** faster decision-making.

### → Reduced operating costs

Process automation, with **-28%** in operational effort.

### → Experience and retention

Simpler journeys and **+18%** in retention of critical talent.

### → Greater productivity

More agile processes, with **+25%** productivity in HR teams.

# 14

## HR teams transformed

Implementations across different areas and business units.

# 26%

## Engagement

Average increase in employee engagement.

# 19%

## Turnover

Average reduction in voluntary turnover.

# 42%

## Automation

More HR processes automated in the daily workflow.

# Developing Tomorrow's Junior Talent

An intensive six-month programme designed to accelerate the preparation of young professionals and generate immediate impact within organisations.

1

Technical Training

2

Behavioural Training

3

C-Suite Mentoring

4

Business Rotations

5

Continuous Assessment

01

Month 1

Technical Training

02

Month 2

Behavioural Skills

03

Month 3

Mentoring

04

Month 4

Rotations

05

Month 5

Real Project

06

Month 6

Assessment & Placement

- High employability
- C-suite mentoring throughout the programme
- Alumni network for ongoing continuity and networking

# Provision of Qualified Talent

We quickly place qualified professionals, with flexibility and alignment to the business.

## Modes

- **Permanent employment:** direct integration of professionals into the client's teams.
- **Service provision:** dedicated profiles for specific activities.
- **Temporary projects:** reinforcement for peaks in demand and time-bound initiatives.
- **Operational reinforcement:** rapid support to maintain continuity and productivity.

## Benefits

- Accelerated onboarding and rapid integration.
- Professionals assessed and matched to the role.
- Replacement guaranteed whenever an operational need arises.
- Team scalability according to demand.
- Lower risk and reduced administrative costs.

01

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### 1. Needs assessment

We define the role, timeline and requirements.

02

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### 2. Screening and selection

We select candidates and present the best profiles.

03

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### 3. Placement and onboarding

We formalise the professional's integration.

04

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### 4. Ongoing support

We monitor quality throughout the engagement.

# High-Level Strategic Consultancy

We support the transformation of processes, structures and systems to generate sustainable results.



## Organisational Diagnosis

We identify constraints, opportunities and priorities for intervention.



## Financial Audit

We assess internal controls, efficiency and the rigour of financial processes.



## Operational Transformation

We redesign operations to increase productivity and quality.



## Supply Chain

Optimisation of procurement, logistics and distribution flows.



## SAP Implementation

We integrate processes with ERP to reduce rework and improve decision-making.



## ISO Systems

We prepare organisations for management certifications and audits.



## Strategic Planning

We define priorities, goals and initiatives aligned with the vision.



## Process Optimisation

We eliminate waste and accelerate operational responses.

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## Consultancy Methodology

We apply a structured, collaborative and results-oriented approach.

01

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### 1. Diagnosis

We assess the current situation and identify risks and opportunities.

02

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### 2. Solution design

We define recommendations, priorities, timelines and indicators.

03

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### 3. Implementation

We support execution with the teams and guide change.

04

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### 4. Consolidation

We monitor results and stabilise the gains achieved.

## ENABE PROGRAMME

# Connecting International Talent with the National Labour Market

Integration platform for Angolan scholarship holders educated abroad, bringing global talent closer to the country's needs. (*Project in progress*)

### What it is

A support and connection network between international education, leadership and impact in Angola.

### Target audience

Scholarship holders, final-year students, graduates and young professionals with academic and international ambition.

### Fields of study

Engineering, technology, health, economics, agriculture, education, public policy and management.

### Support provided

Guidance on applications, visas, cultural integration, accommodation and settling in at the destination.

- ✔ **Final objective:** to build a network of Angolan talent with international experience, ready to lead the economic, social and institutional transformation of the country.



## SADC AFRICA HUB

# A Regional Business Network

Platform to connect businesses, markets and strategic partners across Southern Africa. (*project ongoing*)

Angola

Mozambique

Zimbabwe

Zambia

South Africa

Namibia

Tanzania

### Market entry

Diagnosis and adaptation to the local context.

### Business connectivity

Linking businesses, clients and partners.

### Trade facilitation

Support with fairs, missions and exports.

