



A market Leader in Staff Competencies and Quality Output



COMPANY PROFILE

DISNEY INTERNATIONAL CONSULTANCY LIMITED

P.O.Box 55884, Dar Es Salaam,

Hotline Numbers:

+255222113822 | +255 653057534 | +255752584682

Zanzibar Branch: +255777250240/+2557891193112

Website: [Www.disneytz.co.tz](http://www.disneytz.co.tz),

Email: Md@disneytz.co.tz Or Info@disneytz.co.tz

DISNEY INTERNATIONAL CONSULTANCY



About The Company

Disney International Consultancy is a one stop training, research and consultancy Company with its Headquarters at IPS Building in Dar es Salaam, Tanzania. The Company has 10 full time employees and more than 30 part time employees. Our core value is to put our clients at the center of everything that we do. We strive to exceed the expectations of every client by offering outstanding customer service through increased flexibility.



Our Vision

Our vision is to be a leading consulting firm operating in Africa our success is measured by the value we deliver to clients, the quality of the staff we employ, and our strength and spirit as a firm.



Our Mission

Our mission is to deliver the highest quality of consultancy services and to add value to our clients, our employees, our partners and our shareholders. We intend to be the firm that clients trust, people want to work for, partners seek out and shareholders want to invest in.



Our Values

Our core values shape the culture of our business and define the character of our firm. They guide our decision making, our interactions with our clients and our relationships with each other. Our people adopt, own and apply our values in their work. The Disney International Consultancy core values are:

- **Client Focus** - Our clients' interests always come first. We do what it takes to serve them to the highest standards and we constantly seek to add value to their organizations.
- **Knowledge** - Knowledge is the foundation of what we offer clients – the knowledge of all aspects of the services we deliver.
- **Trust** - Trust is the essential ingredient of our client relationships. Only in a relationship of trust between client and consultant can the full value of our services be realized.
- **Courage** - We are risk aware but not risk averse and do not shy away from tough challenges. Based on a clear understanding of what can realistically be achieved we will seize opportunities. We have the courage to say what we think is right, the integrity to stick to our principles and the determination to see it through.
- **Teamwork** - We know that to add great value to clients, we have to work together. We provide the best people and bring them together in teams to deliver our services. Our teams are diverse in their disciplines, ideas, perspectives and cultures. When necessary we extend our capability by partnering with organizations with similar values to our own but with complementary skills and abilities

Our Client and Coverage

We serve both public and private clients ranging from the government sector to private companies including non-Governmental Organizations (NGOs) and individuals. These may either be small organizations to very large national and international organizations. We operate all over the country including Zanzibar where we have just established our new offices there. We operate in all regions in the Tanzania mainland depending on our client needs. The Head Office is located in Dar es Salaam.

The Disney International Consultancy Team

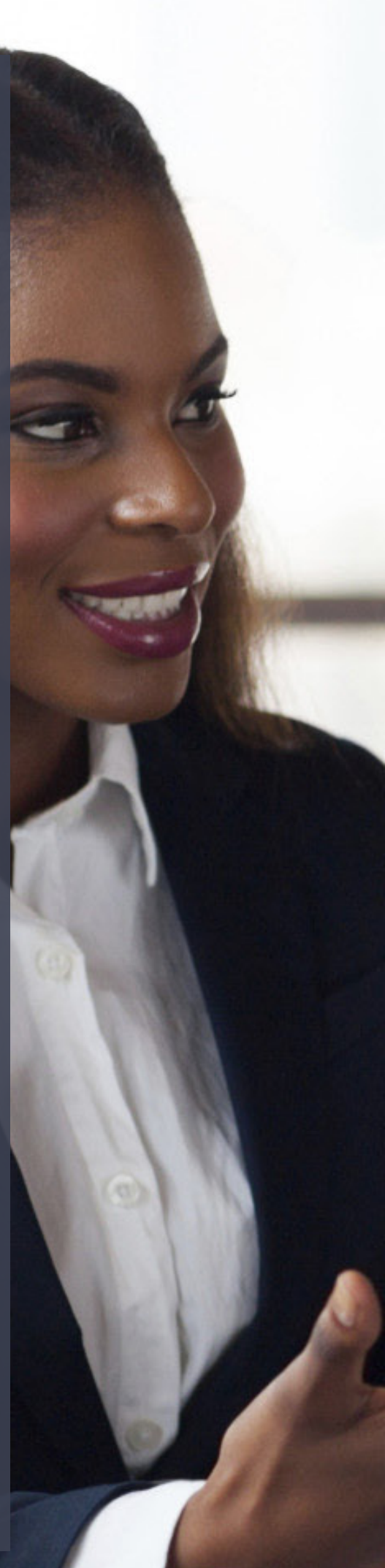
Our team is dynamic with broad minded professionals who have a global perspective in consultancy, training and research to solve both local and global problems. The Disney team has vast professional experience across multiple industries and disciplines. It is highly knowledgeable of relevant industries and possesses the skills necessary to assist clients in all aspects of their organizations.

