



A market Leader in Staff Competencies and Quality Output

COMPANY PROFILE

DISNEY INTERNATIONAL CONSULATANCY LIMITED

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Numbers: +225 653 057 534
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Website: www.disneytz.co.tz,

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DISNNEY INTERNATIONAL CONSULTANCY



About The Company

Disnney International Consultancy is a one stop training, research and consultancy

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.



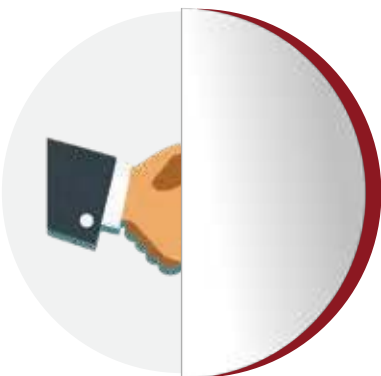
Our Vision

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 Unrivaled Competence

Disney International Consultancy understands that every changing and hard to navigate 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 a float 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:



Recruitment and Staff Management

Our Company applies a world-class process for attracting and retaining the absolute best fit of talent to advance your organization's goals. A complete approach to talent and business strategy helps us stand apart, and keeps our clients ahead in today's highly competitive market for talent. Disney International Consultancy provide the best-in-class staffing and recruiting support you need to find the people who will drive your organization's growth and success. We recognize the virtue of our purpose to match great talent with great opportunity. And we are committed to helping organizations acquire talent in an evolving recruitment landscape, where the skills, acquisition strategies, and the nature of how work gets done continue to change. Where needed, we also help your organization to manage your recruited staff and make sure that your organization achieve its desired output.

- ✓ **Amb. Modest Jonathan Mero-** Communication Crisis Expert and Integrated Global Media Liaison
 - University of Dar Es Salaam – (1984 -1987) B.Sc. (Hons.) -
 - University of Strathclyde, (2003 – 2004) M. Sc. (Finance) -
 - Inter University Institute for Training and Development, Vrije Universiteit Brussels, Brussels, Belgium: -Case Study for the fulfilment of Belgian Scholarship: -Research Paper: “Enhancing SME capacity through Research and technology
- ✓ Joseph Ngaiza
- ✓ John Njiri
- ✓ Swapan Purkait
 - Branding and communication Expert -ISO Consultant & Economic professional -ISO 22301:2019 Business mgt systems certified -QMS based ISO 9001:2015 – ISO CERTIFIED AUDITOR. -Member, the International Register of Certificated auditor (IRCA)
 - Member ISACA -Member Association for Computing Machinery (ACM) –ENGINEER Board of Kenya -QMS Assesor, -lead implementor & auditor ISO 27001, - lead assesor ISO 9000 Quality system, -ISO 14000 Environment Management system
- ✓ Wafula Rombosia

- ✓ Prof. Ernest P . Kihanga – Accounting And Finance PHD in Information
- ✓ Bukaza Chachage - System And Management
- ✓ Montanus Cyprian Milanzi PhD in Management Science
- ✓ Ogunbadewa Ebenezer Yemi - PhD in Remote Sensing And GIS
- ✓ Hosea mpogole PhD in Economics
- ✓ Dr. Amani Mwakyoma - Legal Expert
- ✓ Deogratus Sabokwigina – Msc in Business Management and Enterprenuership
- ✓ Deogratus Masawe – Marketing and Business Promotion
- ✓ Bahati Ilembo (PhD) Marketing Research
- ✓ Emmanuel Nicodem Event Management



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 COMPETENCY

When Selecting a
"Consider our competence
integrity and experience"

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. Some of our experience in brief include;

- Consultancy Services for Branding TRA. TRA 2023/24-TRA
- PPP Project: Provision of consulting services for the preparation of public-private partnership study for the Installation, operation and maintenance of Pre- Paid Meters for water supply technology schemes in Rural Tanzania Under the sustainable rural water supply and sanitation.2023/24.
Provision of Consultancy services for evaluation study of TADB impacts for direct lending and small holder farmers credit guarantee schemes activities. 2023/24
- Consultancy services training, documentation, and certification of ISO Standards (QMS 9001:2015)- CHEMI COTEX 2023/24
- Consultancy services for training, documentation C certification of iso standards (QMS-ISO 9001:2015 Certification)- ZRA 2024
- 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
- Staff recruitment and supplies to Bulongwa Civil and Construction Company (two years), March, 2021
- The role of Civil Society Organizations (CSOS) in enhancing transparency and public money accountability in Tanzania, CARE International, 2020
- Recruitment and management of staff for Getterland Company Limited, 2020
- Consultancy for policy analysis and review in relation to Tanzania Vocational Education, Care International Training System for CARE Internal, 2020
- Recruitment and staff management for Children Care Development Foundation, 2020
- The final evaluation for the Go Green project in Kilimanjaro, Tanzania, CARE Internal, 2020
- Recruitment, capacity building and management of various staff for Infrastructure projects, Kinondoni Municipality, funded by 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), 2021Translation 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
- Marketing Research for Iringa Tourist Association, June, 2019 Product
- marketing Analysis for PROMISE –Tanzania, April, 2021 Tradeshow Event
- and Trade Matching contracted by Getterland Company Limited, September, 2021 Product Marketing Demand Analysis and Consumer Behavior Analysis,
- TIKUNET, Feb, 2021

