

Competence for Energy, Oil and Aircraft Risks Insurance

(Delivered in UK)

4 Days

Rationale/General Objective

Despite huge income potentials from insuring special risks, skills gap to interpret the nature and complexities involved in high-scale incidents to oil assets, power plants, and aircrafts has been a major barrier to insurers, who should aggressively seek such opportunity. Problem of under-capacity is restricting exploited scope and industry growth for non-life businesses; consequently pushing most operators to constantly re-work strategy for each new challenge, rather than have a one-to-many response. This programme therefore has been designed to create focus for managers, by teaching successful practices for evaluating, estimating, negotiating and accounting for special risks in oil, gas, energy and airline operations.

Modules

- Introduction to Oil, Gas & Energy Operations
- Evaluating and estimating Impacts of Incidents
- Underwriting, policy and claims administration
- Advanced Negotiation Skills
- Income Measurement
- Energy/Oil Installations and Aircraft Ruin Assessment
- Special Risks Reporting
- Tour of UK IPP and Oil Installations
- Local Content Strategic Advantage Plan
- Case Studies (Videos and practical)

Target Participants (Limited Class Size of 25):

- Technical Managers
- Underwriting Managers
- Risk Assessors, Accountants and Auditors

Dates & venues

Please call us to confirm.

Advanced Demand & Materials Planning

3 Days

Rationale/General Objective

In strategic times, production and export-oriented organisations emphasise costs and revenue more than ever. Central to achieving this is creativity in planning, which helps to intelligently support sales management and drive out unnecessary costs from operation. This programme provides participants with advanced planning techniques for aligning production and demand management.

Modules

- Product Utilisation Analysis
- Operations and Organisational Requirement Forecasting
- Inflation Management Techniques
- Material Scheduling
- Strategic Production Planning Framework

Target Participants (Limited Class Size of 25):

- Production Planning Managers
- Export Managers
- Stores Managers
- Procurement Managers

Dates & venues

Please call us to confirm.

Service Delivery & HSEQ

3 Days

Rationale/General Objective

Compelling need for consumer satisfaction coupled with recent advancement in office/industrial technology, workplace environment and social responsibility have all pitched organisations on the competitive pedestal to guarantee improved service delivery and enforcement of Health, Safety, Environment and Quality (HSEQ). This programme enables participants to create pro-active service delivery & HSEQ culture that supports agreed organisational proposition.

Modules

- Organisational proposition and workplace psychology
- Fundamentals of Service Delivery
- Corporate social responsibility and Changing landscape in HSEQ
- Quality Designing, Monitoring & Improvement
- Implementing HSEQ Programme
- International Standards and Best Practices

Target Participants (Limited Class Size of 25):

- Quality Control Managers
- Facility Managers
- Project Engineers

Dates & venues

Please call us to confirm.

Infrastructure and Joint Venture Financing

(Open)

2 Days

Rationale/General Objective

Statistics have shown that the cost of providing durable infrastructure to meet developmental needs is so huge; forecasts suggest the total cost at \$230 billion up to year 2030. This remains a huge burden for government and companies intervening through Corporate Social Responsibility (CSR). In both short and long terms, financing is a very key issue to meeting this gap. This programme is thus aimed at equipping participants with intelligence for easing the financing and cashflow challenges, critical to delivering good and affordable public infrastructure.

Modules

- Understanding Public Private Collaboration (PPP)
- Nigeria's Infrastructure Gaps and Opportunities
- Developing financial plans for Infrastructure projects
- Designing and Negotiating Joint Venture Financing
- Corporate Liabilities and Governance
- Risk and Obligations Management
- Stakeholder Management
- Best Practices and Case Studies

Target Participants (Limited Class Size of 25):

- Senior Managers in Government Institutions, Financial Institutions and private companies involved in designing, financing and delivering infrastructure and joint venture projects.

Dates & venues

Please call us to confirm.

Risk Management in Challenging Times

(Open)

2 Days

Rationale/General Objective

The business landscape has changed drastically in the last couple of months, thus challenging workability of existing enterprise risk management structures.

Modules

- Changes in Global Economy and Regulatory Capabilities
- Risk Culture and Framework
- Quantitative and Qualitative Techniques
- Strategic Sensitivity Analysis
- Re-Setting Tolerance Limits
- Adaptation of Risk Models
- Process Monitoring Modelling
- Case Studies

Target Participants (Limited Class Size of 25):

- Risk Managers

Dates & venues

Please call us to confirm.

