



# **PUBLIC SECTOR**

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# Introduction

# Introduction

We are a boutique management consulting firm established in 1990, with a focus on providing solutions in the areas of:

- Strategy Consulting
- Risk Management Consulting
- Human Resource Consulting
- Learning Solutions

In our solutions designed and delivery, we bring to bear our almost three and half decades experience serving over two hundred top-tier clients. Our team of highly experienced local and international experts ensure that we berth best-in-class fully customized and cost-effective solutions.

Our flexibility enables us seamlessly deliver our projects through virtual platforms, or on-site or on a hybrid basis.



# **Strategy Consulting**

# Strategy Consulting

H. Pierson has built strong private and public sector footprints in Corporate Advisory, including Corporate-level Strategy development, Business and Functional-level Strategy development, as well as the successful execution of these.

This is under a unique methodology that stimulates firm-wide stakeholder buy-in, competition, and excitement-filled execution. Our strategy offerings include: :

- **Strategy Activation & Cascading**
- **Strategy Execution Monitoring & Evaluation**
- **Strategy Performance & Impact Reporting**
- **Executive Retreats Facilitation**



# Human Resources Consulting

# Human Resource Consulting

Do you have sticky challenges with attracting, managing and retaining employees?

At H. Pierson, we have built a reputation in guiding clients through diverse human resource (HR) issues. In addition to broad-based HR planning, we are able to help you address specific areas of workforce management. Our scope of HR solutions covers;

- ❖ Staff Performance Optimization
- ❖ Culture Transformation
- ❖ Organizational Design
- ❖ Executive Search
- ❖ Staff Audit and Optimization
- ❖ Succession Planning



# **Risk Management Consulting**

# Risk Management Consulting

Our Risk Management Practice provides high-value risk management solutions and assurance through the employment of best practices that enable our clients optimally manage their risk universe.

We are also able to help you address specific risk areas. Our scope covers:

- ❖ ERM Framework Design
- ❖ Risk Management Maturity Assurance
- ❖ Risk Management, Strategy & Performance alignment
- ❖ Risk Governance Advisory
- ❖ Risk Culture Embedding & Transformation
- ❖ Risk Policies Development & Review
- ❖ Risk Management Automation Advisory



## **Our Learning Solutions**

**PUBLIC SECTOR**

# Our Learning Solutions

Leveraging our thirty-three (33) years of supporting our various clientele in meeting their diverse learning needs, we have built unmatched competence not only in delivering courses, but also in transforming companies' internal learning frameworks. Under this unit, we have

- **Learning & Development Courses – We have relevant courses in various sectors of Power, Oil & Gas, as well as Telecommunication, Critical Skills and other technical areas.**
- **Learning & Development Framework Advisory**

# **Our Learning Solutions – Power Courses**



# Our Learning Solutions – Power Courses

## ➤ Learning & Development Courses - Power Courses

- Power System for non-technical professionals
- Demand side management in Power Systems
- Distribution Systems Planning
- Load and Renewable Generation Forecasting
- Renewable generation and integration into the network
- Asset Reliability Management
- Meters Asset Providers (MAP)
- Power Systems with focus on cables, OHL transformers and generation
- Operations and Process Improvement: Core Execution Principles
- Inventory Management and Planning: Optimization, Tagging and Assessment
- Electric Power Transmission and Distribution Engineering Training
- Electricity Tariff Workshop
- Combating Electricity Theft Using Technology
- HV & MV Substation Design, including Underground Substations