The Disney International Consultancy Approach

We understand that investment in consultancy, training and research are goal-based projects in which the final outcome should be useful information that help our clients chart the best strategy to attain their desired goals. We thus, carefully focus on every detail and provide a treasure of advice on multi-faceted issues

Quality Service

Quality is at the heart of everything we do. We have earned our success by meeting and exceeding our clients' expectations through deploying rigorous standards. To attain quality, a monitoring system exists that ensures that our team delivers projects which meet our clients' specifications. Since each assignment is important to us, every project is assigned a team leader who works closely with the client.





Competitive Attitude

We are exceedingly flexible and innovative making us adaptable to the challenging needs of our clients. Our Company understands that making the right decisions in a competitive environment have a positive impact on the organizations bottom-line

Disney International Consultancy Unrivaed Competence

Disney International Consultancy understands that computers and heads alone are not enough in today's ever changing environment. We therefore, bring with us the right tools to any engagement – our hearts, right attitude and dedication are also valuable and distinctive assets to ensuring our clients success.

Consulting Services

Disney International Consultancy provides specialized consultancy in the following areas: management, customer analysis, competitor analysis, market evaluation and assessment, marketing strategies, entrepreneurship, strategic advisory services, crisis management, project management, Agriculture, accounting and finance, and organizational excellence, environment and climate change, procurement, ISO and quality management, gender issues, governance and accountability, resource management and mobilization, business planning, gender related issues and women empowerment, advising underperforming companies to become high performance organizations, environment management, translation and proofreading, fund management training, agriculture extension services and groups training and facilitations and other related issues.

Research

Through first class research, Disney International Consultancy contributes to positioning Tanzania internationally as a creator and innovator of new knowledge needed to keep organizations afloat in a dynamic environment. We conduct all types of research.

Professional Development and Training

We conduct all types of training as indicated in our consultancy category. As a flexible, innovative and customer driven team, we provide customized training to suit our clients' needs. Disney International Consultancy conducts both in - house and off-site training depending on the market and the need of the client.



Our Staff

In as much as the business consultant performs functions of a “general practitioner”, the Disney team is the “specialist” brought in to resolve all issues relating to business. The team is comprised of the brightest minds in the business related fields.

They are familiar with the “psychology of business”. All have practical hands on business consultancy experience. Nothing is left to theory. A significant number of our team has PhD degrees and numerous professional qualifications across multiple industries and disciplines. They are knowledgeable about your industry and possess the skills necessary to assist you in all aspects of your business. Some of our key consultants are:



- ✓ Prof. Ernest Pascal Kihanga – Accounting And Finance
- ✓ Bukaza Chachage – PHD in Information System And Management
- ✓ Honest Prosper Ngowi – PhD in Economics
- ✓ Montanus Cyprian Milanzi – PhD in Management Science
- ✓ Ogunbadewa Ebenezer Yemi – PhD in Remote Sensing And GIS
- ✓ Prof. Handley Mpoki Mafwenga – PhD in Finance
- ✓ Hosea Mpogole – PhD in Economics
- ✓ Emmanuel Luvanda – PhD in Strategic Management And Organizational Excellence
- ✓ Prof. Benedict Moses – PHD in ICT
- ✓ Simon Berege – MSc International Public Relations
- ✓ Prof. Handley Mpoki Mwafyenge – Financial and Tax Expert
- ✓ Dr. Amani Mwakyoma – Legal Expert
- ✓ Deogratus Sabokwigina – MSc in Business Management and Entrepreneurships.
- ✓ Deogratus Masawe – MBA in Human Resource





OUR COMPETENCY

When Selecting a Consulting Firm

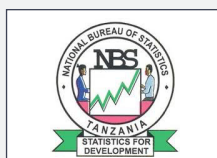
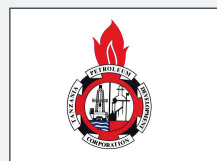
"Consider our competence, integrity and experience"

When selecting a consulting firm, we believe you must consider three factors: competence, integrity and experience. A firm that displays competence not only fulfills your project needs, but also allows you to feel comfortable with the firm's management, expertise, people, style, and ability to work with your staff.

