



2025 TRAINING CALENDAR

THEME:

EMPOWERING LEADERS,
TRANSFORMING TEAMS:
ACCELERATING GROWTH
AND INNOVATION.

...beyond expectations

WELCOME TO BROOT CONSULTING

Success in today's dynamic business world requires more than conventional skills—it calls for innovative thinking, agile strategies, and a commitment to continuous growth. At BROOT Consulting, we empower professionals and organizations with transformative training programs that address real-world challenges and drive measurable results.

What makes us unique? BROOT blends local expertise with global best practices, offering industry-specific solutions that deliver impactful outcomes. Through cutting-edge methodologies, practical tools, and actionable insights, our programs prepare participants to thrive in even the most complex and competitive environments.

Let BROOT be your partner in unlocking potential and shaping a future of sustained excellence.



CLIENT SUCCESS STORIES

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“The sessions were engaging and applicable to real-world scenarios. I've already started applying the practical aspects in my team's work.”

Sakiru Dosumu,
Development Lead

“

The collaborative and practical approach of this training was excellent. I'm taking ownership of the lessons learned to apply them personally and professionally.”

Obatale Wisdom Oseremen,
SOC Analyst

“

“I sincerely enjoyed every bit of the workshop; it was a good learning experience. What I liked most was the interactive nature of the delivery, which made the class lively even though it was virtual. Also, the case studies were spot on and clarified the topics discussed. In addition, the octopus illustration/challenge demystified the idea that no firm can play effectively in a red ocean and win. There are just various perspectives that were thought-provoking for me. The quality of the workshop is excellent.”

Helen Ihonre,
First Bank Plc

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“I learned to map customer journeys with transparency and inclusion, identifying touchpoints to enhance experiences and create real value”.

Daniel Amadi Onyekachi,
SOC Analyst, Cybersecurity

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“The training covered everything from ideation to execution. It was a comprehensive and exciting experience that I'd recommend to anyone involved in strategy.”

Sakiru Dosumu,
Development Lead

“

“Had a wonderful training on Design Thinking. I recommend this training to anyone in an organization looking for a change. I believe that this training is the one to go for. From my experience, I learnt to think deeply and ask the right questions to provide the right solution for our clients.”

Esther Aigbe,
STANBIC-IBTC

ABOUT US

Since 2005, BROOT Consulting has been a leader in management consulting, specializing in Leadership, Strategy, Innovation, and Research. Our mission is to empower organizations with tools and strategies to thrive in today's rapidly changing business environment. Using a human-centered approach, we deliver transformative, sustainable solutions that drive measurable results and enhance organizational effectiveness.

Our enterprise learning solutions are tailored to meet diverse needs, integrating flexibility, cutting-edge strategies, and advanced technologies. Our experienced facilitators bring practical expertise and dynamic methodologies, ensuring every learning experience is engaging, outcome-driven, and impactful.

At the heart of our success are our core values: **Character, Competence, And Commitment.** These principles guide every engagement, ensuring we consistently deliver exceptional value that extends beyond the training room.



WHY CHOOSE BROOT CONSULTING?

1

Human-Centric Approach:

Our solutions are rooted in human-centered design, creating impactful and sustainable outcomes.

2

Global Design Thinking Leadership:

As the owner of DesignThinkers Academy Nigeria and a member of the global DesignThinkers Academy network, we leverage a vast international resource pool to stay ahead of trends and innovations.

3

Holistic Learning:

We combine theoretical insights with hands-on application to ensure participants gain both understanding and practical skills.

4

Tailored Solutions:

Programs are customized to align with your organizational goals and market trends.

5

Proven Results:

Our clients consistently report enhanced performance, improved innovation, and stronger team dynamics after engaging with us.



ADDRESSING INDUSTRY CHALLENGES

BROOT Consulting tackles critical challenges faced by organizations today:

- 1**  **Adapting to Digital Transformation:**
Equip your teams to handle technological disruptions with agility.
- 2**  **Driving Innovation Under Pressure:**
Apply creative problem-solving frameworks to deliver breakthrough results.
- 3**  **Building Resilient Teams:**
Foster collaboration and engagement through proven leadership tools.
- 4**  **Embedding Sustainability in Strategy:**
Integrate ESG principles for long-term success and impact.
- 5**  **Enhancing Customer-Centric Solutions:**
Use design thinking to exceed customer expectations and drive loyalty.

Our training calendar offers tailored solutions, giving you the competitive edge needed to succeed in a rapidly evolving marketplace.




OUR APPROACH TO TRAINING

Our workshops are immersive, high-impact learning experiences designed to equip participants with actionable skills and practical knowledge.