### Investment consultancy

Identification of sectors and project structuring.

## Development timeline

01

### 1. Structuring

Defining the value proposition and partners.

03

### 3. Activation

Launching business meetings and connections.

02

### 2. Mapping

Identifying markets and key stakeholders.

04

### 4. Expansion

Scaling into new sectors and corridors.

## CORPORATE SPONSORSHIPS

# Partnerships that Generate Impact and Visibility

Four sponsorship levels to associate your brand with talent, employability, and business transformation in Angola.

1

### Platinum

Premium sponsorship with maximum visibility.

- Logotype prominently featured in all materials
- Premium space for brand activation

2

### Gold

Strong institutional presence and greater reach.

- Logotype in a prominent position on materials
- Participation in the programme's main moments

3

### Silver

Consistent visibility to strengthen reputation.

- Logotype in selected materials
- Mention in communications and on social media

4

### Bronze

Entry-level support for the initiative.

- Logotype in the list of supporters
- Mention in the official acknowledgements

## How to become a sponsor

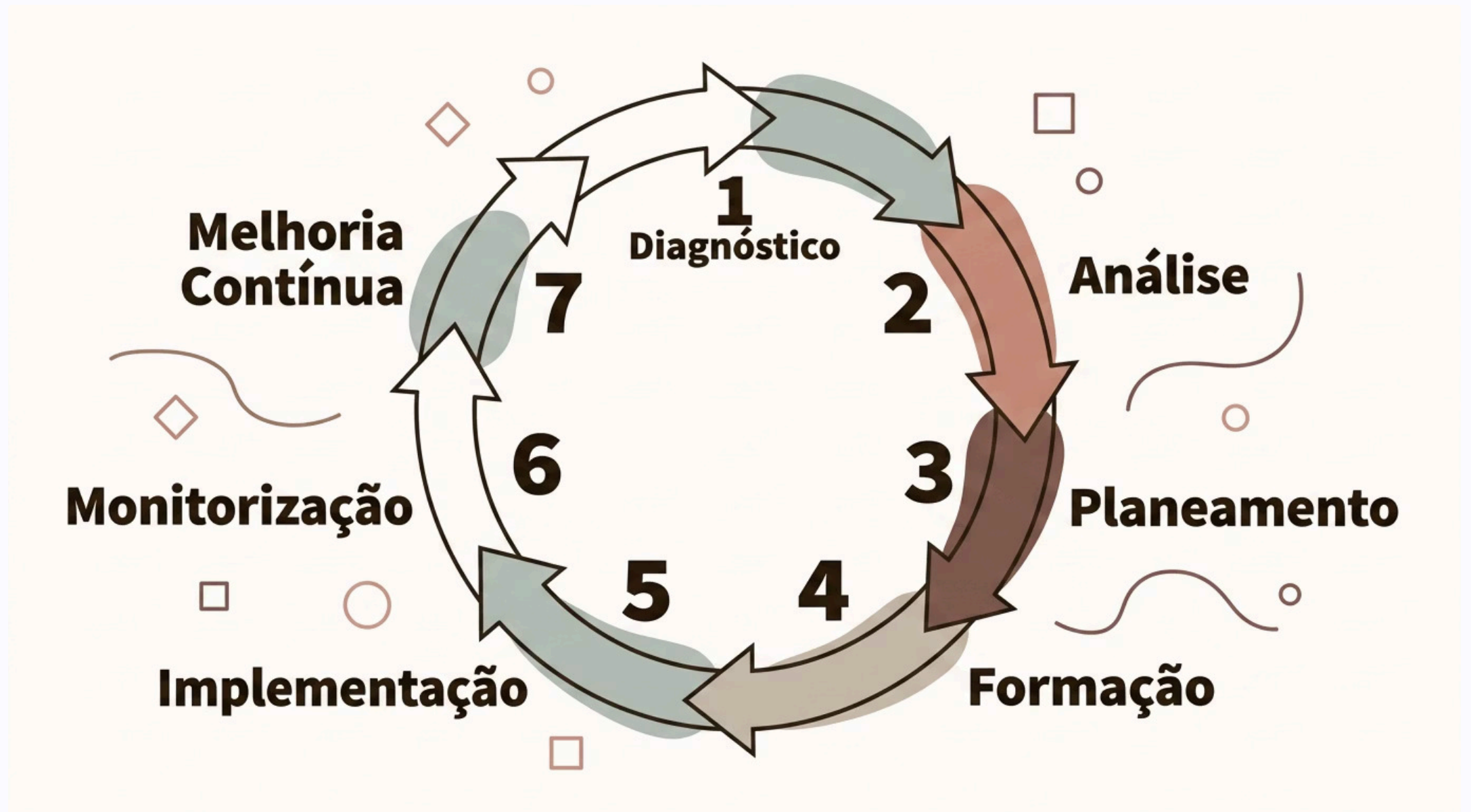
1. Choose the sponsorship category that best suits you
2. Receive the detailed proposal and benefits plan
3. Formalise the partnership and activate your presence

