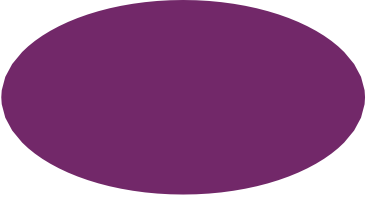




H. Pierson Learning Solutions

**IN-HOUSE
COURSE BROCHURE - 2022**



...bringing you three decades of experience in superior learning solutions at Board, Management and Entry Induction levels!

Table of Content

Content	Slide No.
Introduction	4
In-Class Courses	8
Financial Services Courses	9
Risk Management Courses	17
Energy - Power Courses	21
Energy - Oil & Gas Courses	32
Trade - Export Courses	34
Critical Skills	37
Entrepreneurial Skills Courses	42
Board of Directors Workshops	45
Self-Paced E-Learning Courses	51
Simulation Programmes	55



INTRODUCTION

INTRODUCTION

Our courses are re-engineered in order to deliver superior value that aligns with the learning dynamics in this fast-changing business environment. In delivering these offerings therefore, we are offering you :

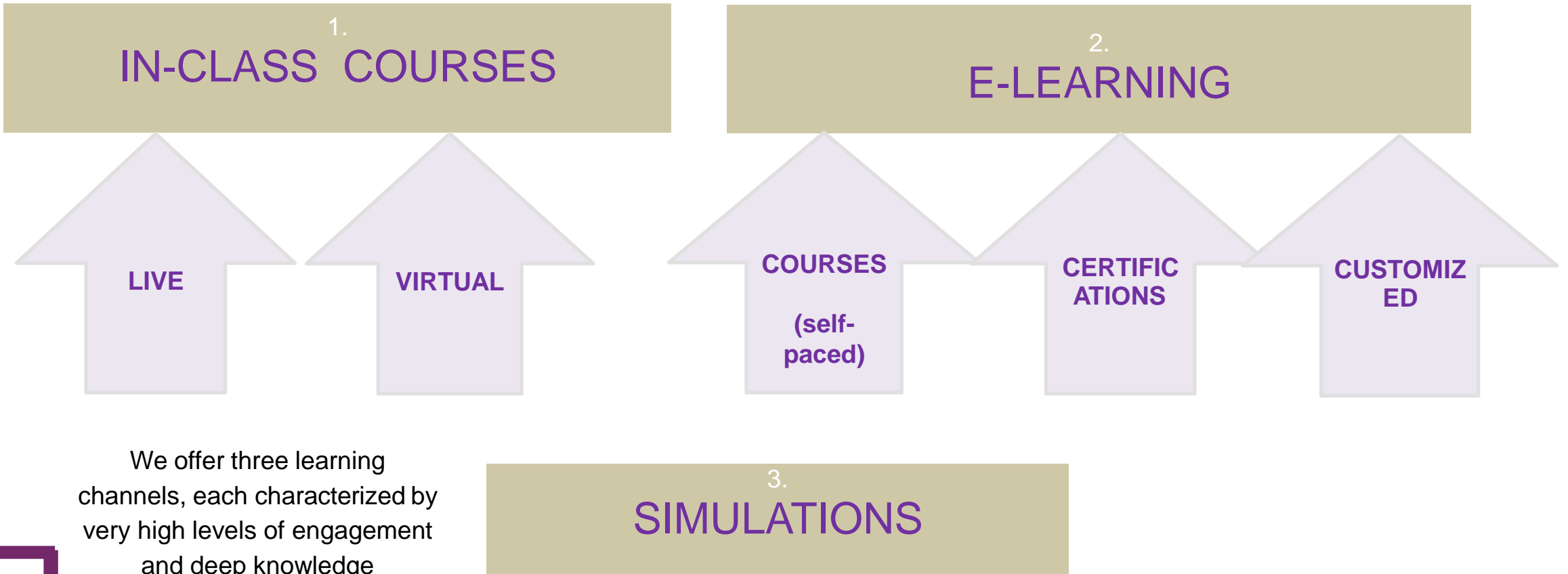
- A faculty team with unmatched pedigree, having worked with some of the top global companies
- A high-engagement methodology that ensures enhanced learning internalization.
- Solution options across ***In-Class Workshops, Virtual Workshops*** and ***E-Learning Courses***.

The listed courses are designed to meet your in-house needs. These are in addition to other knowledge areas of your choice that you will like us to specially develop and execute.

