Strategy & Planning

We help organisations clarify direction, assess opportunities and set a practical path forward, with business plans and market studies that lenders, boards and funders can rely on.

What we do

- Business plans for new and growing businesses
- Market & feasibility studies
- Organisational structuring
- Strategic plans and strategic advisory
- Valuations and appraisals support

What you receive

- A lender-, board- or funder-ready business plan
- Financial projections with clear assumptions
- Market and feasibility findings
- A prioritised, phased action plan
- A written report in Word and PDF

What a Bridgepoint business plan covers

01 Executive summary
The opportunity, the ask and the headline numbers.

02 Market & competition
Demand, customers, pricing and competitors in Belize.

03 Operations & organisation
How the business runs, who does what, key systems.

04 Marketing & sales
How you will reach, win and keep customers.

05 Financial projections
Start-up costs, cash flow, profit and loss, break-even.

06 Risks & roadmap
Key risks, mitigation and a phased action plan.

How we run a market & feasibility study

Define
Agree the question, scope and decision to be made.

Research
Gather market, customer and cost evidence in Belize.

Test
Model demand, costs and returns under scenarios.

Advise
Clear findings and a go / no-go recommendation.

Why it matters

A well-researched plan turns an idea into a decision: it shows what the opportunity is worth, what it needs, and how it will be delivered.

INDICATIVE FEE

Business plans, per engagement
BZ$2,000 – 7,000

Market & feasibility studies, per engagement
BZ$10,000 – 25,000

Final fee confirmed in a written proposal.

Project Advisory & Implementation Support

We provide hands-on support to plan, manage and deliver projects effectively, from the first work plan to the final report.

What we do

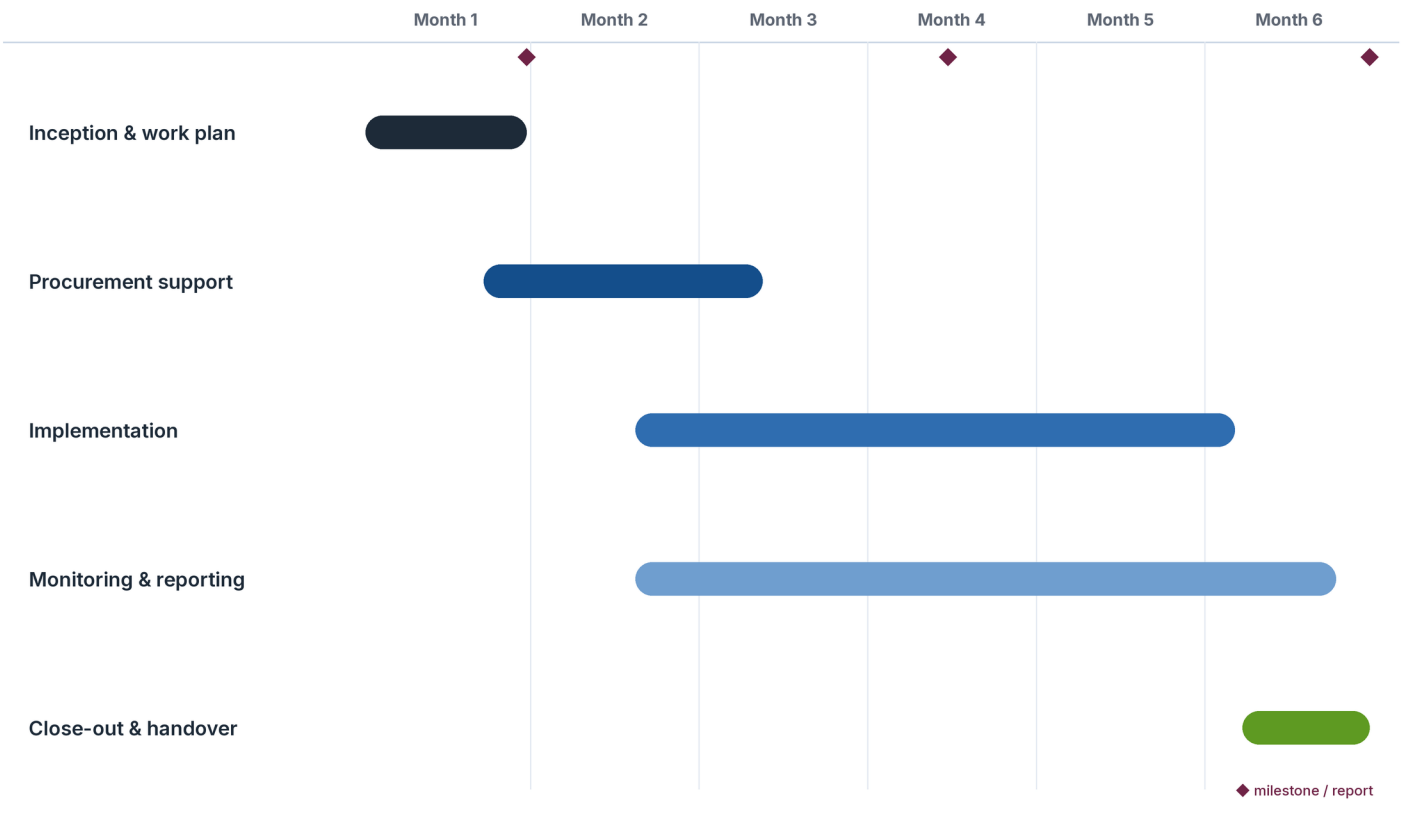
- Project planning and coordination
- Procurement and process support
- Monitoring support
- Practical implementation guidance
- Reporting to boards, funders and partners