1 **Hands-On Learning:**
Real-world activities that focus on immediate application.




2 **Dynamic Sessions:**
High-energy, engaging discussions and exercises.




3 **Collaborative Teamwork:**
Group tasks and breakout sessions to foster teamwork.



4 **Interactive Discussions:**
Sessions designed to maximize retention and enrich learning.








5 **Real-World Case Studies:**
Insights from real-life examples that enhance understanding.



HOW WE STRUCTURE OUR TRAINING

Our training is structured to encourage active participation, practical problem-solving, and continuous improvement.

OVERVIEW

-  **Guided and Cohort-Based Learning:**
Build expertise through structured, collaborative paths.
-  **Problem-Solving and Feedback Loops:**
Apply knowledge in real scenarios and refine skills with constructive feedback.
-  **Case Study Analysis:**
Learn through in-depth exploration of real-world challenges.
-  **Role-Play Scenarios:**
Practice leadership and decision-making in simulated situations.
-  **Field Research:**
Connect theory to practice with hands-on exploration.




TRAINING DELIVERY OPTIONS

We provide flexible delivery models to meet your unique needs, offering both open and customized programs.

OPEN PROGRAMS

Ideal for individuals or smaller groups, these programs are available in both physical and virtual formats.

What You'll Gain:

-  Engage with professionals from diverse industries for broader perspectives.
-  Expand your network with peers from various organizations.
-  Gain valuable insights from seasoned experts across multiple sectors.

CUSTOMIZED PROGRAMS

Tailored to align with your team's specific goals and challenges, our bespoke training ensures impactful learning and immediate application in your organization.



OUR STRATEGIC AREAS OF LEARNING AND CAPACITY BUILDING

At the BROOT Management Institute, the training division of Broot Consulting, we deliver world-class programs designed to meet the evolving demands of today's business landscape. Recognized as a leader in professional development, we empower individuals and organizations with tailored, cutting-edge solutions for lasting impact.

Our expertise lies in transforming talent and unlocking potential through innovative learning experiences. Whether local or international, our executive training solutions equip participants with the skills, tools, and mindset needed to thrive in a competitive global market.

CORE LEARNING AND DEVELOPMENT AREAS

- **Employee Experience Transformation:**
Boost engagement and retention by redefining how teams connect and perform.
- **Customer Experience Transformation:**
Foster customer-centric cultures for measurable business impact.
- **Design Thinking and Sprint Execution:**
Innovate through human-centered approaches to problem-solving.
- **Strategy Development and Execution:**
Turn vision into measurable, actionable outcomes.
- **Creative Leadership Development:**
Inspire bold thinking and effective leadership.
- **Digital Transformation and Innovation:**
Harness technology to disrupt markets and lead effectively.
- **Change Management:**
Lead with clarity and confidence through complex transitions.
- **Technology Application and Onboarding:**
Seamlessly integrate tools to optimize team performance.
- **Emotional Intelligence:**
Cultivate self-aware, empathetic leaders who foster collaboration.
- **Innovation Management and Development:**
Build a culture of sustainable innovation to fuel growth.



Let's transform your team's potential into measurable success. Partner with us for impactful, results-driven learning experiences that empower your organization to lead with confidence in a dynamic world.

OUR HIGH-IMPACT LEADERSHIP COURSES FOR 2025

Our carefully curated selection of high-value leadership courses is designed to equip professionals with the skills and insights needed to thrive in today's fast-paced, dynamic business environment. These courses focus on leadership agility, inclusivity, emotional intelligence, and digital transformation, providing participants with actionable strategies for real-world challenges.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
AI-Powered Leadership: Thriving in the Digital Era	4 Days	850,000	March 18–22, 2025	July 8–12, 2025
Emotionally Intelligent Leadership: Inspiring Connection and Impact	2 Days	350,000	February 6–7, 2025	August 12–13, 2025
Agile Leadership Mastery: Driving Growth and Innovation	3 Days	450,000	May 5–7, 2025	October 14–16, 2025
Inclusive Leadership: Building Diverse, High-Performance Teams	3 Days	450,000	April 15–17, 2025	September 8–10, 2025
High-Stakes Decision-Making: Leading Under Pressure	2 Days	350,000	June 10–11, 2025	November 19–20, 2025

MASTERING PROJECT MANAGEMENT: OUR HIGH-IMPACT COURSES FOR MODERN PROFESSIONALS

In today's fast-paced business world, successful project management requires more than just meeting deadlines—it demands strategic planning, risk management, and leveraging cutting-edge tools. Our curated selection of high-impact project management courses is designed to equip professionals with the skills they need to excel in complex and dynamic environments.