Also, please feel free to request our detailed ***Board Solutions*** Brochure that covers different areas of board trainings, for Directors and the ***E-Learning*** brochure for self-paced learning.

INTRODUCTION

Learning Channels



We offer three learning channels, each characterized by very high levels of engagement and deep knowledge internalization by our learners!

INTRODUCTION

Sector Categories

TECHNICAL COURSES

SOFTSKILL COURSES

MANUFACTURING &
TRADE

FINANCIAL
SERVICES

ENERGY

CONSTR. &
INFRASTRUCTUR
E

TELECOM &
TECH.

GOVERNMENTS

Our Courses serve the needs of multiple sectors,
from Financial Services
to Manufacturing, Governments, Energy, Telecom
& Technology, Construction and Infrastructure.



IN-CLASS COURSES



FINANCIAL SERVICES COURSES

Financial Services Courses - Banking

CREDIT COURSES

Corporate Credit

- Fundamentals of Corporate Credit
- Advanced Corporate Credit Analysis
- Financial Statement Analysis (E-Learning)
- Advanced Loan Structuring
- Credit Decisioning & Writing Skills
- Advanced Loan Documentation
- Emerging Issues in Credit Appraisal, and Credit Strategy

Commercial Credit

- Commercial Credit Analysis (E-Learning)

Financial Services Courses - Banking

CREDIT COURSES

Retail Credit

- Small Business Lending
- Consumer Lending

Specialized Lending

- Agriculture Financing

Problem Loans

- Remedial Loan Management (E-Learning)
- Advanced Loan Remedial Management.
- Masterclass in Corporate Loan Restructuring
- Loan Workouts

Financial Services Courses - Banking

CREDIT COURSES

Project Finance

- Project Finance Masterclass
- Mastering Infrastructure Finance and PPPs

Trade Finance

- International Trade Finance School
- Export Finance
- Legal Issues in International Trade Finance

Financial Services Courses - Banking

TREASURY COURSES

- Treasury Management
- Financial Arithmetic for Treasury Products
- Macroeconomics for Treasurers (Simulation-based)
- Treasury Operations
- Treasury Trading (FX, Equities, Fixed Income)
- Understanding Crypto Currencies: risks, controls & opportunities
- Balance Sheet Management

GENERAL BANKING COURSES

- Comprehensive Banking
- Branch Efficiency and Profitability Management
- Bank Management (Simulation-based)

Financial Services Courses - Non-banking

CAPITAL MARKETS & CORPORATE FINANCE COURSES

Capital Markets

- Advanced International Capital Markets
- Mastering Financial Derivatives
- Masterclass in Financial Markets
- Mastering Bonds and Fixed Income

Corporate Finance

- Corporate Valuation Techniques
- Masterclass in Corporate Finance

Faculty Leads



Prof. S. Satish

Prof. Satish Shinde is a specialist in corporate lending, project finance, infrastructure finance, credit risk management, and Basel compliance, with almost three decades of experience in the financial services industry.

He has assisted several banks in establishing integrated risk management and control systems, besides Basel compliance.

His work has included extensive assignments for the World Bank Group and the Asian Development Bank. His expertise is highly appreciated by the international banking community.

Prof. Shinde obtained his Ph.D. in Finance, Post Graduate in Statistics, and MBA in Finance. He was an Associate Professor at the 'National Institute of Bank Management (NIBM), India.

Faculty Leads



Frank Agbogwu

He is a seasoned Lender and Remedial Loan Management specialist, with almost two and half decades of industry experience.

He is a fellow of the Institute of Chartered Accountants and an Associate Member, Chartered Institute of Management Accountants (CIMA) of England, with also a Master's Degree in Banking and Finance.

Frank is a Course Director who has facilitated on various Loan Remedial and Debt Management, Credit Analysis and Credit Risk Management programs across various financial institutions.

He has attended several trainings within and outside the country.

Our Faculty Leads are supported by a team of globally diverse experts with extensive years of experience in their areas of specialization.



