



LEAD PLUS

WE LEAD BUSINESS... TO THE RIGHT DIRECTION

Company Profile - 2020

Strategies work best with actionable professionals—

We work to support your business understand the tax, legal, and accounting practices of Ethiopia.
Talk to us about your business strategies at leadplusconsult.com

LEADPLUSCONSULT.COM

EXECUTIVE SUMMARY

Dear Client,

We are pleased to present our consultancy and training center, LEADPLUS. Our advisory office is designed to address the consultancy and training needs of organizations in both the public and private sector.

In this company profile, we outline our professional services including accounting, tax advisory, finance, and leadership. We're able to do this alongside qualified specialists and certified consultants that bring a wealth of experiences to our training programs.

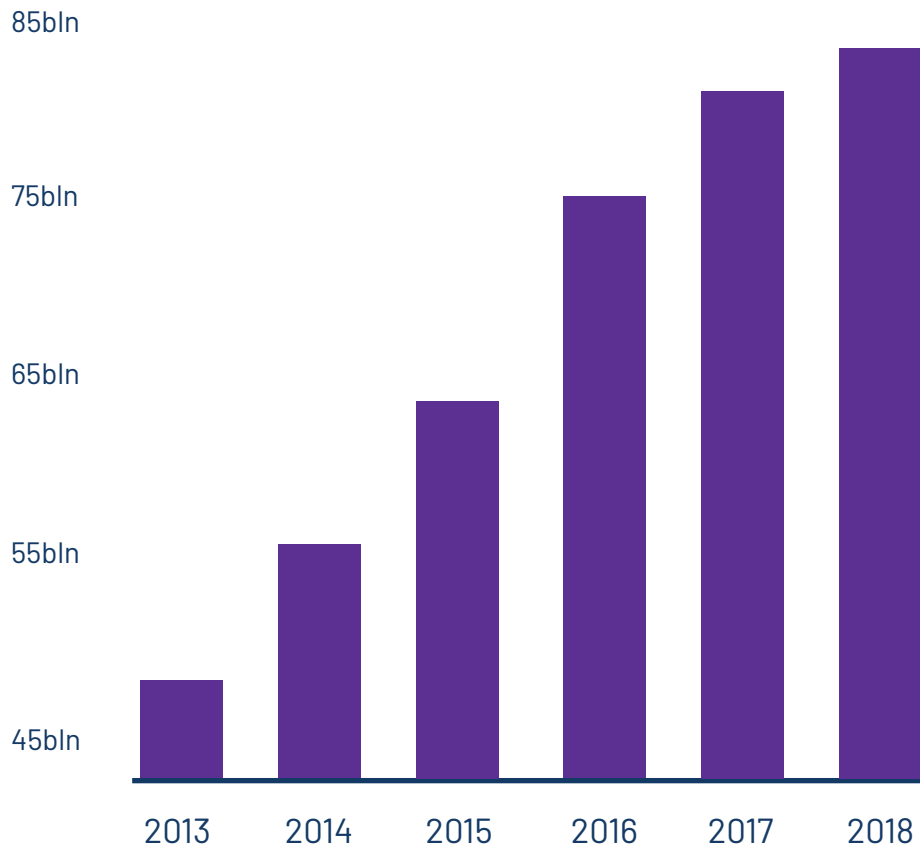
I look forward to working with you and supporting your organization.

Best Regards,

Dawit Tadesse (Asst. Prof.) General Manager

LEADPLUS (L+) MANAGEMENT CONSULTANCY AND TRAINING CENTER

ETHIOPIA GDP (CURRENT US\$)



According to the World Bank Group, in 2018, **Ethiopia has achieved a GDP of more than 84.4 billion USD** with a population of 109 million.

As Ethiopia continues to be a premier investment destination for smart capital and foreign direct investment (FDI), our professionals and advisors look forward to working with your organization.

ABOUT US

LEADPLUS is one of Ethiopia's leading Management Consultancy and Training Centers delivering high quality professional services. Our firm works with leading advisors and technical experts to support our clients seize opportunity and learn how to effectively operate within a changing world.

We understand it takes not only brilliant minds, but winning personalities to deliver end to end solutions. We've build premium experiences with high offices and large enterprises to deliver end to end solutions within the following;



TECHNICAL
CONSULTANCY



TRAINING AND
DEVELOPMENT



BUSINESS
ADVISORY



MANAGEMENT
CONSULTANCY

QUALITY PROFESSIONALS





WHY LEADPLUS?

Since establishment in 2017, LEADPLUS has been a leading Management Consultancy and Training Centers delivering high quality professional services. Our firm works with leading advisors and technical experts to support our clients seize opportunity and learn how to effectively operate within a changing world.