Change Management For Mid-Level Managers

3 Days

Rationale/General Objective

Mid-level managers are usually pre-occupied with decision making on recurrent operational matters; Often times, they have difficulty understanding, managing or suggesting internal and external changes that redefines work processes. This accounts for why managers' achievements are in sharp contrast to top management expectation. This programme therefore has been designed to provide mid-level managers with knowledge on how to identify factors causing change in operations; they are also equipped with skills to conceptualise, appraise, advise and implement change programmes.

Modules

- Planning For factors forcing Change
- Strategy for Navigating the Course of Change and Sustainability
- Change and the Power of Vision
- Organisational Culture and Managing Behavior
- Capabilities for Implementing Change programmes
- Developing and implementing corporate policy and strategy
- People Management in Challenging Times

Target Participants (Limited Class Size of 25):

- Mid-level managers, in both private & public sectors

Dates & venues

Please call us to confirm.

Fixed Assets Management Using MS Office 2003/2007

3 Days

Rationale/General Objective

Physical assets, being the most important internal infrastructure for organisations, ought to be well managed because they are critical to revenue generation, effective daily operation and financial valuation. This programme provides participants with modelling skills to, on one hand integrate output from accounting applications and on the other hand, automate assets tracking, transaction, recording, analysis, reporting and audit.

Modules

- Challenges of Asset Management
- Microsoft Excel Appreciation
- Interfacing Excel applications with accounting applications
- Modelling Asset Management function
- Incident Automation and Replacement Analysis
- Modelling Asset Management Audit
- Designing User-specific Asset Reports

Target Participants (Limited Class Size of 25)

- Fixed Asset Managers
- Admin Managers
- Auditors

Dates & venues

Please call us to confirm.

Supply Chain Re-Optimisation

3 Days

Rationale/General Objective:

Supply chain function as a strategic artery fills day-to-day workflow requirements. Its relevance is underscored by how this activity influences service delivery, cost, margins and quality of balance sheet values. For each organisation, the best approach is to configure, ab initio, the chain processes to strategically optimise value, whilst minimising cost. However, in view of changes in global economy, suitability of existing chain configuration are being questioned on whether it delivers intended objectives. This programme therefore examines how senior procurement managers can re-adapt operations and develop flexible strategies to cope with pro-active supply-demand management and value priorities in challenging times.

Modules

- Supply Chain Re-assessment
- Value Chain Analysis
- Operations and Organisational Requirement Forecasting
- Economic Ordering Management & Just-In-Time Applications
- Overcoming Financing Challenges
- Strategic Positioning Analysis
- Re-optimisation Actions Framework

Target Participants (Limited Class Size of 25)

- Purchasing & Supply Managers
- Stores Managers
- Procurement Managers
- Supply Chain Strategists

Dates & venues

Please call us to confirm.

Preparatory Leadership

3 Days

Rationale/General Objective

This is an intensive three-day program specially designed to rapidly advance the already developed skills of senior managers. This comprehensive program empowers participants to direct their competences at creating real growth competitively. It also prepares them for leadership engagement and effective translation of strategic vision into gainful operational designs. It teaches methods for proofing organisation's proposition, in addition to financial analysis, budgeting, problem solving, performance management and executive development skills.

Modules

- Navigating, Managing and Delivering change
- Visioning to Delivery
- Practices of Exemplary Leadership
- Market Dynamics
- Governance
- Performance Management
- Strategic Finance
- People & HR Management

Target Participants (Limited Class Size of 25)

- Mid-level managers, in both private & public sectors,
- HR, Finance managers, head of depts
- Individuals growing into leaders

Dates & venues

Please call us to confirm.

Financial Modelling Using Excel 2003/2007

3 Days

Rationale/General Objective

Professionals in the financial sector often deal with repetitive cores in dissimilar situations. Automating such processes are advisable but investing in specialised software may not be justifiable. The alternative and often the solution is to build capacity in financial modelling to promote advisory and decision speed. This programme teaches in simple steps, how to use excel to develop and optimise a mathematical model to predict or to simulate scenarios of financial events, such as asset prices, market movements, portfolio returns and high risk areas in financial investment.

Modules

- Challenges of Financial Advisory & Reporting
- Microsoft Excel Appreciation
- Interfacing Excel applications with advisory applications
- Modelling Financial Events I
- Modelling Financial Events II
- Designing User-specific Financial Reports

Target Participants (Limited Class Size of 25)

- Financial Analysts
- Financial Advisers
- Stockbrokers
- Investment Managers
- Project and Estate Valuers
- Financial Reporters

Dates & venues

Please call us to confirm.