RISK MANAGEMENT COURSES

Risk Management Courses

RISK: BANKING

- Bank Risk Analysis & Rating School
- Basel IV: Key Considerations
- Implementing Basel III: Challenges and Solutions
- Mastering Asset & Liability Management for Banks
- Credit Models Risk: New Lessons Learned & Mitigation Processes

RISK: ENERGY

- Energy Sector Risk Management

AML

- Anti Money Laundering (E-Learning)

Risk Management Courses

RISK: INSURANCE & CAPITAL MARKETS

- Mastering Asset & Liability Management for Insurance Companies.
- Advanced Insurance Risk Management
- Capital Markets Risk Masterclass

RISK: ESG

- Masterclass in Environmental, Social & Governance Risk Assessment

RISK: TECHNOLOGY

- Advanced IT and Cyber Risk Management

RISK: TREASURY

- Treasury Risk Management
- Masterclass in Liquidity Risk Management

Faculty Leads



Grant Griffiths
Risk Advisor

Grant is a Non-executive director and a Risk, Governance and ESG professional who has held senior leadership roles with private and public sector organisations in consulting, energy, engineering & construction, technology and financial services.

He is an Advisor to blue-chip firms, leading board-level transformation programmes, delivering risk, governance and digital transformation to support improved transparency and corporate performance.

He is a Global Ambassador for the Institute of Risk Management (IRM) UK, and Co-Chair of the IRM Energy & Renewables Special Interest Group. He is an Author and thought leader on energy transition and supply chain risks, and an author of published works for the IRM.

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ENERGY - POWER COURSES

Power Courses

POWER DISTRIBUTION.

- HV & MV
Substation Design, including Underground Substations
- Load and Renewable Generation Forecasting
- Relay Protection – A Modern approach
- Renewable generation and integration into the network
- Energy Storage and Batteries integration
- Power Systems with focus on cables, OHL transformers and generation
- Asset Personnel and Community Safety
- Asset Reliability Management

Power Courses cont'd

POWER DISTRIBUTION.

- System Protection and Management
- Revenue Growth Strategy/ Revenue Protection
- Operations and Process Improvement: Core Execution Principles
- Inventory Management and Planning: Optimization, Tagging and Assessment
- Electric Power Transmission and Distribution Engineering Training
- Renewable Energy Solutions
- Power Distribution Systems - Management and Automation Basic

Power Courses cont'd

POWER DISTRIBUTION.

- Solar Photovoltaic
- Meters Asset Providers (MAP)
- Power System for non technical professionals
- Introduction to Power Systems (For Trainees)
- Power Procurement Management
- Power Sector Business Acumen
- Demand side management in Power Systems

Power Courses cont'd

POWER DISTRIBUTION CONT'D.

- Energy Management Systems and Economic Dispatching of Generation
- Safety rules and Regulations: Basic Protection & Standard safety codes
- Electrical Safety and Protection Training
- 11kV Switchgear Safe operation and maintenance
- Earthing of HV Substations
- Electricity Tariff Workshop
- Combating Electricity Theft Using Technology
- Mini Grid Workshop
- Metering, Smart Grid & MSPs Workshop
- Renewable Energy Management and Financing

Power Courses cont'd

POWER GENERATION

- Load and Renewable Generation Forecasting
- Renewable generation and integration into the network
- Relay Protection – A Modern approach
- Energy Storage and Batteries integration
- Power Systems with focus on cables, OHL transformers
- Asset. Personnel and Community Safety
- Asset Reliability Management
- System Protection and Management
- Operations & Process Improvement: Core Execution Principles

Power Courses cont'd

POWER GENERATION CONT'D.

- Inventory Management & Planning: Optimization, Tagging and Assessment
- Power System for non technical professionals
- Introduction to Power Systems (For Trainees)
- Power Procurement Management
- Power Sector Business Acumen
- Energy Management Systems and Economic Dispatching of Generation
- Safety rules and Regulations: Basic Protection & Standard safety codes

Power Courses cont'd

POWER GENERATION CONT'D.

- Electrical Safety and Protection Training
- Distribution Systems Planning
- Demand side management in Power Systems
- Renewable generation and integration into the network
- Energy Management Systems and Economic Dispatching of Generation
- Solar Photovoltaic
- Meters Asset Providers (MAP)
- Power Sector Business Acumen

Power Courses cont'd

POWER TRANSMISSION

- Clay Protection – A Modern approach
- Energy Storage and Batteries integration
- Renewable generation and integration into the network
- Power Systems with focus on cables, OHL transformers
- Asset. Personnel and Community Safety
- Asset Reliability Management
- System Protection and Management
- Operations and Process Improvement: Core Execution Principles
- Inventory Management and Planning: Optimization, Tagging and Assessment

Power Courses cont'd

HSE

- Safety rules and Regulations: Basic Protection & Standard safety codes
- 11Kv Swg Safe operation and maintenance
- Earthing of HV Substations
- Electricity Tariff Workshop
- Combating Electricity Theft Using Technology
- Mini Grid Workshop
- Metering, Smart Grid & MSPs Workshop
- Renewable Energy Management and Financing
- Distribution Systems Planning
- Demand side management in Power Systems
- Renewable generation and integration into the network
- Energy Management Systems and Economic
- Dispatching of Generation

Faculty Lead



Vulcan Polimac

Power

He has over 30 years of overall experience and has worked for leading companies such as Parsons Brinkerhoff, Mott McDonald, London Underground, Kennedy & Donking, UK Power Networks, Southern and Scottish. He provided high quality service for multidisciplinary projects for 400kV and 275kV transmission substations, distribution substations from 132kV to 11kV, consumer systems and transportation.