From mastering digital project management tools to effectively prioritizing multiple projects, these courses provide actionable insights, real-world techniques, and practical frameworks to help you deliver results with precision and confidence. With a blend of technical expertise and strategic foresight, our courses cater to modern professionals looking to lead projects that drive success. Whether you're an aspiring project manager or an experienced leader, these programs will elevate your capabilities to new heights.

Below is our exclusive 2025 Project Management Training Schedule:

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Digital Project Management: Tools and Techniques	3 Days	600,000	April 14–16, 2025	October 20–22, 2025
Advanced Risk Management in Project Management	4 Days	700,000	May 18–21, 2025	August 11–14, 2025
Managing Multiple Projects: Techniques for Prioritization and Efficiency	3 Days	550,000	February 13–15, 2025	September 9–11, 2025
Mastering Technical Project Management for Strategic Impact	4 Days	750,000	March 27–30, 2025	July 17–20, 2025
Advanced Project Planning: Scope, Time, and Resource Management	4 Days	750,000	June 18–21, 2025	November 1–4, 2025

TRANSFORMATIONAL CHANGE MANAGEMENT COURSES FOR DYNAMIC LEADERS

Change is constant, but navigating it successfully requires skilled leadership, strategic thinking, and a deep understanding of organizational dynamics. Our carefully designed change management courses empower leaders to drive transformation with confidence and precision. These programs are tailored for professionals managing complex environments, digital disruptions, and organizational evolution.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Mastering Change Leadership: Driving Successful Organizational Transformation	4 Days	600,000	May 24–27, 2025	September 15–18, 2025
Change Leadership in the Digital Age	2 Days	450,000	March 10–11, 2025	August 15–16, 2025
Managing Change in Complex Organizations: Strategies for Success	4 Days	600,000	June 16–19, 2025	October 9–12, 2025
Critical and Creative Thinking for Business Leaders	3 Days	500,000	June 24–26, 2025	November 4–6, 2025
Driving Organizational Change with Confidence	3 Days	500,000	July 23–25, 2025	November 20–22, 2025

STRATEGIC INNOVATION AND BUSINESS GROWTH COURSES FOR FORWARD-THINKING LEADERS

In an ever-changing world, businesses must innovate and strategize to stay competitive. Our curated selection of innovation and strategy courses equips leaders and teams with the skills, frameworks, and tools to drive sustainable growth, disrupt industries, and turn ideas into impactful results.

Designed for professionals aiming to unlock creativity, manage innovation effectively, and execute strategies with precision, these courses offer actionable insights and practical applications for success.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Building High-Impact Teams: Strategies for Collaborative Innovation	4 Days	650,000	May 3–6, 2025	October 8–10, 2025
From Ideas to Impact: Managing and Implementing Innovation Successfully	3 Days	550,000	March 2–3, 2025	November 28–30, 2025
Business Model Innovation: Strategies for Disruption and Growth	3 Days	550,000	February 10–12, 2025	June 12–14, 2025
Strategic Thinking and Execution: Driving Business Success	3 Days	500,000	April 16–18, 2025	September 20–22, 2025
Unlocking Innovation Potential: Breaking Down Barriers in Your Workplace	4 Days	650,000	May 19–21, 2025	August 19–21, 2025

REIMAGINING INNOVATION: DESIGN THINKING COURSES

Design Thinking is at the core of solving complex problems, enhancing customer experiences, and driving product innovation. Our courses are tailored to equip professionals with the tools and methodologies to turn creative strategies into actionable results. From mastering customer journey mapping to leveraging design sprints for innovation, these courses meet the demands of forward-thinking leaders and organizations.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Design Thinking Mastery: Accelerating Business Growth with Creativity	3 Days	650,000	July 1–3, 2025	October 24–26, 2025
Design Thinking and AI: Innovating with Artificial Intelligence	3 Days	650,000	March 6–8, 2025	August 22–24, 2025
Design Thinking for Customer Experience Transformation	4 Days	750,000	May 22–25, 2025	September 22–25, 2025
Design Thinking for Product Development	4 Days	750,000	June 12–15, 2025	November 12–15, 2025
Design Thinking for Employee Experience Transformation	4 Days	750,000	April 12–15, 2025	September 16–19, 2025
Driving Sustainable Change with Design Thinking	4 Days	750,000	March 20–23, 2025	October 14–17, 2025