At Disney Consulting, we take a very detailed, hands-on approach to our projects. Because we have a vested interest in the success of the project, it is important to us to work closely with your team.

Our Experience in Brief

(only 10% included)



We have worked with 10% of the government ministries, local government authority, Zanzibar

Government with the ministry of industry and trade and some local government. We also have worked with various NGO including their network that is Civil Society Organization and its National Steering Committee on HIV and AIDs. Disney is regarded as a market leader in terms of staff competency and quality of output. The company has the most qualified staff and the biggest network in the country that could be deployed within a week when needed. It is regarded as destination for quality of services in the country.

- Training on Human Resource and Labor Laws in Tanzania, Amaxon Company Limited, Dar es Salaam, 2021.
- Review of organizational structure and remuneration package for Tanganyika Law Society, 2020.
- The role of Civil Society Organizations (CSOS) in enhancing transparency and public money accountability in Tanzania, CARE International, 2020.
- Consultancy for policy analysis and review in relation to Tanzania Vocational Education, Care International Training System for CARE Internal, 2020.
- The final evaluation for the Go Green project in Kilimanjaro, Tanzania, CARE Internal, 2020.
- Capacity Building for Infrastructure projects, Kinondoni Municipality, World Bank, 2021.
- Developing Strategic plan, Balanced Scorecard and Performance Measurement System, Getter Land Company Limited, 2020.
- Preparation of the Strategic Plan and conducting training on the Balanced Scorecard, performance measurements and OPRAS, Mbeya, Children Care Development Organization, 2019.
- Conducted Training on Staff Retirement Plan, TANESCO, 2019.
- Provision of consultancy services for job evaluation, work load analysis and staff establishment for Tanzania Revenue Authority, 2018.
- Provision of Consultancy Services to Develop Monitoring and Evaluation Framework for the Office of the Treasury Registrar, 2018.
- Conducted Training of Project Management, President Office, 2018.
- Provision of consultancy services for survey on Monitoring and Evaluation (M&E) Framework for the Regional Communication Infrastructure Programme (RCIP)- Tanzania, 2018.
- Consultancy services to establish causes, impact, and management of road congestion in the selected Tanzania Cities: Dar Es Salaam, Mbeya, Mwanza And Arusha, SUMATRA, 2017.
- Provision of consultancy services to conduct job evaluation and review of