What you receive

- A work plan with timeline and milestones
- Procurement documents and evaluation support
- Progress and monitoring reports
- A close-out summary and lessons learned

A typical engagement plan

ILLUSTRATIVE



Why it matters

Good projects fail on delivery, not ideas. Structured planning and steady monitoring keep scope, budget and funders on track.

INDICATIVE FEE

Project advisory & implementation support

Quoted for each assignment

Final fee confirmed in a written proposal.

Capacity Building

We strengthen people, systems and organisational performance through targeted training and practical support that stays with your team.

What we do

- Training and professional development
- Business process support and organisational strengthening
- Training manuals and process documents
- Workshops for boards, managers and staff

What you receive

- A training needs assessment
- Tailored training sessions and materials
- Manuals, templates and process maps
- Follow-up support and a short evaluation

Where we have built capacity

NGOs and conservation trusts

Donor-funded programmes

Hospitality and corporate teams

Example programmes

01 Financial management and accounting training

02 Accounting system set-up and roll-out (e.g. QuickBooks)

03 Operations manuals and governance

04 A grantee capacity programme reviewing grant reports against donor standards

Recent training topics

QuickBooks · Financial management · HR basics and the Shops Act · Operations procedures · Governance

CLIENT ENGAGEMENT AND TRAINING CONTACTS

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Why it matters

Skills that stay in-house compound over time: teams work with more confidence, and results hold after we leave.

INDICATIVE FEE

Training & capacity building, per engagement

BZ$1,500 – 25,000

Final fee confirmed in a written proposal.

Pay Scale & Salary Structure Design

We help organisations create clear, defensible pay structures that support internal equity, growth and sound decision-making.