INNOVATION AND TECHNOLOGY: EMPOWERING INNOVATION: HARNESSING TECHNOLOGY FOR BUSINESS GROWTH

Innovation and technology are the cornerstones of modern business success. This domain focuses on equipping professionals with the tools, strategies, and insights to drive digital transformation, enhance creativity, and leverage emerging technologies for sustained growth and competitive advantage.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Mastering Digital Payments Solutions	3 Days	600,000	February 12–14, 2025	August 19–21, 2025
Innovations in Fintech and Payment Solutions	3 Days	550,000	March 11–13, 2025	September 23–25, 2025
Digital Transformation Mastery for Business Growth	3 Days	750,000	May 13–15, 2025	November 18–20, 2025
Cybersecurity and Data Protection for Modern Enterprises	2 Days	500,000	April 10–11, 2025	October 15–16, 2025

RISK MANAGEMENT AND GOVERNANCE MASTERING RISK AND GOVERNANCE: SECURING THE FUTURE OF BUSINESS

In today's dynamic business landscape, effective risk management and strong governance are non-negotiable. This domain offers actionable strategies and advanced frameworks to help leaders identify, mitigate, and navigate risks while ensuring compliance and fostering sustainable growth.

SUSTAINABILITY AND SOCIAL RESPONSIBILITY: SUSTAINABLE GROWTH: LEADING WITH RESPONSIBILITY AND IMPACT

Sustainability is no longer an option—it's a business imperative. This domain empowers leaders to integrate environmental innovation, ethical practices, and corporate responsibility into their strategies, ensuring long-term impact and value for stakeholders and society.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Enterprise Risk Management (ERM) Masterclass	3 Days	650,000	February 19–21, 2025	September 9–11, 2025
Regulatory Compliance and Risk Mitigation Strategies	2 Days	550,000	March 25–26, 2025	October 7–8, 2025
Governance and Risk Management in ESG	3 Days	600,000	April 22–24, 2025	November 25–27, 2025
Climate Resilience and Risk Management for Enterprises	3 Days	600,000	May 6–8, 2025	August 5–7, 2025

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Driving Environmental Innovation for Business Growth	3 Days	500,000	February 5–7, 2025	August 12–14, 2025
Ethical Leadership and Governance for Sustainability	3 Days	650,000	March 18–20, 2025	September 2–4, 2025
Sustainable Business Practices for a Circular Economy	3 Days	600,000	June 10–12, 2025	November 11–13, 2025
Social Impact and Corporate Responsibility Masterclass	3 Days	600,000	May 20–22, 2025	October 22–24, 2025

SYSTEMS THINKING AND EMERGING METHODOLOGIES: THINKING FORWARD: STRATEGIC FRAMEWORKS FOR COMPLEX CHALLENGES

Navigating today's complex business landscape demands more than traditional approaches—it requires innovative thinking and strategic frameworks. This domain equips professionals with advanced methodologies like systems thinking, critical problem-solving, and creative innovation to tackle uncertainty, seize opportunities, and design impactful solutions that drive success.

COURSE TITLE	DURATION	FEE (₦)	LAGOS DATES	ABUJA DATES
Systems Thinking for Strategic Problem-Solving	3 Days	650,000	April 29–May 1, 2025	October 1–3, 2025
Dyslexic Thinking for Business Innovation	3 Days	600,000	March 13–15, 2025	September 16–18, 2025
Critical and Creative Thinking for Strategic Innovation	3 Days	650,000	May 27–29, 2025	November 18–20, 2025



HIGH-IMPACT LEADERSHIP COURSES



AI-Powered Leadership: Thriving in the Digital Era

OVERVIEW

In an age dominated by rapid technological advancements, leaders must understand and embrace Artificial Intelligence (AI) to drive organizational growth and remain competitive. This course delves into the transformative potential of AI in leadership, equipping participants with the tools and knowledge needed to harness AI for strategic decision-making, fostering innovation, and gaining a competitive edge. Participants will explore AI's practical applications, ethical implications, and integration into leadership practices, ensuring they are equipped to lead in the digital era.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand AI's transformative impact on leadership and organizational strategy.
- Be able to leverage AI tools to enhance decision-making and innovation.
- Develop strategies to foster an AI-driven culture within their teams.
- Understand ethical considerations and navigate challenges associated with AI adoption.
- Create actionable roadmaps to implement AI solutions in their organizations.

TARGET AUDIENCE

- C-suite executives and senior managers.
- Technology leaders and innovation officers.
- Professionals seeking to future-proof their leadership strategies.