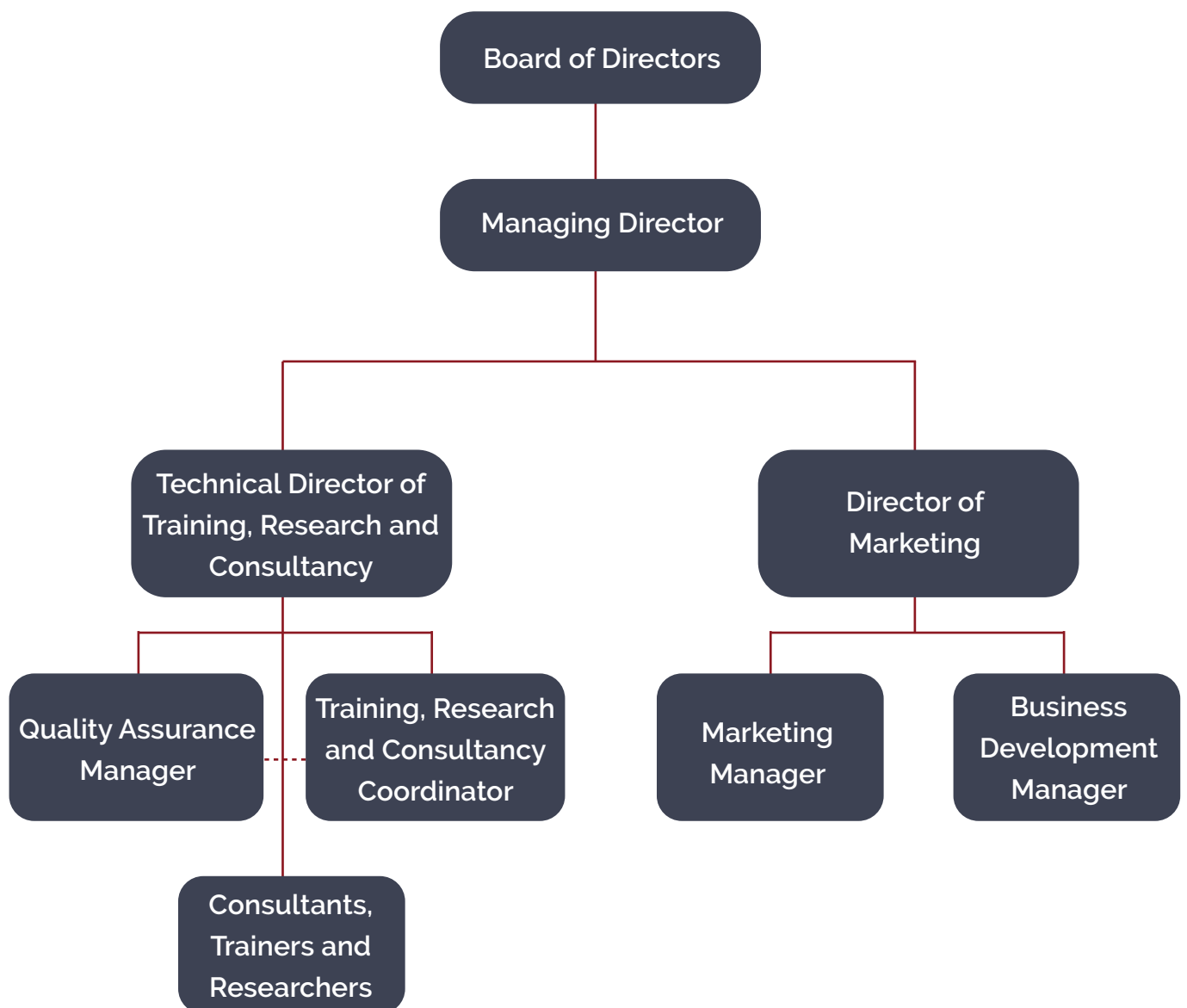
remuneration package for National Insurance Corporation (T) Ltd, 2018

- Study the Impact of Leadership Training on performance of Staff, Ministry of Finance, 2017
- Conducted Training on Procurement Management, President Office, 2018
- Development of Monitoring and Evaluation Framework for Youth Empowerment Project, Mbeya, Successful Mindset Development Foundation, 2018
- Consultancy services to develop the Local Content Implementation Strategy for Tanzania Petroleum Development Corporation (TPDC), 2021
- Translation of Land Act, 2012, Ministry of Lands, Housing and Human settlements, 2018
- Developed 5 years Strategic Plan for newly formed joint venture between NHC and PPF which is IPS, NHC and PPF which is IPS, 2015
- Developed Web site portal for National Bureau of Statistics, 2018
- Leadership Training to Senior Management Officers, National Bureau of Statistics, 2018
- Restructuring of Zanzibar Bureau of Standards, 2015
- Development of Strategic Plan, Zanzibar Chamber of Commerce, 2017
- Developed Computerized Schools examination management systems for ten schools in Southern Highlands of Tanzania, Successful Mindset Development Foundation, 2017
- Developed Integrated Computerized Monitoring and Evaluation System, Getterland Company Limited, 2017
- Development of database integrated web portal for TAMISEMI, Dodoma, 2016
Consultant in the development of Kilolo District Integrated Web based Information systems (include database, 2015)
- Formulated Strategic Plan for Civil Society Organization National Steering Committee response on HIV Tanzanian mainland Strategic Plan, July 2015
- Identifying of investment risk and risk mapping in Tanzania. - A consultancy assignment for the Government of the Kingdom of Thailand, 2016
- Development of Risk Framework, Policy and register for Bulongwa Civil and Construction Company, 2019
- Development of Disasters Recovery Management System, SUMATRA, 2017
Provision of Consultancy Services on Needs Assessment for Statisticians in the NSS and Preparation of the Competency Framework for NBS, 2017
- Provision of consultancy services for preparation of a Three Years Strategic Plan (2015-2018) for Kariakoo Markets Corporation (KMC), 2015

Disney International consultancy is organised is managed by the Board of Directors. There are four Board members who are: Mary Nyerere, Peter Lupondo, Lusekelo Mwang'onda, and Emmanuel Luvanda.