Vukan was responsible for the conceptual design, protection & control philosophy, feasibility studies, technical specification, tender evaluation, design, design reviews, and liaison with major contractors including ABB, Siemens, Alstom, Areva and Schneider.

Our Faculty Leads are supported by a team of globally diverse experts with extensive years of experience in their areas of specialization.



ENERGY - OIL & GAS COURSES

Oil and Gas Courses

OIL & GAS COURSES

- Understanding the Oil & Gas Industry Value Chain
- Contracts and Fiscal Policies in the Oil & Gas Industry
- Corrosion Prevention in Oil & Gas Operations
- Managing Health, Safety and Environmental (HSE) Concerns in the Oil & Gas Industry
- Project Management in the Oil & Gas Industry
- Fundamentals of Petroleum Economics & Risk Analysis
- Fundamentals of Natural Gas Exploitation, Processing
- Reservoir Simulation



TRADE - EXPORT COURSES

Export Courses

EXPORT COURSES

- Export Business – Ground Rules for Beginners
- Economic Assessment of AFCFTA and AGOA on African Companies and Economies
- Maximizing the Benefits of AGOA
- Export Business - Risks and Mitigants
- Integrated Export Management Program.
- Export quality management
- Export Trade Finance
- Export Documentation & Compliance
- Export Supply Chain Management
- International Customer service
- Export Risk Management
- Harnessing the benefits of Agro-Commodity Exports

Faculty Lead



Bala Yesufu

Export

He is a veteran in Export Management and has over 35 years overall experience. He has worked for leading global companies such as an African affiliate of Heineken Brouwerijen BV of the Netherlands as an Export Manager. He also worked extensively with Cadbury Plc, an affiliate of Mondelez International of Chicago Illinois.

In addition, he was a member of Cadbury West Africa's Leadership Team. Over the years, he attended several courses and conferences on Exports and International Trade. He has also written several articles as well as a book on Exports.

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CRITICAL SKILLS COURSES

Critical Skills Courses

HUMAN RESOURCES

- Strengthening Your Organizational Culture in the Age of Remote Work
- Optimising Corporate Performance through Agile Culture Adoption
- Ensuring Optimal & Positive Employee Engagement
- Managing the Multi-generational Workplace
- Maximizing Productivity of the Millennial Workforce
- Mentoring & Coaching the Millennial
- Transforming Digital Learning for greater retentive Impact.
- Emotional Intelligence in the Corporate World
- Managing & Improving Mental Health in the Workplace

Critical Skills Courses

LEADERSHIP & MANAGEMENT COURSES

- Bank Management (Simulation Game)
- Power Business Management (Simulation Game)
- Telecom Business Management (Simulation Game)
- General Business Management (Simulation Game)
- Strategy & International Business Management (Simulation Game)
- Professional Development Program for Intermediate and Senior Management Levels
- Coaching & Mentoring for Organizational Growth

ACADEMY PROGRAMS

- Professional Graduate Training Academy

Critical Skills Courses

STRATEGY

- Visual Thinking Tools for Strategy Design and Engagement.
- Strategy Activation in the New Normal
- Predictive Intelligence and Business Strategy
- Embedding Disruptive Thinking in Organizational Strategy.

Faculty Lead



Sumit Singla
Critical Skills

He is a HR Consulting expert with over a decade in consulting firms such as Aon, Accenture, and Deloitte, and another 6 years in a variety of training and HR roles. He has led multiple client engagements in the areas of HR/Culture transformation, organization design, vision, and values articulation, competency development, HR process redesign, Rewards philosophy articulation, Job Evaluation, Coaching, and Leadership Development.

He has worked across a wide set of industries such as IT/ITES, oil & gas, mining, manufacturing, retail, banking, automotive, and financial services in the past. Some of his current projects include organizational transformation for a Nigerian utilities client, scorecards for a UK government agency.