 **N850,000**  **5 Days**

Course Outline

	Day 01: Foundations of AI and Leadership	Day 2: Leveraging AI for Strategic Decision-Making	Day 3: Fostering Innovation with AI	Day 4: Ethical AI Leadership	Day 5: Implementing AI Strategies in Leadership
Morning Session	Module 1: Understanding AI and Its Business Applications History and evolution of AI.	Module 3: AI Tools for Decision Support AI-powered analytics and insights for better decisions.	Module 5: Driving Innovation through AI How AI can enhance creativity and product development.	Module 7: Ethics and Bias in AI Identifying and addressing biases in AI systems.	Module 9: AI Integration in Leadership Practices Identifying opportunities to integrate AI into business processes.
	AI technologies: Machine learning, natural language processing, computer vision.	Overview of popular AI tools for leaders (e.g., data visualization platforms, predictive analytics tools).	AI-powered design thinking: Generating and prototyping innovative ideas.	Ensuring ethical AI use in business decisions.	Developing AI-driven strategies for different organizational needs.
	Case studies of AI applications in leadership and decision-making.			Understanding regulatory frameworks for AI governance.	
Afternoon Session	Module 2: The Changing Role of Leadership in the AI Era	Module 4: Decision-Making Frameworks with AI	Module 6: Building an AI-Driven Culture	Module 8: Building Trust in AI Leadership	Module 10: Building a Roadmap for AI Leadership
	How AI is reshaping leadership roles and responsibilities.	Building data-driven decision-making models.	Creating a culture that embraces AI innovation.	Communicating AI's value to stakeholders.	Creating an action plan for implementing AI in your organization.
	Understanding the AI-driven workforce.	Balancing human intuition and AI insights.	Strategies for overcoming resistance to AI adoption.	Building trust with teams and customers in AI-driven decisions.	Measuring success and iterating on AI-driven initiatives.
	Skills leaders need to thrive in a tech-enabled world.	Practical workshop: Using AI tools to solve a business problem.	Real-world case studies of AI-powered Innovation	Capstone Project: Designing an AI strategy tailored to your organization.	Capstone Project: Designing an AI strategy tailored to your organization.

Emotionally Intelligent Leadership: Inspiring Connection and Impact



OVERVIEW

Effective leadership goes beyond strategic thinking; it requires emotional intelligence (EQ) to inspire trust, foster collaboration, and drive team performance. This course equips participants with the tools to enhance their self-awareness, empathy, and communication skills. Through practical exercises and real-world examples, leaders will learn to navigate complex interpersonal dynamics, manage emotions under pressure, and create a culture of trust and connection within their teams.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the role of emotional intelligence in effective leadership.
- ✔ Develop strategies to enhance self-awareness and manage emotions under pressure.
- ✔ Strengthen their ability to empathize, communicate, and resolve conflicts.
- ✔ Foster trust and collaboration within their teams.

N350,000 2 Days

Course Outline

	Day 1: Foundations of Emotional Intelligence (EQ)	Day 2: Leveraging AI for Strategic Decision-Making
Morning Session	Module 1: Understanding Emotional Intelligence in Leadership	Module 3: Empathy and Active Listening in Team Dynamics
	The five components of EQ (self-awareness, self-regulation, motivation, empathy, social skills).	Techniques for understanding and addressing team needs.
	The impact of EQ on organizational performance.	Building meaningful connections through active listening.
	Self-assessment: Measuring your EQ as a leader.	Case study: Leaders who inspire trust and loyalty.
Afternoon Session	Module 2: Building Self-Awareness and Emotional Regulation	Module 4: Enhancing Communication and Conflict Resolution
	Techniques to recognize and manage emotions effectively.	Communicating with clarity and emotional sensitivity.
	Strategies to maintain composure in high-pressure situations.	Managing and resolving conflicts constructively.
	Workshop: Emotional triggers and response mechanisms.	Role-play: Resolving real-world team conflicts using EQ principles.

Agile Leadership Mastery:

Driving Growth and Innovation

OVERVIEW

In today's fast-changing world, leaders must adopt an agile mindset to drive growth and foster innovation. This course empowers participants with the skills to adapt to rapid change, lead dynamic teams, and embrace flexibility in decision-making. Through case studies, practical exercises, and interactive discussions, participants will learn to create an agile culture that thrives on continuous improvement and innovation.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the principles and practices of agile leadership.
- ✔ Gain tools to navigate uncertainty and lead dynamic, fast-paced environments.
- ✔ Develop strategies to foster innovation and adaptability within teams.
- ✔ Build a roadmap for sustaining agile transformation in their organizations.