We understand it takes not only brilliant minds, but winning personalities to deliver end to end solutions. We've build premium experiences with high offices and large enterprises to deliver end to end solutions within the following;

LEADPLUS (L+) Management Consultancy is committed to working with a wide range of domestic and multinational clients in Ethiopia. We are recognized as a market leading in multiple business areas and investment practices such as taxation. Our professionals are hired on a wide array of experiences and credentials but our core is investment, finance, and leadership.

We understand the daily challenges of operating a business/ organization amidst ever-changing laws and regulation. Our practitioners and leadership have daily briefings as it relates to knowledge areas such as;

- Taxation
- Accounting/ Finance
- Management/ Leadership
- Technologies/ Market Trends

DATA DRIVEN DECISIONS





DELIVERY METHOD

Our delivery method is based on honest guidance, creating long value, and seeing our team members and clients succeed. This is done via an independent company owned solely by a dedicated management that are directly responsible for client engagement. This style of working has allowed us to grow our team into one that is making decisions purely on the information and data collected from reputable and qualified sources—allowing us to better manage real operational practices and client experiences rather than pure theory.

Since inception, our firm has employed top professionals that understand the balance between training, management, and implementation— each needing to be properly scoped and quality assured via Partners active in our client portfolio. As an institutional method, LeadPlus has developed institutional knowledge and a deep understanding of the regulatory framework and the various tools and methods clients can use to best align their financial departments.



Persistently working toward continuous improvement and stretching our potential, we have succeeded in developing models and tools that serve to identify our clients specific requirements and cater to addressing them in the most effective and efficient manner.

We believe that this represents our main competitive edge and as such, we strive to constantly upgrade and fine-tune these methodologies to remain in the business environments.

Our training programs offer a unique range of formats – from ‘open’ workshops through to complex modularized training and specialized industry tailored seminars.

We understand our clients needs, we comprehend their business specific language. We live the way they live. We help enterprises explore extraordinary opportunities, manage/ sustain growth, and maximize revenue.

EXPERIENCES IN ETHIOPIA

LEADPLUS has strong experiences in Ethiopia in both the public sector and the private sector— these credentials include;

- Support to BGI Ethiopia for its tax cases
- Training at Heineken Breweries S.C. on IFRS and taxes for its staff
- Support for the Chinese and European Chamber of Commerce member companies on IFRS and tax training
- Support to the European chamber on advising tax issues
- Support to Greek Club and its community in company setup, taxation and IFRS
- Support to National Engineers regarding its tax cases
- Support to Cadila Pharmaceuticals Ethiopia regarding its tax cases
- Support to DFS Deutsche Forstservice GmbH regarding its tax due diligence study
- Support to ZTE Limited regarding its foreign currency repatriation
- Support to China Railway Seventh (7th) Group Co. Ltd on International Financial Standard Reporting Standards (IFRS) Implementation
- Support to Afework International Group for International Financial Reporting Standards (IFRS) Implementation
- Support to Tecno Mobile for human resource policy development and tax review
- Support to Control Risks East Africa Limited (Kenya) in relation to payroll management
- Support to KEPE PHARMACEUTICALS PLC in conducting a feasibility study
- Support to The Chefs Plate Trading PLC regarding its business setup
- Support to IFDC Ethiopia in relation to conducting feasibility studies
- Support to Awash Wine Share Company regarding taxation and investment license

SOME CLIENTS INCLUDE:



