

THE GAITAN GROUP LTD.

NAIROBI | GLOBAL REACH

CAPABILITY STATEMENT

Architect. Govern. *Scale.*

Nairobi-based, Pan-African governance architecture, economic diplomacy, mediation and ESG intelligence for boards, institutions and sovereign actors across Africa and global markets.

LED BY AMB. WANJIKÚ WAIRIA, MCIARB

EDITION 2026

01 | PROFILE

Institutions That *Endure.*

A boutique advisory practice serving boards, institutions, and sovereign actors across governance architecture, diplomacy, international relations, strategic foresight and ESG intelligence, board and executive advisory, and executive office design. Pan-African in perspective, global in fluency.

Every engagement is led by a principal; nothing is delegated to junior teams.



FOUNDER | MANAGING PARTNER

Amb. Wanjikú Wairia

MCIARB | NAIROBI

Global Ambassador, Pan-African Policy Diplomat, Governance Architect, and Accredited Commercial Mediator, MCIArb. Over two decades advising boards, regulators, and sovereign actors at the intersection of economic statecraft, mediation, international relations, institutional transformation and ESG.

METHODOLOGY | GITA™

01	02	03	04	05
DIAGNOSE	DESIGN	RE-ENGINEER	INSTITUTIONALIZE	STEWARD | SCALE

WHO WE SERVE

- Boards and board committees
- Foundations
- Governments and regulators
- Family offices
- CEOs and principals
- Development finance institutions
- Multilateral institutions

RESTORATIVE ARM

House of AlKemy™

Forged | Foreordained; The restorative arm of TGG: private retreats and cultural immersions for leaders, boards and delegations carrying consequential weight.

PRACTICE AREA

01 Governance | Board Intelligence

Architecting how institutions decide, oversee, and protect value; anchored in fiduciary integrity, board effectiveness, and regulatory rigor.

Board Effectiveness Audit™

A confidential, evidence-based diagnostic of board composition, cadence, decision quality, and committee architecture.

DURATION

6–8 weeks

DELIVERABLES

- Director and committee interviews (confidential)
- Charter, minute, and decision-trail review
- Composition, skills, and independence matrix
- Board Effectiveness Report with prioritized remediation
- Chair / Company Secretary debrief and roadmap

Outcome: A board that knows precisely where it is strong, where it is exposed, and what to fix before the next regulatory or shareholder cycle.

Governance Diagnostic Sprint™

Rapid review of governance architecture, decision rights, and risk oversight for institutions in transition.

DURATION

3–4 weeks

DELIVERABLES

- Governance heatmap (board, exec, committees)
- Decision-rights and delegation framework
- Risk governance gap analysis
- 90-day remediation plan

Outcome: A clear, defensible governance baseline; the starting point for restructuring, capital raises, or regulatory engagement.

PRACTICE AREA

02 Strategic Foresight | ESG Intelligence | Diplomacy

Aligning growth, legitimacy, and long-term resilience through strategic foresight, diplomatic intelligence, and ESG governance.

ESG Readiness Accelerator™

An end-to-end engagement that takes institutions from ad-hoc sustainability disclosure to board-grade ESG governance aligned to GRI, IFRS S1/S2, and SDG reporting.

DURATION

10–14 weeks

DELIVERABLES

- ESG materiality assessment and matrix
- Sustainability governance charter (board + committee)
- Reporting alignment to GRI · IFRS Sustainability · SDGs
- Impact measurement framework with KPIs
- Investor- and regulator-ready ESG narrative

Outcome: ESG positioned as institutional capital; credible with regulators, DFIs, and investors, defensible at the board.

Geopolitical Diplomacy | Policy Foresight Briefing

Confidential briefings for boards and executive committees on international relations, diplomatic, geopolitical, regulatory, and policy shifts affecting strategy and capital decisions.

DURATION

Single session or quarterly retainer

DELIVERABLES

- Tailored briefing pack (board-grade)
- Live session with Q&A;
- Scenario implications for strategy and risk
- Optional quarterly cadence

Outcome: A board that sees around corners: strategy decisions anchored in diplomatic, policy, and geopolitical reality, not press cycles.