N450,000 3 Days

Course Outline

	Day 1: The Foundations of Agile Leadership	Day 2: Leading Agile Teams	Day 3: Sustaining Agile Transformation
Morning Session	Module 1: Understanding Agile Principles for Leadership Core principles of agility and how they apply to leadership. Comparing traditional vs agile leadership approaches. Case study: Success stories in agile transformation.	Module 3: Fostering Innovation and Creativity Creating an environment that encourages experimentation and innovation. Managing cross-functional teams for agile collaboration. Techniques to inspire creative problem-solving.	Module 5: Building an Agile Culture Strategies to embed agility into organizational culture. Aligning agile practices with strategic goals.
Afternoon Session	Module 2: Building an Agile Mindset Characteristics of an agile leader. Overcoming resistance to change within teams. Workshop: Assessing your leadership agility.	Module 4: Agile Communication and Decision-Making Communicating effectively in a fast-paced environment. Decision-making frameworks for uncertainty and rapid change. Role-play: Agile decision-making scenarios.	Module 6: Measuring Success in Agile Leadership Key performance indicators for agile teams Capstone exercise: Designing an agile leadership strategy. Role-play: Agile decision-making scenarios.

Inclusive Leadership: Building Diverse, High-Performance Teams

OVERVIEW

In today's fast-paced and interconnected world, diversity isn't just a metric—it's the heartbeat of successful organizations. Yet, unlocking its full potential requires leaders who don't just embrace inclusion but actively champion it. This transformative three-day program takes participants on a journey to become inclusive leaders, blending cutting-edge research, global best practices, and immersive activities. From mitigating unconscious bias to designing equitable systems, this course empowers leaders to create environments where diversity thrives, collaboration deepens, and innovation flourishes.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the value of inclusion as a driver of innovation and performance.
- Gain tools to identify and disrupt unconscious bias in teams and processes.
- Develop skills for managing and communicating across diverse teams.
- Build a strategic framework for scaling inclusion within their organizations.

 **N450,000**  **3 Days**

TARGET AUDIENCE

- Executives and Senior Leaders:** Driving strategic diversity and inclusion initiatives.
- Mid-Level and Team Leaders:** Building inclusive, high-performing teams.
- HR and DEI Professionals:** Embedding equity into talent management frameworks.
- Project Managers:** Managing diverse, cross-functional, and global teams

KEY FEATURES

- Global Case Studies:** Learn from organizations leading the way in diversity and inclusion.
- Interactive Simulations:** Experience the challenges of inclusive leadership in a safe, immersive setting.
- Develop skills for managing and communicating across diverse teams.
- Build a strategic framework for scaling inclusion within their organizations.

Course Outline

	Day 1: The Why and How of Inclusive Leadership	Day 2: Building Cultures of Belonging	Day 3: Sustaining Inclusive Leadership
Morning Session	Module 1: Understanding the Landscape	Module 3: Designing for Inclusion and Creating High-Performance Teams	Module 5: Scaling and Sustaining Impact Strategic Leadership for Inclusion
	Analysis of compelling global success stories:	Develop practical strategies to foster equity and belonging.	Learn how to embed inclusivity into organizational strategy and vision.
	Microsoft's Inclusive Design Principles.	Learn to navigate generational, cultural, and personality differences.	Identify and measure key performance indicators for diversity and inclusion.
	Case Study: Airbnb's Commitment to Belonging.	Case Study: How IBM's Agile Teams Thrive on Inclusion.	Case Study: Coca-Cola's Inclusive Leadership Dashboard.
	Activity: Participants will map the diversity gaps in their teams and organizations.	Group Exercise: Redesign a team workflow to amplify collaboration.	Capstone Activity: Draft a diversity and inclusion roadmap for your organization.
Afternoon Session	Module 2: Recognizing and Addressing Bias	Module 4: Effective Communication in Diverse Teams	Module 6: Your Inclusive Leadership Legacy
	Explore unconscious bias through an interactive simulation: A Day in the Life of a Leader.	Explore frameworks for fostering psychological safety and open dialogue.	Develop a personal action plan for inclusive leadership.
	Learn strategies for identifying and disrupting bias in decision-making.	Practice cross-cultural communication techniques through role-playing	Peer Coaching: Participants will present their plans and receive feedback from facilitators and peers.
	Case Study: Starbucks' Bias Training Program: Lessons Learned.	Case Study: Google's Approach to Building Team Trust and Inclusion.	Celebrate the journey with a graduation ceremony, awarding participants a certificate in Inclusive Leadership.
	Workshop: Reflect on and rewrite a real-world policy or process to eliminate bias.	Activity: Storytelling to bridge communication gaps within teams.	

Critical and Creative Thinking for Business Leaders

Harness critical and creative thinking to solve complex challenges.



