Optimal
training
solutions

OPTIMAL
TRAINING SOLUTIONS



- Leadership Developement
- Educational Consultancy
- Professional Training
- Capacity Building

Building Capacity,
Inspiring Excellence,
Transforming Insitutions.

Dr Mercy Igoki
Founder & Lead consultant

WELCOME MESSAGE

Welcome!

Welcome to Optimal Training Solutions.

It is a privilege to share with you who we are, what we do, and how we partner with institutions and individuals to create meaningful growth and lasting impact.

For over three decades, I have served in education in diverse capacities—teacher, administrator, lecturer, university registrar, mentor, coach, counsellor and leader. Through every role, my passion has remained the same: developing people and strengthening institutions.

At Optimal Training Solutions, we believe that capacity building is the key to excellence. We work with you to build knowledge, skills, values and systems that transform lives and institutions.

Thank you for trusting us to be part of your growth journey.



Dr. Mercy Igoki

Founder & Lead Consultant

ABOUT US

Optimal Training Solutions is a professional consultancy specializing in training, capacity building, leadership development, and educational consultancy.

We partner with schools, universities, government agencies, NGOs, faith-based organizations, and corporate institutions to strengthen leadership, enhance performance, and promote institutional excellence.

- We provide practical solutions
- We build capacity
- We develop leaders
- We transform institutions
- We inspire excellence

Your Growth. Our Passion.
Our Commitment. Your Transformation.

04 ABOUT THE FOUNDER



Dr. Mercy Igoki

I am a Lifelong Learner.

- Educationist
- Leadership Coach
- Career Coach
- Professional Counsellor
- Accredited Mediator
- Governance Practitioner
- University Administrator
- Researcher
- Author
- Speaker | Trainer | Mentor

Over **30 years** of experience in education, leadership, governance, and human development across basic education, higher education, and community transformation.

VISION, MISSION & VALUES

VISION

To be a leading consultancy in Africa providing transformative training, capacity building and educational consultancy services that empower people and strengthen institutions.

MISSION

To provide innovative, practical and research-informed training, capacity building, coaching, leadership development and consultancy services that enable individuals and institutions to achieve excellence and sustainable growth.

CORE VALUES

- Integrity
- Excellence
- Professionalism
- Innovation
- Service
- Collaboration
- Accountability
- Lifelong Learning

OUR PHILOSOPHY

We believe that every person has potential and every institution can excel with the right guidance, capacity and systems.

Our philosophy is anchord on:

- Lifelong Learning
- People Development
- Practical Solutions
- Transformational Leadership
- Partnership and Collaboration
- Integrity and Professionalism
- Sustainable Impact

"When you develop people, you transform institutions."

AT A GLANCE

30+ Years of Experience

Hundreds
of Institutions Served

Thousands
of Educators Trained

Proven Programmes

Research-Informed
Practice

Customized Solutions

Measurable Impact

PROFESSIONAL TRAINING

- Teachers Professional Development **(TPD)**
- Leadership Development
- AI in Education
- Customer Service
- Workplace Ethics
- Team Building
- Digital Skills



CAPACITY BUILDING

- School Leadership Development
- Competency-Based Education (CBE)
- Competency-Based Assessment (CBA)
- Assessment Literacy
- Curriculum Implementation
- Change Management
- Strategic Planning



EDUCATIONAL CONSULTANCY

- Educational Policy Interpretation
- Curriculum Advisory
- School Improvement Planning
- Quality Assurance
- Monitoring & Evaluation
- Program Evaluation
- Development of policies Manuals and Guidelines



STUDENT DEVELOPMENT & CAREER COACHING

- Career Guidance
- Career Coaching
- Psychometric Assessments
- Student Mentorship
- Student Leadership Development
- Academic Clinics
- Graduate Employability



COUNSELLING & WELLNESS

- Individual Counselling
- Group Counselling
- Emotional Wellness
- Mental Health Awareness
- Workplace Wellness
- Mediation & Conflict Resolution



GOVERNANCE SERVICES

- Board of Management (BOM) Training
- Board of Trustees (BOT) Development
- Governance Audits
- Leadership Coaching
- Institutional Governance

OUR TRAINING METHODOLOGY

1. Needs Assessment

We listen, observe and understand your needs.

2. Programme Design

We design customized, practical and relevant programmes.

3. Interactive Facilitation

We use participatory, engaging and adult-learning methods.

4. Coaching & Mentorship

We walk with you beyond the training room.

5. Monitoring & Evaluation

We measure progress and results.

6. Follow-up Support

We provide continued support for sustainable impact.

WHY CHOOSE US?

- **Seasoned and experienced** consultant
- **Practical, research-informed** training
- **Customized** programmes
- **Interactive and engaging** facilitation
- **Strong** education & governance expertise
- Commitment to **measurable** impact
- **Professional**, ethical and reliable
- **Client-focused** and results-driven

OUR CLIENTS

- Schools (Primary, Junior Schools & Senior Schools)
- Universities
- TVET Institutions
- Government Ministries, Departments & Agencies
- NGOs & Development Partners
- Faith-Based Organizations
- Corporate Organizations
- Community-Based Organizations

Together, we build a better future.

PUBLICATIONS



Becoming the Best Me

Shaping my career to impact generations



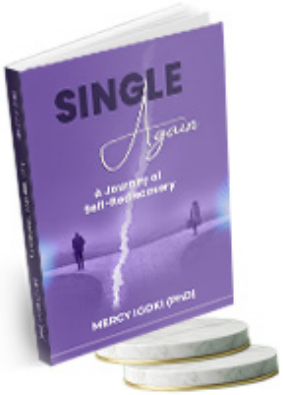
Shaping the Generations

Raising a disciplined people



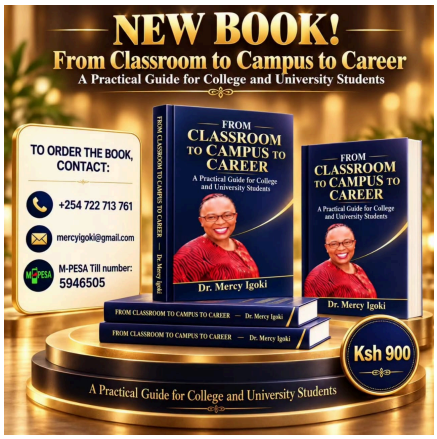
The Hand in the Hurdles

Stories of hope, resilience and triumph



Single Again

A Journey of self Re-Discovery



From Classroom to Campus to Career

A Practical Guide for College and University Students

TESTIMONIALS

> Dr. Mercy is an exceptional trainer and leader. Her sessions are practical engaging and life-changing. Our staff and students have greatly benefited.
>
> **Dr. Joan W.**

> Her depth of knowledge, professionalism and passion for people development are unmatched. She delivers real transformation.
>
> **Mr. Peter M.**
> **Director, NGO Sector**

> A mentor, coach and counsellor with a heart. Dr. Mercy's impact on our institution is immeasurable.
>
> **Rev. Grace N.**
> **Church Leader**

SELECTED PROJECTS

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- Teacher Professional Development Programmes
- School Leadership Training Programmes
- Board of Management & Trustees Trainings
- Competency-Based Education & Assessment Workshops
- Policy Development & Review
- Curriculum Implementation Support
- Student Mentorship & Career Coaching Programmes
- Institutional Audits & Quality Assurance
- Strategic Planning & Change Management
- Conferences, Retreats & Seminars Facilitation

Every project. Every client. Every time — we add value.

Let's partner for transformation

Contact Us

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