PRACTICE AREA

03 Board | Executive Advisory

Trusted counsel for leadership, oversight, and institutional resilience; from strategy refresh to leadership transition to mediated resolution.

Leadership Transition Advisory™

Confidential advisory through CEO succession, executive onboarding, or principal exit; protecting institutional continuity and stakeholder confidence.

DURATION

4–9 months

DELIVERABLES

- Succession architecture and bench review
- Transition risk and continuity plan
- First-100-days playbook for incoming principal
- Stakeholder communication architecture
- Confidential coaching for outgoing and incoming leadership

Outcome: Leadership transitions executed with institutional dignity; no value leakage, no reputational shock, no succession vacuum.

Strategic Mediation Engagement

Accredited commercial mediation, MCIArb, for cross-border, shareholder, and institutional disputes; resolving complexity through diplomacy-informed judgment while protecting value and relationships.

DURATION

Scoped per matter

DELIVERABLES

- Confidential pre-mediation diagnostic
- Structured mediation sessions
- Negotiated settlement architecture
- Post-resolution stakeholder reconciliation plan

Outcome: Disputes resolved without litigation cost or relationship destruction; value preserved, reputations intact.

Executive Resilience | Board Wellbeing Program

Wellbeing as governance infrastructure; protecting decision quality, succession integrity, and reputational continuity at the top.

DURATION

6–12 months

DELIVERABLES

- Board & C-Suite wellbeing audit
- Individually calibrated resilience program
- Continuity and key-person risk plan
- Culture | conduct diagnostic

Outcome: Leaders who can carry consequential weight without quietly degrading; and boards that can prove it.

PRACTICE AREA

04 Executive Office | Chief of Staff Architecture

Designing the operating system around the CEO; the cadence, instrumentation, and counsel that turn principal intent into institutional execution.

Executive Office Architecture Sprint™

A focused engagement to design the CEO's operating model: decision cadence, principal calendar, Chief of Staff function, and executive instrumentation.

DURATION

8–10 weeks

DELIVERABLES

- Principal time, decision, and meeting audit
- Executive Office operating model and RACI
- Chief of Staff job architecture and KPI cascade
- Decision cadence (weekly / monthly / quarterly rhythm)
- 90-day implementation runway

Outcome: A CEO operating at full cognitive leverage; fewer meetings, sharper decisions, and an executive office that compounds principal judgment.

Fractional Chief of Staff Engagement

Embedded Chief of Staff capability for CEOs, founders, and principals navigating transition, scale, or institutional repositioning.

DURATION

3, 6, or 12 months

DELIVERABLES

- Weekly principal cadence and decision triage
- Board and ExCo preparation
- Cross-functional initiative orchestration
- Confidential counsel and discreet stakeholder management

Outcome: Continuity, coherence, and execution discipline at the top; without the cost or commitment of a permanent hire.

PRACTICE AREA

05 The Inner Boardroom™ | Board Intelligence

Governance is practised by people. The Inner Boardroom attends to what charters cannot: candour, parity, composure and the inner steadiness of those who carry consequential decisions, across Nairobi, Africa and the Global South.

Inner Boardroom Diagnostic™

4–6 WEEKS

A confidential reading of the board's culture: where candour flows, where it stalls, and what the room is not yet saying.

A board that can name its unspoken dynamics and begin to govern them.

Candour & Counsel™ for Chairs

QUARTERLY OR MONTHLY RETAINER

Private counsel for chairs and lead directors on holding plain speech with care, and receiving it without defence.

A chair who makes room for the truth the institution needs.

Parity in Partnership Review™

3–5 WEEKS

For boards in funder, donor, DFI or multinational relationships: rebalancing power so the receiving side can question, disagree and say "we".

Partnerships that are practised as equal, not merely declared so.

Composure & Replenishment Programme™

8–12 WEEKS

Director wellbeing as governance: addressing the hidden cost of composure and moral distress, with restorative work through House of AlKemy™.

Directors who stay steady in demanding rooms, and recover well afterwards.