OVERVIEW

Effective leadership in today's fast-paced business environment requires a blend of critical analysis and creative problem-solving. This course provides participants with the tools to tackle complex challenges, think strategically, and generate innovative solutions. Through interactive workshops, case studies, and real-world applications, participants will develop the confidence and skills needed to lead with clarity and creativity in uncertain times.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Develop critical thinking skills to evaluate challenges systematically.
- Enhance creative thinking abilities to generate innovative ideas.
- Learn frameworks for strategic decision-making.
- Build tools to inspire and lead creative teams.
- Apply critical and creative thinking to solve real-world business problems.

KEY FEATURES

- Strategic Thinking Frameworks:** Tools for evaluating and solving business challenges.
- Interactive Problem-Solving Sessions:** Hands-on workshops to foster creativity.
- Case Studies:** Real-world examples from global and regional businesses.
- Capstone Project:** Present solutions to complex challenges for peer and expert feedback.

N650,000

3 Days

Lagos Dates: June 24–26, 2025

Abuja Dates: November 4–6, 2025

TARGET AUDIENCE

- Business Leaders and Executives:** Navigating complex organizational challenges.
- Strategists and Consultants:** Developing innovative approaches to business problems.
- Team Leaders and Managers:** Inspiring and guiding teams to think creatively.
- Entrepreneurs and Innovators:** Generating and implementing market-disrupting ideas.

Course Outline

Session	Day 1: Foundations of Critical Thinking	Day 2: Unlocking Creative Problem-Solving	Day 3: Applying Critical and Creative Thinking
Morning Session	Module 1: The Critical Thinking Framework	Module 3: Generating Creative Ideas	Module 5: Strategic Decision-Making
	Identifying biases and improving reasoning skills.	Brainstorming techniques for innovative solutions.	Applying decision-making frameworks to business cases.
Afternoon Session	Case Study: Challenging assumptions in strategic decisions.	Case Study: Creative solutions for market challenges.	Workshop: Presenting innovative strategies for peer feedback.
	Module 2: Evaluating and Diagnosing Problems	Module 4: Collaborative Problem-Solving	Module 6: Capstone Presentation and Feedback
	Tools for systematic problem evaluation.	Co-creating solutions with teams and stakeholders.	Present and refine proposed strategies.

High-Stakes Decision-Making: Leading Under Pressure

OVERVIEW

Leadership is tested in moments of pressure, uncertainty, and complexity. High-stakes decision-making requires more than logic; it demands clarity, resilience, and the ability to lead with confidence even when the stakes are at their highest.

This transformative two-day course equips participants with practical frameworks, tools, and techniques to make effective decisions under pressure. Through immersive activities and real-world case studies, including scenarios from Africa and Asia, leaders will learn to assess risks, manage stress, and inspire confidence in critical moments.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Develop a resilient and confident leadership mindset under pressure.
- Apply structured decision-making frameworks to assess risks and navigate uncertainty.
- Communicate effectively to inspire trust and alignment during crises.
- Build a practical leadership playbook tailored to high-stakes situations.

TARGET AUDIENCE

- C-Suite Executives and Senior Leaders:** Navigating high-stakes decisions in dynamic environments.
- Team Leaders and Managers:** Managing team dynamics during high-pressure situations.
- Crisis Managers and Risk Officers:** Handling organizational crises and mitigating risks.
- Professionals in High-Stakes Industries:** Healthcare, finance, logistics, energy, and public safety.

KEY FEATURES

- Global Case Studies:** Real-world examples from Africa and Asia provide practical insights into high-stakes leadership.
- Interactive Simulations:** Experience the intensity of decision-making in a controlled, immersive setting.
- Expert-Led Coaching:** Facilitators provide actionable feedback on participant strategies.
- Capstone Exercise:** A culminating activity to synthesize and apply course learnings.