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**ENTERPRENEURIAL
SKILLS
COURSES**

Entrepreneurial Skill Development Courses

ENTREPRENEURIAL SKILLS

- Strategic Business Management
- Business Development and Strategic Marketing
- Understanding Basic Financial Management
- Strategic Leadership Course.

Faculty Lead



DR. Sanyaolu
Strategy & Leadership

- ✓ Dr. Sanyaolu has over thirty years hands-on experience in Leadership and strategic development. He served on the Board of Livestock Feeds for ten years as the Executive Director Marketing and Business Development with overall responsibilities for Sales, Marketing and Strategic Business Development for all business segments.
- ✓ Adebodun features as coach, counsellor and facilitator for corporate organizations, he is involved in Leadership capacity building initiatives, Relationship Management Marketing and Sales, Customer Service Excellence, Time Management, and Team Building of several Institutions in the financial and non-financial sectors.



Mr. Frank Agbogwu
Finance and Credit

He is a Financial Management Expert, with almost two and half decades of industry experience.

He is a fellow of the Institute of Chartered Accountants and an Associate Member, Chartered Institute of Management Accountants (CIMA) of England, with also a Master's Degree in Banking and Finance.

Frank is a Course Director who has facilitated on various Finance, Debt Management, Credit Analysis and Credit Risk Management programs across various financial institutions.

He was the Director of Studies in the SEEDC & SSEDC (South East & South South Development Entrepreneur Centre under CBN Development Scheme.



BOARD OF DIRECTORS WORKSHOPS

Board Courses

RISK COURSES

- Credit Risk: Key considerations for Directors
- Treasury Risk Management for Directors
- Risk Regulatory Compliance – Solvency II/Basel III
- Applied Risk Governance
- Executive Insight into Risk Analytics and Risk Modeling
- Environmental, Social & Governance (ESG) Risk
- Sustainability Strategy

FINANCIAL COURSES

- Mastering Financial Governance
- Finance for Directors

Board Courses Cont'd

FINANCIAL COURSES

- Mastering Financial Governance
- IFRS 9 For Directors
- Finance for Directors
- Anti-Money Laundering
- Audit & Financial Reporting

IT COURSES

- IT & Cyber Security for Boards of Directors
- Digital Transformation for the Board

Board Courses Cont'd

BOARD GOVERNANCE

- Board Maturity
- Board Dynamics
- Board Effectiveness
- Board Governance & Leadership
- Board Culture
- Board Director Liability – Global Case Evaluations
- Chairmanship/Board leadership skills

Faculty Partner



Genius Boards, UK

Genius Boards is a well respected Board Performance Optimization firm in the United kingdom

- ***Board Development & Effectiveness, Risk Awareness, Board Evaluation, Corporate Governance, Mentoring and Coaching, Professional Development -***

Faculty Partner



Sharon Constancon
Board Development

Sharon is the Founder/CEO at Genius Boards. She is a Chartered Director, Institute of Directors and a Fellow of the Chartered Institute of Business Management.

Sharon has a Diploma in Company Direction and is an Associate of the Chartered Institute of Secretaries & Administrators.

She is a former Treasurer at xxx and is an expert in International Treasury Management, International Finance Foreign Exchange Accounting and a Masters in Business Administration from the Witwatersrand University, South Africa.

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E-LEARNING

**SELF-PACED
E-LEARNING COURSES**

**COMMERCIAL
CREDIT ANALYSIS**

18
COURSES

**LOAN REMEDIAL &
COLLECTION
STRATEGIES**

8
COURSES

**OPERATIONAL
RISK**

11
COURSES

**EXPORT
MANAGEMENT**

6
COURSES

**ANTI-MONEY
LAUNDERING**

6
COURSES

E-LEARNING CERTIFICATIONS



**CERTIFIED
COMMERCIAL
CREDIT ANALYST
(CCCA)**

18
COURSES

**CERTIFIED
PROBLEM LOAN
MANAGER (CPLM)**

8
COURSES

**CERTIFIED
OPERATIONAL RISK
PROFESSIONAL
(CORP)**

11
COURSES

E-LEARNING CUSTOMIZED



We will assist you in creating customized e-Learning content that meets the specific needs of your teams across various knowledge areas.



SIMULATION PROGRAMMES



Simulation programmes

Simulation Programmes

Management Simulation Games

- Bank Management
- Power Business Management
- Telecom Business Management
- General Business Management
- Strategy & International Business Management



H. Pierson Associates

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