What we do

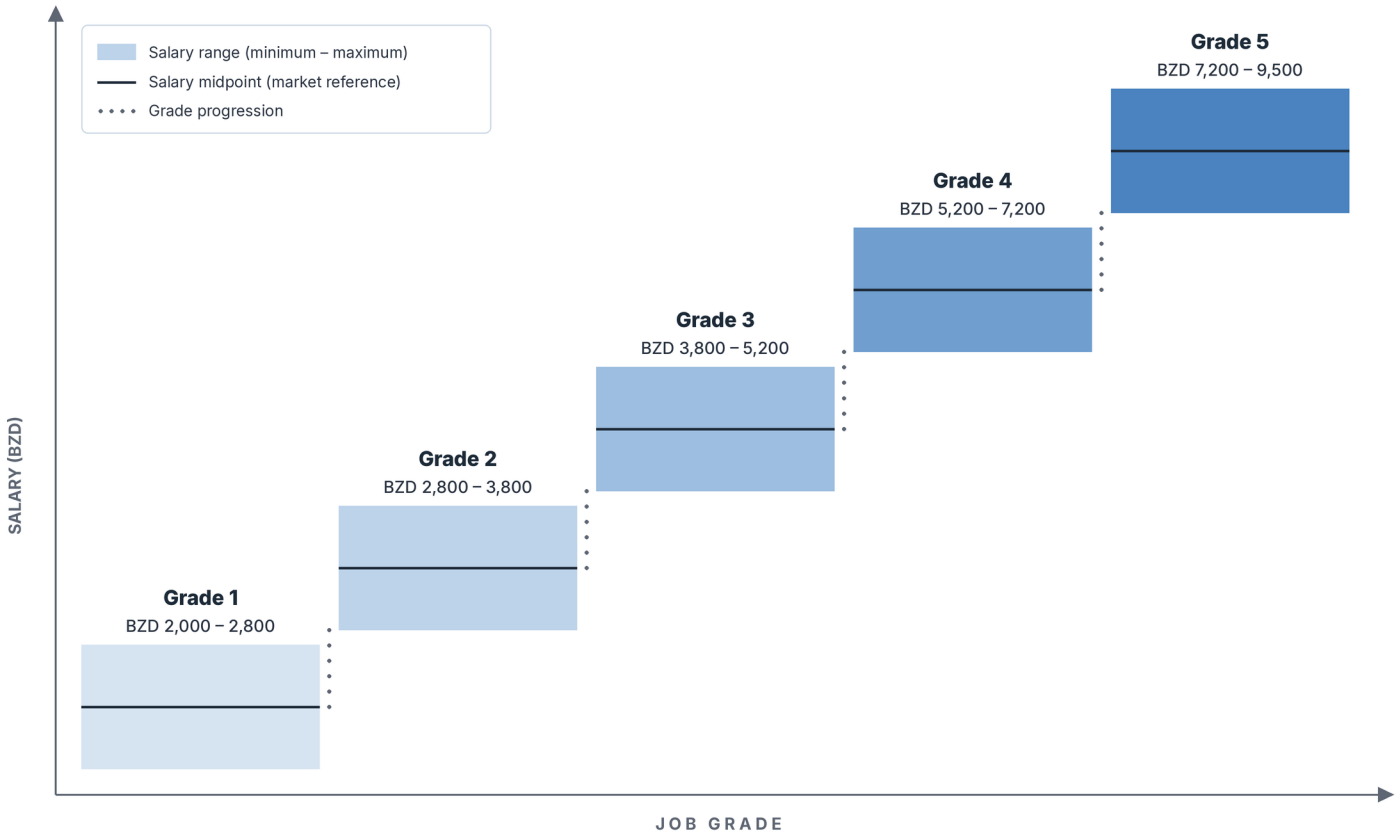
- Job evaluation and grading
- Pay bands and salary ranges
- Progression rules within bands
- Movement between grades, promotion and acting pay
- Internal equity guidance

What you receive

- A proposed grading structure
- Clear salary bands and pay rules
- Management-ready findings and recommendations
- A written report in Word and PDF

How a pay structure fits together

ILLUSTRATIVE



Why it matters

A clear pay structure helps organisations make consistent decisions, explain pay with confidence and manage growth more effectively.

INDICATIVE FEE

Pay scale & salary structure, starting range

BZ$1,000 – 5,000

Final fee confirmed in a written proposal.

Salary Compensation Benchmarking

We provide confidential, market-informed salary comparisons that help organisations understand pay positioning and make evidence-based decisions.

What we do

- By sector and position, standard or customised
- Market analysis against the median (P50)
- P75 shown as the competitive reference
- Clear findings and practical interpretation

What you receive

- Benchmarking report
- Market comparisons by position
- P50 and P75 reference points
- Management-ready summary and recommendations