Boardroom Insights Briefing™

SINGLE SESSION OR QUARTERLY

A curated session drawing on The Inner Boardroom Reflections, tailored to the board's own season and pressures.

A board that talks about how it governs, not only what it governs.

FROM THE INNER BOARDROOM REFLECTIONS

- The Hardest Sentence in the Boardroom
- The Equal Partner Who Learned to Agree
- Boards Get the Truth They Make Room For
- The Invoice for Composure
- What Directors Carry Home

www.tgg.co.ke/board-intelligence

RETREAT OFFERINGS | DURATIONS

Retreat. Restore. *Return.*

The restorative arm of TGG. Four confidential retreat pathways for leaders, boards and principals carrying consequential weight; availability by arrangement.

The Crucible Day™

Private one-to-one immersion

DURATION
1 day

Most leaders do not lack information; they lack one uninterrupted day in which no one needs anything from them. The Crucible Day™ removes the room, the phone and the performance of composure, then restores the body before it asks the mind to decide. You leave with one consequential question answered, and the weight of the rest set down.

The Oracle Residency™

Residential retreat, individual or complementary leaders.

DURATION
3 to 5 days

The decisions that define a legacy are rarely made in the boardroom; they are made in the quiet the boardroom never allows. Over three to five days in a private East African setting, counsel, stillness, land and nourishment work together to restore the clarity beneath judgement. You return not with more options, but with the one you can defend for a decade.

The Conclave Retreat™

Intimate group retreat for boards and executive teams

DURATION
2 to 3 days

Every board carries a conversation it has agreed not to have. The Conclave Retreat™ takes the group out of the boardroom and into a confidential setting where strained relationships can be named, repaired and recommitted. Facilitated dialogue sits beside rest and shared ritual, so the board returns with a charter it believes in and the candour to use it.

The AlKemic Pilgrimage™

Accompaniment over time

DURATION
3 to 6 months

The most dangerous months for a leader are not the crisis but the return. The AlKemic Pilgrimage™ accompanies you across three to six months, pairing restorative practice with strategic counsel from The Gaitan Group, so that where, when and how you re-enter public life is chosen rather than imposed.

RETREAT | IMMERSION

Cultural *by Design.*

Immersive experiences that open living heritage to leaders, delegations and their closest circle; local by design, every detail arranged. A private experience pack is shared once a booking is confirmed.

The Heritage Immersion™

Living heritage, tasted, told and shared.

DURATION

Tailored to your time

An intimate encounter with the traditions of the land: its teas, its table, its stories and the customs behind them, hosted by the communities who keep them.

- Curated heritage tastings
- Storytelling by local hosts
- A keepsake from the source

The Village Immersion™

Village life, from the field to the hearth, alongside those who live it.

DURATION

1 day, optional overnight

A day in the rhythm of village life, from the harvest to the hearth fire, with the meaning behind each custom shared as you go. Private groups only.

- From a visit to full immersion
- Village hosting and ritual
- A personal keepsake

Heritage We Honour™ Gifting

Gifts of provenance, composed for the occasion.

DURATION

Individual or corporate

Bespoke heritage gifts curated around the milestone, guest or delegation you wish to honour; every piece, vessel and message chosen with you.

- Designed around your occasion
- Personalised message
- Delegation and corporate gifts

The Heritage Celebration™

Milestones and traditional ceremonies, hosted in a cultural setting.

DURATION

1 to 3 days, by arrangement

Intimate weddings, traditional ceremonies, anniversaries and milestone gatherings in your preferred village setting, shaped with the host community and its customs.

- A traditional ceremony
- Host community and rites
- Guest hosting and gifting



ENGAGE THE FIRM

Begin a Confidential *Conversation.*

Fees are scoped to each mandate and confirmed in a written engagement letter following an initial consultation.

EMAIL	tgg@tgg.co.ke
TELEPHONE	+254 722 222 999
WEB	www.tgg.co.ke
ENGAGE	www.tgg.co.ke/engage
OFFICE	Nairobi | Pan-African Reach

LEGITIMACY. COHERENCE. CONTINUITY.