The organization is managed by Dr Emmanuel Luvanda who is the CE of the Company. The structure of the organization are as indicated below:

Organizational Structure



REGISTRATION CERTIFICATES

Box 55884
DSM
CI 82875

KIS/40557/21

TFN. 226
(Rev. 2/96)



JAMHURI YA MUUNGANO WA TANZANIA

20190082136

BID 37368

LESENI YA BIASHARA

B 3540557

(Imetolewa chini ya Sheria ya Leseni za Biashara Na. 25 ya Mwaka 1972 marekebisho ya mwaka 1980 na masharti yaliyo nyuma)

*Futa isiyouitakiwa.

1. Ofisi iliyotolewa Manispaa ya Ilala

2. Nambari ya Ushuru wa mapato 121-228-041

3. Leseni imetolewa kwa DISNEY INTERNATIONAL GUIDE AND ENTERTAINMENT COMPANY LIMITED.

kuendesha biashara ya MGAHAWA

katika Wilaya/Kanda* ya ILALA Mtaa INDIA

4. Ni ya Shina/Tawi* E PENALT

Ada Sh. 127000/- Nambari ya Stakabadhi 430061

ya tarehe 28/8/2020

5. Mpya inaendeleza* muda wa Leseni Na. 3251602

ya tarehe 20/8/2019

(ii) Muda wa leseni hii utaishia 30 Juni 2021

Tarehe 28/8/2020

0765 818 509



Sahihi na Muhuri wa Mtoaji Leseni

GP-Dsm

TANZANIA



Certificate of Incorporation

Section 15

No **117671**

Certified true copy of the Original
Sign: *[Signature]* Date: *3/5/2016*
CLEMENT MASUA
Advocate, Notary Public & Commissioner
for Oaths

I HEREBY CERTIFY THAT

DISNEY INTERNATIONAL CONSULTANCY LIMITED

is this day incorporated under the Companies
Act, 2002 and that the Company is Limited.

Given under my hand at Dar es salaam

this **16TH** day of **JUNE****TWO THOUSAND AND FIFTEEN.***[Signature]*

Senior Asst. Registrar of Companies

CTIN.: 00968070

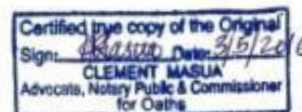
ISO 9001 : 2008 Certified



TANZANIA REVENUE AUTHORITY

CERTIFICATE OF REGISTRATION

FOR



TAXPAYER IDENTIFICATION NUMBER (TIN)

(ISSUED UNDER SECTION 133 OF THE INCOME TAX ACT NO. 11 OF 2004)

THIS IS TO CERTIFY THAT

DISNEY INTERNATIONAL CONSULTANCY LIMITED

has been registered with the Tanzania Revenue
Authority and assigned the Taxpayer
Identification Number

127-294-852

with effect from

19-06-2015

P. N. Kassera

OFFICIAL SEAL

COMMISSIONER FOR DOMESTIC REVENUE

NOTE: THE REQUIREMENTS UNDER WHICH THIS CERTIFICATE IS ISSUED ARE STATED OVERLEAF



TANZANIA REVENUE AUTHORITY

Certificate of Registration for Value Added Tax (VAT)

(ISSUED UNDER SECTION 20 OF THE VALUE ADDED TAX ACT NO. 24)

Certified true copy of the Original
Sign: *[Signature]* Date: 3/5/2016
CLEMENT MASUA
Advocate, Notary Public & Commissioner
for Oaths

**THIS IS TO CERTIFY THAT
DISNEY INTERNATIONAL CONSULTANCY LIMITED**

WHOSE TAXPAYER IDENTIFICATION NUMBER (TIN) IS

127-294-852

HAS BEEN REGISTERED FOR VALUE ADDED TAX (VAT)

AND ASSIGNED VAT REGISTRATION NUMBER (VRN)

40-022015-A

**FOR BUSINESS LOCATED AT ALI HASAN MWINYI ROAD 106/27
DAR ES SALAAM**

WITH EFFECT FROM 24 August 2015

GIVEN UNDER MY HAND

THIS 21st DAY OF August 2015

[Signature]
**P. N. Kassera
COMMISSIONER FOR VAT**



NOTE: THE REQUIREMENTS UNDER WHICH THIS CERTIFICATE IS ISSUED ARE STATED OVERLEAF





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