Leadership Support Programme for Personal Assistants

4 Days

Rationale/General Objective

The changing role of leaders in public and private sectors has led to increased responsibility and assertiveness of Personal Assistants and Top Secretaries. Their roles have become more pronounced as a sub-leader themselves, who must be sufficiently knowledgeable about the direction leaders face from time to time. This programme has been designed to equip participants with skills to effectively support leaders to deliver.

Modules

- People Relationship Management
- Advanced Protocols
- Effective Office Co-ordination Skill
- Delivery Management
- Critical Thinking Skill
- Corporate Governance
- Change Management
- Organisational Development Initiative (Embedded)
- Building Reports for Leaders

Target Participants (Limited Class Size of 25)

- Personal Assistants
- Top Secretaries

Dates & venues

Please call us to confirm.

Effective Payroll Management for Large Organisations

4 Days

Rationale/General Objective

Beyond IT Infrastructure, people and process management are key in payroll matters. Also, constant changes in organisational landscape, in terms of design, staffing, welfare and compliance, continuously introduce new issues that redefine best practices in meeting objectives of a seamless process management for payroll. This programme therefore, is aimed at refreshing participants and providing them with the judgemental skills and advanced techniques, to deal with challenges of payroll integration, audit, accuracy, completeness, reporting and ERP/software deployment.

At the end of the programme, participants will be able to:

- assess changing landscape in payroll management
- identify needs for flexing payroll softwares to meet enterprise requirements
- apply advanced techniques to managing payroll process
- promptly resolve issues on employee debts
- conform employee records with general ledgers
- advise on integration complexity with other software modules.

Modules

- Landscaping the payroll management process
- Aligning Output with Organisational Objectives
- advanced payroll resolution techniques
- Employee Debts and Records Management
- Integration challenges
- Embedding Reward Management

Target Participants (Limited Class Size of 25)

- Assistant Directors
- Senior Managers, Managers and Emoluments Auditors in Payroll and Pension Departments.

Dates & venues

Please call us to confirm.

Achieving Tax Compliant Operation

(Open)

3 Days

Rationale/General Objective

Entities will unavoidably grow through re-organisation, international expansion, re-investment and, business combination, which present some unique consideration on taxes managed as one-off's. Success at these milestones are however, in part determined by culmination of day-to-day tax evaluation and position. Shortage of knowledge to pro-actively resolve tax issues in the operations, creates tax avoidance trends which may not only be illegal, but damaging to corporate reputation and degenerating into complexity in financial measurement from year to year. Operational tax management ensures maintaining an equilibrium legal exposure while also stimulating initiatives for growth.

Modules

- Principles of Corporate Tax Administration
- Tax Liability and Computation
- Tax Laws in Evolution
- Tax in International Operations
- Double Taxation and Tax Claims
- Operational Assessment For Tax Obligations
- Embedding Tax Compliance
- Negotiating Tax Positions
- Accounting for Taxes, WHT and VAT

Target Participants (Limited Class Size of 25)

- Tax Accountants
- Tax Managers
- Heads of Finance
- Heads of Treasury
- Tax Auditors

Dates & venues

Please call us to confirm.

Financial Systems in Business Transformation

2 Days

Rationale/General Objective

Placing financial systems in a role in which it strategically leads innovation and support enterprise-wide expansion, is no less highly desirable for entities that intends to achieve successful business transformation. This programme therefore provides indepth re-examination of the role of managers in finance departments and gives focus for supporting and influencing the quality of deliverables in all departments.

At the end of the programme, participants will be able to:

- identify factors forcing enterprise-wide change and causing huge financial impacts
- assess the key roles expected of finance team
- identify the requirements for contributions of other departments to business objectives
- translate requirements into roles for finance
- advise on implementation of a financial system that incorporates business requirements.

Modules

- Business Transformation
- Organisational Proposition and Finance Strategy
- Transforming and Repositioning Finance for Added Value
- Business Requirements Translations
- Mini-session on developing a financial systems

Target Participants (Limited Class Size of 25)

- Heads of Finance & Strategy
- Heads & Managers of Financial Reporting Divisions
- Finance Managers

Dates & venues

Please call us to confirm.