# Our Learning Solutions – Oil & Gas Courses

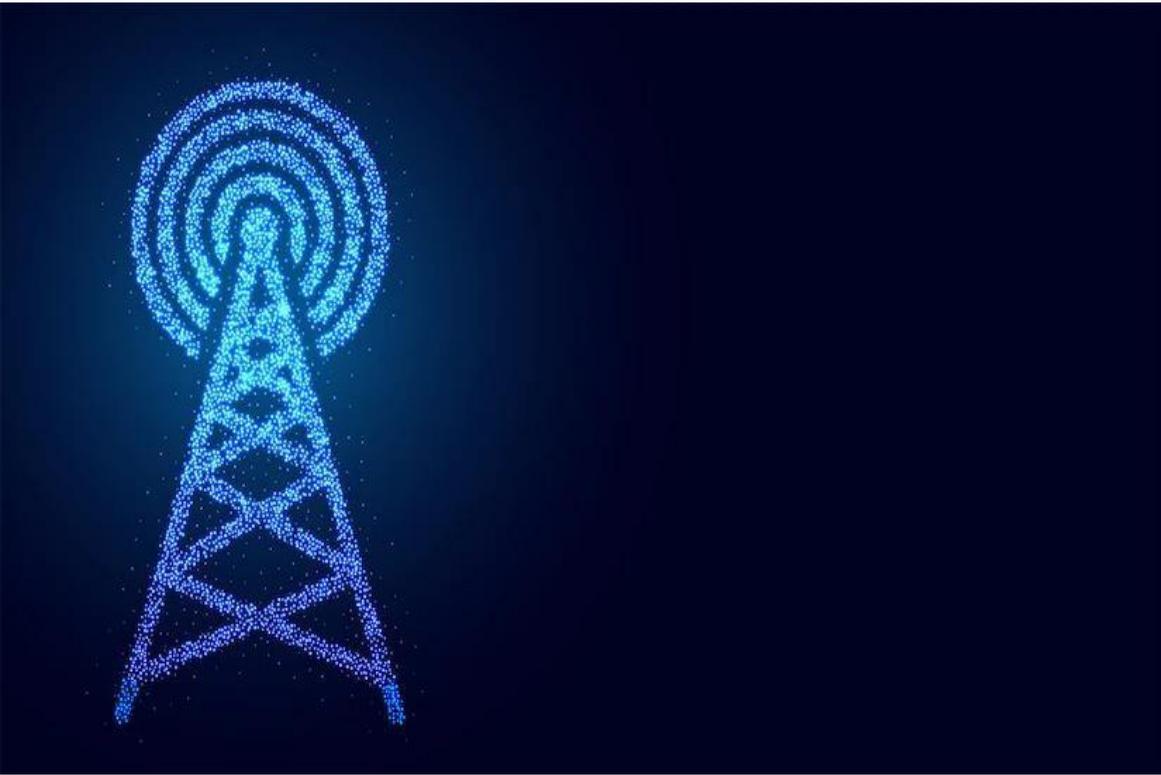


# Our Learning Solutions – Oil & Gas

## ➤ Learning & Development Courses – Oil and Gas Courses

- Corrosion Assets and Integrity Management
- Corrosion Prevention in Oil & Gas Operations
- Understanding the Oil & Gas Industry Value Chain
- Contracts and Fiscal Policies in the Oil & Gas Industry
- Fundamentals of Natural Gas Exploitation, Processing
- Reservoir Simulation

# **Our Learning Solutions – Telecommunication Courses**



# Our Learning Solutions – **Telecommunication Courses**

- **Learning & Development Courses - Telecommunication Courses**

- Cybersecurity and Data Management
- RF Transmission and Spectrum Management
- Connectivity
- Satellite Communication and Operations
- Big Data and Application Development

# Our Learning Solutions – **Other Technical Courses**



# Our Learning Solutions – Other Technical Courses

## ➤ Learning & Development Courses - Other Technical Courses

### **TECHNOLOGY**

- Advanced IT and Cyber Risk Management
- Artificial Intelligence in the Industry
- Data Analysis in the industry

### **RISK MANAGEMENT**

- Risk Management for Business
- Masterclass in Environmental, Social & Governance Risk Assessment
- Treasury Risk Management

### **SUSTAINABILITY**

- Sustainability Management
- Managing Health, Safety, and Environmental (HSE) Concerns
- Electrical Safety and Protection Training

### **FINANCE**

- Fundamentals of Petroleum Economics & Risk Analysis
- Revenue Growth Strategy & Revenue Protection
- Financial Statements Analysis
- Financial Modelling
- Finance for Non-finance Professionals
- Treasury Management

### **PROJECT MANAGEMENT**

- Project Management in Business

# Our Learning Solutions – **Critical Skills Courses**



# Our Learning Solutions – Critical Skills Courses

## ➤ Learning & Development Courses – Critical Skills Courses

- Teamwork
- Time Management Skills
- Personal Effectiveness
- Problem Solving & Decision-Making Skills
- Agile Culture Adoption
- Coaching & Mentoring for Organizational Growth
- Emotional Intelligence
- Negotiation Skills and Techniques
- Executive Leadership Development Workshop
- Management Development Programmes
- Retirement Planning Workshop
- Strategic Thinking

# Our Learning Solutions – Framework Advisory

This methodology here will include:

- Validation of the L&D objectives
- Assessment of the current framework against best practice, benchmarks and critical elements for future-readiness
- Firm-wide engagement and feedback analysis
- Incorporate strategy-compliant competency model



# **Our Board Solutions**



# Our Board Solutions

## Board Effectiveness

- Board Development
- Board Governance
- Board Dynamics & Culture
- Board Diversity & Inclusion

## Board Capacity Development

- Technical Skills Development
  - (Risk, Sustainability, Finance, Audit, etc.)
- Critical Skills
  - (Leadership, Strategy, Governance, etc.)

## Board Retreats

- Domestic
- Overseas

## Board Evaluation

- Remote & In-Person
- Full Board & Director- Specific

## Director Search & Selection

- Director Nomination & Onboarding
- CEO Search & Succession
- Board Orientation

## Board Risk Advisory

# Get In Touch



# H. Pierson Associates Limited

Get in touch



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