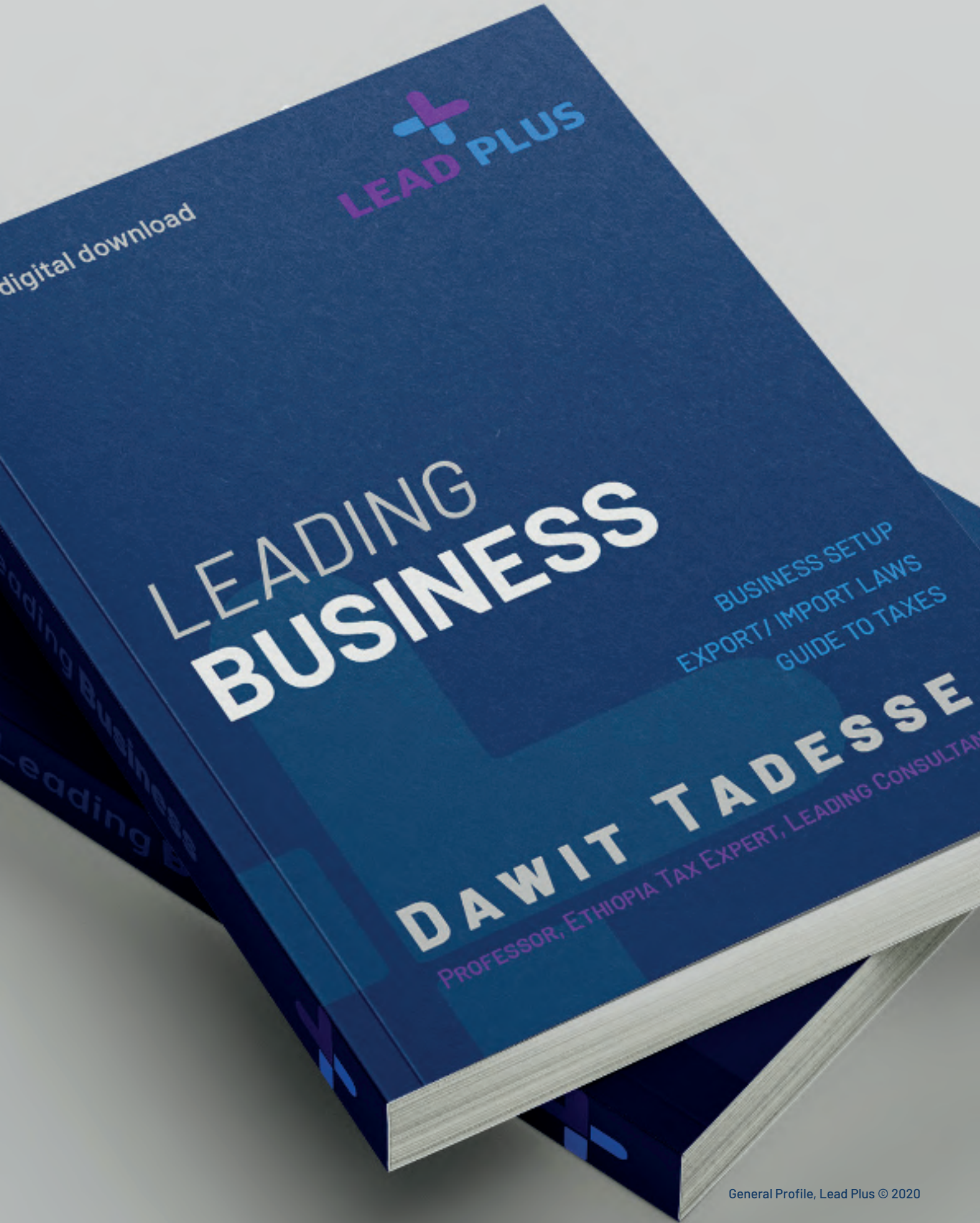


RECOMMENDED TEXT

An easy to read and implement guide on how to do business in Ethiopia— this text gives financial professionals, legal practitioners, and government officials the understanding of proclamation and directives and applies them to real-world examples and lessons.

The author offers answers to common questions often raised by the business community into one cohesive document tailored for the business professional. This includes; the legal forms of businesses in Ethiopia, their establishment and the legal requirements to establish these businesses, the sectors allowed for the various investor types are well addressed in the guide. The text also dives into the investment incentives and taxation system in Ethiopia.

Learn more about this Business and Tax Guide at leadplusconsult.com.



LEAD PLUS

digital download

LEADING BUSINESS

BUSINESS SETUP
EXPORT / IMPORT LAWS
GUIDE TO TAXES

DAWIT TADESSE

PROFESSOR, ETHIOPIA TAX EXPERT, LEADING CONSULTANT

SERVICES

We offer a variety of consultancy services covering work-related skills and abilities required in a modern business environment. These consultancy services includes:

- How to start business in Ethiopia
- Tax due diligence
- Tax compliance health diagnoses
- Tax consultancy
- Implementation of International financial reporting standard (IFRS)
- Company financial analysis
- Feasibility study (bankable proposal)
- Accounting work and payroll management
- Companies outsourcing accounting work
- Foreign companies payroll preparation work
- Companies VAT refund process
- Preparation of financial manuals (based on IFRS)
- Financial system implementation
- Designing accounting and finance policy and procedure
- Organization working process and structure design
- Project management consultation
- Corporate governance
- Crafting and Implementation of Strategy planning and management
- Design and implementation of Performance management system
- Advise on companies merging
- Design organization internal control system
- Organizations performance audit - financial analyses, internal control ; business intelligences/ compare and contrast with competitors - organizations assessment solution (rating)



MANAGING PARTNER DAWIT TADESSE

Dawit Tadesse is a business professional with 20 years of experience in Ethiopia, East Africa, and the Middle East. He is Author of *Leading Business*, a practical handbook on *How to Do Business in Ethiopia*, a tax consultant/ government advisor, as well as Managing Partner of LeadPlus - a professional services firm in Addis Ababa.