Resilient Financial Planning

4 Days

Rationale/General Objective

Plans can either achieve positive outcomes, or not, depending on how it is implemented. This high-level programme gives participants the skills for planning and managing operational requirements and complex financial plans, in tune with emerging realities. It teaches developing and applying foresights to ensure intended objectives are realised even in difficult times.

Modules

- Understanding Key drivers in Planning
- Forecasting Obligations and Income Reality
- Developing and Implementing large-scale financial Plans
- Planning and Change Management
- Assessing Resilience and Performance
- Transforming and Repositioning Finance Capabilities

Target Participants (Limited Class Size of 25)

- Assistant Directors & Managers (Budget & Planning)
- Financial Controllers
- Finance Managers
- Senior/Mid-Level Managers (Finance & Accounts)
- Project Accountants

Dates & venues

Please call us to confirm.

Advanced Financial Analysis

3 Days

Rationale/General Objective

The Internal stakeholders to every entity require more qualitative information, for appraising performance and deciding investment continuity and directions for the enterprise. This programme is designed to enable participants to develop first-rate intelligence and provide cutting-edge insights (beyond analysis), to assist top executives.

Modules

- Fundamentals of Business and Financial Analysis
- Assessing Business Resilience, Productivity and Performance
- Forecasting Obligations and Income Reality
- Corporate Liabilities and Governance
- Analytical Review
- Advising on effective Strategy for Borrowing Money
- Strategic Sensitivity Analysis
- Building Reports For Leaders

Target Participants (Limited Class Size of 25)

- Deputy Directors
- Assistant Directors
- Management Accountants
- Senior Accountants and Senior Managers whose roles include provision of high-level financial insights to Leaders in Public and Private Organisations

Dates & venues

Please call us to confirm.

Dealing With Cost Escalation and Revenue Replication

3 days

Rationale/General Objective

These are strategic times for organisations, in which dilution of revenue growth opportunities are threatened at the execution phase, by unbridled cost escalation factors in day to day operations. Whether in large, medium or small organisations, a greater chunk of growth is lost to absence of new initiatives to tactically and promptly dealing with these key issues. This programme therefore fills the knowledge gap and provides skills to managers, who would, in addition to meeting this challenge, replicate revenue growth operationally.

At the end of the programme, participants will be able to:

- identify cost escalation in operations
- design low-level strategies for cost management
- operationalise cashflow effectively
- advise on areas for better planning and implement revenue replication

Modules

- Operational Review Techniques Cost-Control Strategies
- Dealing with Revenue Losses
- Advanced CashFlow Management
- Integrated Advisory Capabilities For decision Stimulation
- Growth Replication Techniques

Target Participants (Limited Class Size of 25):

- Financial Controllers
- Finance Managers
- Senior/Mid-Level Managers (Finance & Accounts)
- Heads (Finance & Admin.)

Dates & venues

Please call us to confirm.

Developing and Retaining Workforce Talents

3 days

Rationale/General Objective

Key people, because of their passion, level of engagement and excellence in their work, have become a fundamental source of value and competitive advantage for an organisation – more than even systems or products. The challenges today are identifying gaps, skills, talents, and how to bridge such gaps? How are HR business units handling talents issues? How can HR identify talents in a workforce? How can HR connect workforce talents to use for organisational development and growth? Many organisations recognise the importance of key talent in driving business success, particularly in this increasing knowledge and service based economy.

Modules

- Impact of Globalisation
- HR Strategy & Advisory
- Talent Engagement
- Talent-based Development Planning
- Reward Management Strategy
- Case Studies

Target Participants (*Limited Class Size of 25*)

- Manpower Development Managers

Dates & venues

Please call us to confirm.

Advanced Management Training Evaluation (Accredited)

(Delivered in UK)

4 Days

Rationale/General Objective

The cost of management development is so high - every organisational activity, including training should be measured and its contribution to business made obvious in advance. This programme will show participants advanced evaluation models and all the tools needed for measurement.

Modules

- Need Analysis
- Step by Step process to evaluate training
- Understanding the difference between evaluation and validation
- Case Studies on evaluation of management training
- Transferring evaluation back in the work place

Target Participants (Limited Class Size of 25)

- Heads of Training & Manpower
- Heads of Human Capital and Learning
- HR Managers, Training Managers
- Budget Holders for training

Dates & venues

Please call us to confirm.

Effective Performance Management

3DAYS

Rationale/General Objective

This programme will fundamentally address performance issues and the strategic application of rewards and incentives to boost the quality of individual and organisational work output.