**Email:** [parcerias@dynamics-kills.com](mailto:parcerias@dynamics-kills.com)

**Telephone:** +244

# A Strategic Cycle of Transformation

We transform context into action through a continuous cycle of diagnosis, development, and improvement.



Below, we summarise the seven stages of the cycle.

01

## 1. Diagnosis

We understand the context, challenges, and opportunities.

02

## 2. Analysis

We identify causes, patterns, and strategic priorities.

03

## 3. Planning

We define objectives, actions, responsibilities, and targets.

04

## 4. Training

We strengthen skills with practical, applicable content.

05

## 5. Implementation

We execute the actions and adjust processes on the ground.

06

## 6. Monitoring

We track results using indicators and feedback.

07

## 7. Continuous Improvement

We optimise the cycle to generate sustained impact.

WHY CHOOSE DYNAMICSKILLS

# The Right Partner for Your Transformation

We combine strategy, practice and local context to generate real impact.

## National and International Specialists

A team with experience across several markets, combining proven practices with knowledge of the Angolan reality.

## Solutions Tailored to the Angolan Reality

Programmes adapted to the challenges, priorities and dynamics of the national market.

## Practical and Applied Training

Learning focused on action, with real examples, exercises and useful tools.

## Strategic Consultancy

We support decision-making with analysis, structure and a focus on tangible results.

## Talent Development

We strengthen skills and value human capital as a driver of transformation.

## Focus on Measurable Results

We work with clear objectives and indicators to ensure sustained impact.

## What our clients say

“

“DynamicSkills aligned the leadership team and turned strategic priorities into concrete plans. The impact was quick and visible.”

**Marcos Paulo**

Managing Director, energy sector company, Luanda

”

“

“A partner that understands the Angolan market and brings international rigour and method. That made all the difference.”

**Helena Mbanza**

Human Resources Director, industrial group, Benguela

”

“

“The training was practical and results-driven. The team left more confident and with useful tools.”

**João Manuel**

Executive Director, financial institution, Luanda

”

## Our figures

+20

Companies Trained

Organisations supported through capacity-building and transformation programmes.

+1K

Professionals Trained

Participants who strengthened technical, behavioural and leadership skills.

+15 Years

Experience

Accumulated knowledge in training, consultancy and organisational development.

98%

Satisfaction

Client satisfaction rate with the quality, relevance and impact of our interventions.



# DynamicSkills

Training & Consulting

— A C A D E M Y —

Where Talent is Developed  
Businesses evolve. The  
future is built.

DynamicSkills transforms potential into tangible results.

## Contact

**Address:** Luanda – Angola

**Telephone/ WhatsApp** +244 921 590 628

**Email:** info@dynamic-skills.com

**Website:** www.dynamic-skills.com

## Social media-

**LinkedIn:** @DynamicSkills Training & Consulting, Academy

**Facebook:** @DynamicSkillsTrainingConsulting

**Instagram:** @DynamicSkills1

**X:** @DynamicSkillsAO

*“The right talent, well developed, helps people and organisations grow.”*

Luanda – Angola

TRAINING

CONSULTANCY

TALENT DEVELOPMENT

SUPPLY CHAIN

HUMAN CAPITAL