Currently a respected educator in Accounting and Finance, he earned his Master Degree in Accounting and Finance from Addis Ababa University and a second Master degree in Security Sector Management/ Economics of Security / from Cranfield, United Kingdom (UK).

He has also Diploma in International Financial Standard /Report (IFRS- UK) from the Association of Chartered Certified Accountants (ACCA). Scholarships include a funded honor from the Department for International Development (DFID).

During his 11 years professional experience, Dawit Tadesse has served the Ethiopian Customs and Revenue Authority in different capacities as an auditor, researcher and change management team leader. In parallel he has also been teaching in various Universities in Ethiopia to part his practical skills to academia.

As a certified management consultant, Dawit has also advised many national and international non-governmental organizations. On the other hand; as a researcher Dawit Tadesse has produced and published many journals, international research conference papers and newspaper articles.

Professional societies include the;

- Accounting Society of Ethiopia
- the Ethioipa Economic Association
- and the Ethiopian Tax Professionals Association.

You may find a detailed list of publications and lectures at leadplusconsult.com



TRAINING CENTER

Lead Plus's Training Center is the educational segment of the LEADPLUS (L+) Management Consultancy and Training Center. We offer a variety of training courses covering professional skills required in a modern business environment. We design courses with both our local experts and our international partners. The courses are divided into four areas of professional concentration:

TECHNICAL SKILLS AND ABILITIES:

- Finance/ accounting
- Tax
- Project management
- Finance for non-finance professionals
- IFRS
- Project appraisal/ bankable proposal
- Financial analysis
- Tax audit

INTERNATIONAL PROFESSIONAL

- Tutor qualifications (ACCA, DipIFR, CIA)

SPECIAL EDUCATIONAL PROGRAMMES

- Mini MBA, training programmes tailored to suit clients' requirements
- Giving exams for employers for its new recruiting employees

PERSONAL EFFECTIVENESS SKILLS

- Change management
- Leadership/ management
- Personal effectiveness skills/ strategy planning and management
- High quality executive trainings in collaboration with Stellenbosch University Limited, South Africa
- Management skills and soft skills
- Coaching skills
- Business development
- Strategic human resource management
- Customer service



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TRAINING OVERVIEW

YOUR GATEWAY TO THE WORLD OF IFRS

Whether you already report under IFRS or are preparing to make the change to IFRS, our series of seminars are designed to share LEADPLUS's knowledge and perspective on some of the critical and complex IFRS issues facing both your company and your industry, as well as contributing to the professional development of your personnel. Our IFRS training program is structured to be flexible and reflect the level of IFRS knowledge and experience of your employees. All our trainers are certified in IFRS from the Association of Chartered Certified Accountants (ACCA), United Kingdom.

FINANCE FOR NON-FINANCE PROFESSIONALS

Basic finance and accounting training program designed for all managers in non-financial areas of an organisation who are making business decisions with financial implications and need to understand or interpret financial information.

TAX TRAINING SOLUTIONS

As taxation advisory leaders, we have designed a series of courses on taxation, which will give you a unique opportunity not only to stay up-to-date with the latest developments, but also to advance your current skills and knowledge in a variety of areas, such as the principles and concepts of international taxation or the requirements of Ethiopia tax compliance and reporting rules. Our courses will help you understand the rules of taxation for different industry sectors, how the world of double tax treaties works and what basic tax planning techniques should be used. They will also give you a basic knowledge of the legal aspects and framework of doing business in Ethiopia.

CORPORATE GOVERNANCE

It is well known that good corporate governance can help companies improve their stewardship and oversight, increase their efficiency, and improve sustainability and competency, by looking at important factors as they continue to grow and expand. This will also map their course towards building a strong reputation in the market. In this regard, the purpose of this training will help the Client to better understand the concept of good corporate governance and other value added opportunities by practicing good CG and related issues through in-house training being delivered to the senior and staff members of the company. All of our trainers are certified from the International Financial Center (IFC).

MANAGEMENT AND LEADERSHIP TRAINING

The purpose of the training is to initiate a process of rapid improvement, by means of achieving a shared understanding of the correct leadership and management methods that we need to employ, if we are to achieve our stated goals.

PROFESSIONAL DEVELOPMENT

We also offer training courses designed to help individuals obtain a professional qualification. These training/ tutor courses include those offered by the ACCA, DipIFRS, and CIA.

BUSINESS PARTNERSHIPS

In an effort to expand outreach efforts and services, LEADPLUS has entered into a strategic partnership with multiple world class associations and institutions including Stellenbosch University Limited, South Africa.



**LEADPLUS (L+)
Management Consultancy**

Afework Building, Office No. 107
Next to Bambis Supermarket
Addis Ababa, Ethiopia

+251 944 25 2272
info@leadplusconsult.com
www.leadplusconsult.com

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