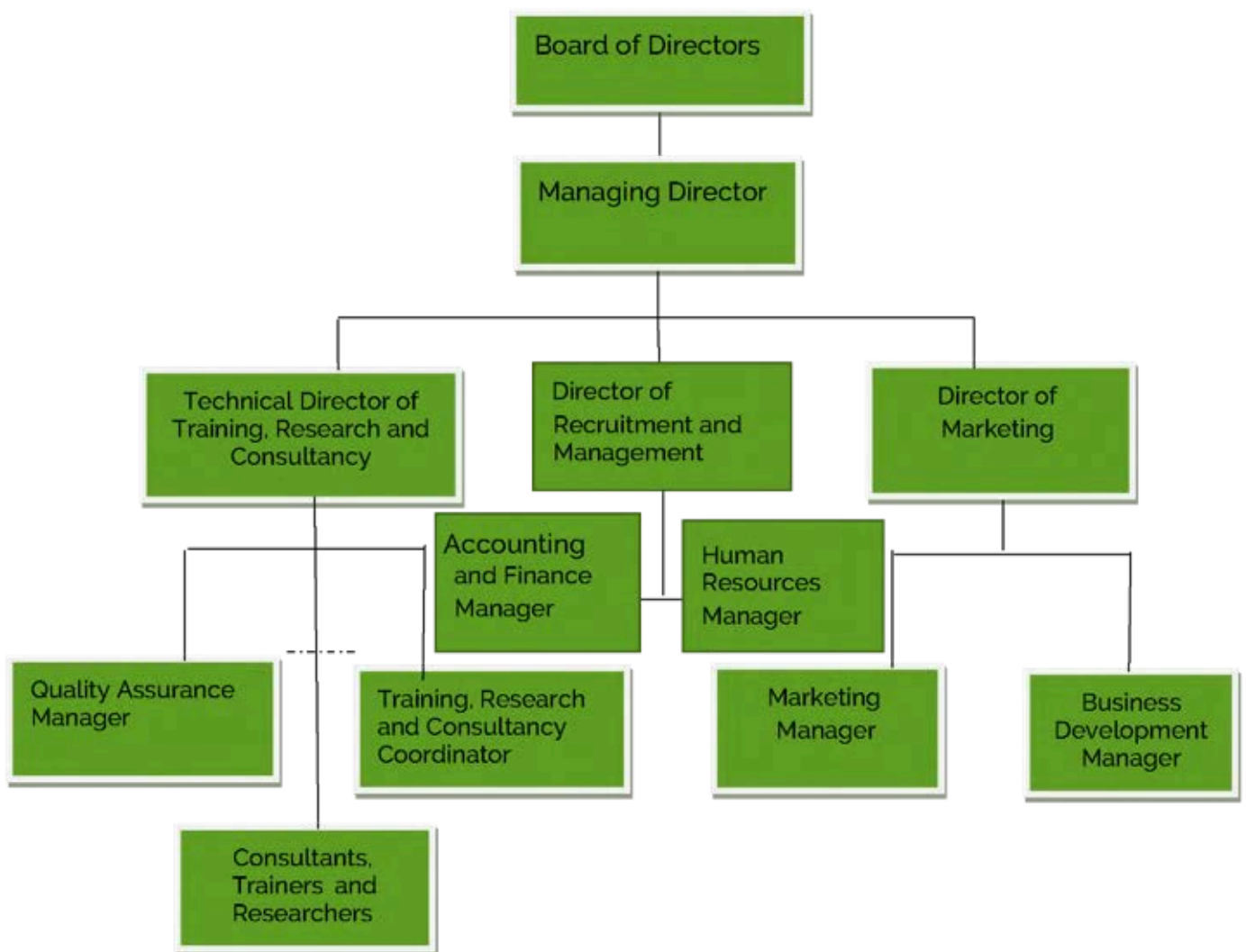


Figure.1: Organizational Structure



THE UNITED REPUBLIC OF TANZANIA

BUSINESS LICENCE

B.L. NO : BL01396902024-2500001400

The Business Licensing Act (Act No. 25 of 1972)

Issuing Office: DAR ES SALAAM CITY COUNCIL

Tax Identification
No: 127-294-852

License Issued To : DISNEY INTERNATIONAL CONSULTANCY LIMITED

for the Business of : BUSINESS CONSULTANCY LOCAL

Business Location

Region : Dar es Salaam

Ward Kivukoni

Street Kivukoni

Principal/Branch : PRINCIPAL

Amount of Fee Paid : 200,000.00

Date Of Issue: 2024-07-03

Expiring Date : 2025-07-02



This is Digital Copy does not require a signature of authority

NOTE - This license must be kept in a conspicuous position at the place of business. Any change in the particulars originally registered must be notified to the license Issuer

TANZANIA



Certificate of Incorporation

Section 15

No 117671

I HEREBY CERTIFY THAT

DISNNEY 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.



Senior Asst. Registrar of Companies

CTIN: 0804886



TANZANIA REVENUE AUTHORITY

CERTIFICATE OF REGISTRATION FOR TAXPAYER IDENTIFICATION NUMBER (TIN)

(ISSUED UNDER SECTION 23 OF THE TAX ADMINISTRATION ACT 2015)

THIS IS TO CERTIFY THAT

DISNNEY INTERNATIONAL CONSULTANCY LIMITED

HAS BEEN REGISTERED WITH THE TANZANIA REVENUE AUTHORITY
AND ASSIGNED THE TAXPAYER IDENTIFICATION NUMBER

127-294-852

WITH EFFECT FROM: 19 June 2015

TRA LOCATION: ILALA

TAX OFFICE: UPANGA

PHYSICAL LOCATION: PLOT No. 106/27 BLOCK No. 405

STREET / AREA: OHIO/ALI HASAN MWINYI ROAD

OFFICIAL SEAL

ELIHAI G. MWANDUMBYA

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 OF 1997)

**THIS IS TO CERTIFY THAT
DISNNEY 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

**P. N. Kassera
COMMISSIONER FOR VAT**



FOR NATIONAL DEVELOPMENT

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



FOR NATIONAL DEVELOPMENT



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Victoria Plaza 2nd Floor