Standard and customised studies

Standard studies, for example

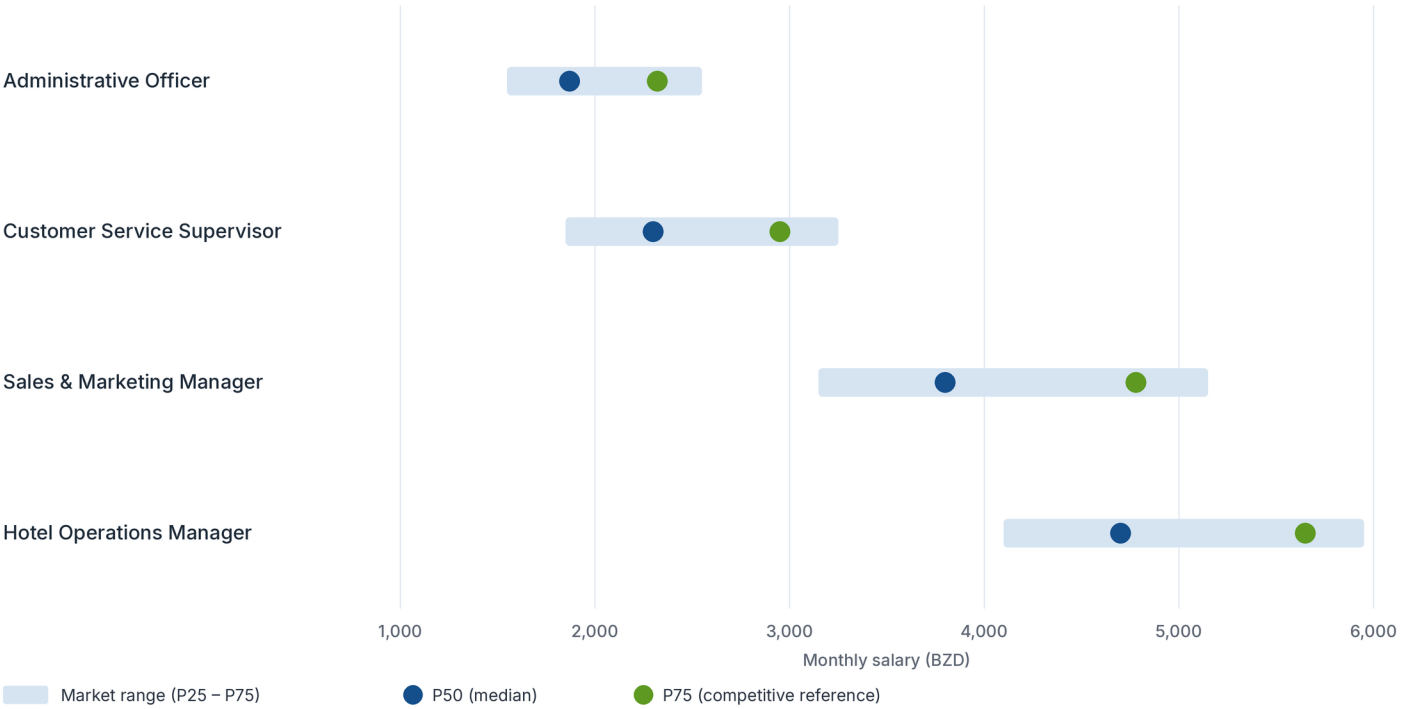
Administrative positions · Customer service and sales & marketing
Hotels, resorts & restaurants

Customised studies, for example

Manufacturing & logistics · Farming & related
Conservation field positions · Other industry-specific roles

Market comparison

ILLUSTRATIVE



Why it matters

Knowing where your pay sits against the market helps you attract and keep the right people without overpaying, and explain pay decisions with evidence.

INDICATIVE FEE

Standard study: one flat fee, not per position
BZ$11,000

Customised study
BZ$17,000 – 30,000

Final fee confirmed in a written proposal.

Internal Equity

We test whether people doing work of similar value are paid fairly and consistently, and give you a clear, prioritised plan to close any gaps.

What we do

- Job grading review
- Pay equity and pay-gap analysis
- Pay compression checks
- An internal equity matrix by grade and position
- Recommendations aligned to your pay structure

What you receive

- An internal equity matrix
- Findings on gaps, outliers and compression
- A prioritised, costed adjustment plan
- Can be combined with salary benchmarking

Internal equity matrix

ILLUSTRATIVE

	Below range	Low (80–95%)	On target (95–105%)	High (105–120%)	Above range
Grade 1	1	3	9	2	0
Grade 2	0	4	11	3	1
Grade 3	2	5	7	2	0
Grade 4	0	2	5	1	1
Grade 5	1	1	3	0	0

Employees by grade and compa-ratio (salary ÷ grade midpoint). Outlined cells flag pay outside the range for review.

Why it matters

Fair, consistent internal pay protects morale and retention, and gives management a defensible basis for every adjustment.

INDICATIVE FEE

Internal equity review, per engagement

BZ$1,000 – 15,000

Final fee confirmed in a written proposal.

Grant Writing

We help organisations in Belize turn good ideas into strong, complete grant applications.

Great projects deserve to be funded.

8+
YEARS IN BELIZE

What we help with

01
Eligibility check
We confirm the call fits your organisation and project before work starts.

02
Proposal writing
You bring the project; we write it to the funder's criteria and scoring, with a clear structure and compelling narrative.

03
Supporting documents pack
We help assemble the budget, letters and attachments the funder asks for.

04
Submission and follow-up
Portals and deadlines handled, then follow-up with the funder on the outcome.

Who we have supported

- NGOs
- Community organisations
- Donor-funded programmes

A SMALL FIRST ENGAGEMENT

Grant Readiness Check

Before full grant writing, a short check of whether your organisation and project are ready to apply.

- Eligibility against the funder's criteria
- Documents you already have, and what is missing
- A clear recommendation on whether and how to apply

Why it matters

Strong projects often miss out on funding because the application doesn't do them justice.

INDICATIVE FEE

Grant writing support, per engagement

BZ$1,000 – 8,000

Final fee confirmed in a written proposal.

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