Modules

- Introduction to performance management
- evaluating and assessing the performance management process
- measuring and appraising performance
- evaluating rewards: grading and pay structures and systems
- reviewing and implementing strategic rewards,
- performance improvement

Target Participants (Limited Class Size of 25)

- Head HR
- Senior managers
- Admin manager
- Heads of Departments

Dates & venues

Please call us to confirm.

Risk Perspectives In Regulation

4 Days

Rationale/General Objective

Crisis in the world economy contributed tremendously more risks in weakening effectiveness of regulation, and its positioning. Research has shown that sharp practices by operators and market deficiencies continue to out-pace the speed of regulatory re-enactments. Due to this, most regulations have maintained some measure of regulator-centricism, unpreparedly delivering a mission different from gainful market reforms. Whether in banking, stock market, insurance, retail, aviation or privatised markets, vulnerabilities surrounding issues, processes and functions being regulated are sophisticatingly changing what the focus and priorities of regulation should be. There is need for anticipatory regulatory model sustained by pro-active actions from oversighting, drafting, compliance and enforcements. This programme is aimed at teaching knowledge and estimation methods of risks in regulation. Greater emphasis is on incorporation of risk threshold into acceptable rules and, how the solution team effectively apply tools that supports faster but apt executive decision-making.

Modules

- Changes in Global Economy and Regulatory Capabilities
- Effective Regulation
- Dynamics of Market Driven Economy and Risk Culture
- Quantitative and Qualitative Techniques
- Re-examination of Oversight and Enforcement responsibilities
- Converting Risk Threshold to Rules of Conduct
- Process Monitoring Modelling
- Case Studies
- Building Reports for Leaders

Target Participants (Limited Class Size of 25)

- Senior Managers and Managers responsible for Oversight, Rules Drafting, Legal Coding, Compliance, Enforcements and Disclosure Management functions in regulatory institutions.

Dates & venues

Please call us to confirm.

Managing Procurement

3 Days

Rationale/General Objective

This is a leading program for public sector managers who want to drive innovation in purchasing and supply; and also transform procurement function from administrative activity to strategic one.

Target Participants (Limited Class Size of 25)

- Procurement Managers

Dates & venues

Please call us to confirm.

Executing Reform Programmes

4 Days

Rationale/General Objective

The public sector has been the fulcrum of reforms for institutions, policies and procedures, down to the grass roots. Impacts of reforms are however not completely visible to the governed due to its high-handedness and as the delivery vehicles (the people) are not well stimulated. The use of consultants to conceive and also manage delivery processes, have had its own setbacks because reform programmes are not owned directly by key government officials. This programme has been designed to run as strategic sessions for top government functionaries and stakeholders, involved in reforms design and management. As a component of NEEDS, SEEDS and LEEDS, participants are led into self correcting visioning deficiencies and critical thinking on both transition and implementation strategies, to make reforms work.

Modules

- Factors Compelling Reform
- Delivering Tomorrow, TodayTM
- Visioning Reforms
- Translating and Delivering Reforms
- Strategy Drafting/Adaptation
- Critical Implementation Challenges
- Stakeholder Management
- Programme Monitoring and Progress Evaluation

Target Participants (Limited Class Size of 25)

- Director Generals
- Permanent Secretaries
- Local Government Chairmen
- Political Appointees

Dates & venues

Please call us to confirm.

Customer Analytics Skills

2 days

Rationale/General Objective

This is an intensive 2 day program specially designed for sales force, marketing and brand personnel to enhance their skills in the delivery of their organisational products to the end users- customers. This intensive program empowers participants to focus their competencies at setting and achieving sales objectives, identifying core needs of customers, attitudinal change processes.

Target Participants (Limited Class Size of 25)

- Business Development Executives
- Sales and Marketing Analyst
- Brand Managers
- Product Analyst

Dates & venues

Please call us to confirm.

Handling Business Repositioning Challenges

2 Days

Rationale/General Objective

Businesses have realised how important it is to reposition themselves when challenges occur. Better focus is achieved and opportunities abound at the instance of repositioning to serve a niche market competitively, but challenges equally exist in skills, HR, finance, process, organisational design, culture, technology, regulations and management, to get there. This programme is more case-study flavored; general principles are provided followed by a period of strategic framework with the lead faculties, in which each participant is exclusively allowed to embed needs of the organisation represented.

Target Participants (Limited Class Size of 20)

- Heads of Strategy
- Planning Managers

Dates & venues

Please call us to confirm.