 **N650,000**  **3 Days**

Course Outline

Session	Day 1: The Foundations of High-Stakes Decision-Making	Day 2: Navigating Complexity and Uncertainty	Day 3: Thriving Under Pressure
Morning Session	Module 1: Decision-Making Under Pressure: The Leader's Mindset	Module 3: Making Decisions That Matter	Module 5: Sustaining Leadership in High-Stakes Scenarios
	Understand the psychology of high-stakes decision-making.	Risk Assessment in Complex Environments	Building Trust and Confidence During Crises
	Explore the role of emotional intelligence and resilience in critical moments.	Develop skills to assess and mitigate risks in high-pressure situations.	Understand the role of transparency and empathy in high-stakes leadership.
	Case Study: The Ebola Crisis in West Africa: How quick thinking and strategic leadership saved lives.	Learn to prioritize competing demands and limited resources.	Learn to align teams and stakeholders toward a common goal.
	Workshop: Analyze real-world scenarios to identify key decision points and assess outcomes.	Case Study: Bangladesh's Garment Industry Crisis: Balancing operational and ethical decisions	Case Study: Ethiopian Airlines (2019): Inspiring confidence after a global aviation crisis.
Afternoon Session	Module 2: Frameworks for High-Pressure Decision-Making	Module 4: Strategic Communication in Critical Moments	Module 6: The High-Stakes Leadership Playbook
	Introduction to decision-making tools such as decision trees, the OODA loop, and scenario planning.	Explore techniques for delivering critical decisions to teams and stakeholders.	Capstone Project: Participants will navigate a simulated crisis, apply decision-making frameworks, and present their strategies.
	Balancing speed and accuracy in critical moments.	Workshop: Role-playing communication strategies in high-pressure scenarios.	Peer review and expert feedback to refine leadership approaches.
	Activity: Create a decision-making model for a hypothetical crisis	Case Study: South Africa's Energy Crisis: Managing public perception and operational challenges.	
	Activity: Create a risk assessment model for a high-stakes business decision.		



PROJECT MANAGEMENT COURSES

ADVANCED RISK MANAGEMENT IN PROJECT MANAGEMENT



OVERVIEW

Modern project landscapes are rife with uncertainties that can derail even the most well-planned initiatives. Advanced Risk Management in Project Management is a deep dive into sophisticated strategies and tools to identify, assess, and mitigate risks effectively. This course is designed to empower project leaders with the foresight and tactical expertise to proactively manage risks, safeguard project outcomes, and foster a culture of risk-aware leadership. Participants will engage in practical workshops, analyze global case studies, and develop hands-on risk management frameworks. By the end of the course, attendees will have mastered the skills to manage risks throughout a project's lifecycle and ensure sustained success.

KEY FEATURES

- ▶ **Global and Regional Case Studies:** Insights from African energy projects and Asian tech risk scenarios.
- ▶ **Interactive Workshops:** Apply advanced risk management tools to practical challenges.
- ▶ **Digital Tools Integration:** Learn to use technology for real-time risk monitoring and analysis.
- ▶ **Capstone Project:** Craft a comprehensive risk management plan tailored to your industry.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Master the principles of advanced risk management and its application in complex projects.
- ✔ Learn to identify, assess, and prioritize risks using cutting-edge techniques.
- ✔ Develop robust mitigation strategies to minimize project disruptions.
- ✔ Implement risk-aware leadership practices to foster team resilience.
- ✔ Build a personalized risk management framework to elevate organizational success.

TARGET AUDIENCE

- **Project Managers:** Seeking advanced tools to manage risks in dynamic projects.
- **Risk Management Professionals:** Responsible for assessing and mitigating organizational risks.
- **Team Leads and Supervisors:** Managing cross-functional teams and mitigating operational risks.
- **C-Suite Executives:** Building risk-aware strategies for organizational resilience.
- **Professionals in High-Risk Sectors:** Such as energy, technology, construction, and logistics.

₦700,000
4 Days

Lagos Dates: May 18–21, 2025
Abuja Dates: August 11–14, 2025

Course Outline

Session	Day 01: Identifying Risks with Precision	Day 2: Assessing and Prioritizing Risks	Day 3: Mitigating and Monitoring Risks	Day 4: Embedding Risk Strategies for Success
Morning Session	Module 1: Fundamentals of Risk Management	Module 3: Risk Assessment Frameworks	Module 5: Advanced Risk Monitoring Tools	Module 7: Integrating Risk Management into Project Life Cycles
	Apply probability-impact analysis and create risk matrices.	Leverage digital tools for tracking risks in real-time.	Embed risk processes into Agile, Waterfall, and hybrid project models.	Explore the evolving landscape of project risks.
	Identify high-priority risks in complex projects.	Analyze dashboards for actionable insights.	Develop transition strategies from mitigation to proactive risk planning.	Understand operational, financial, and reputational risks.
	Activity: Prioritize risks using real-world examples.	Workshop: Build a digital risk tracking template.	Group Exercise: Develop a comprehensive lifecycle risk strategy.	Case Study: Energy sector project risks in Nigeria.
Afternoon Session	Module 2: Risk Identification Techniques	Module 4: Developing Mitigation Strategies	Module 6: Leadership in Risk Management	Module 8: Capstone Exercise: Building a Comprehensive Risk Strategy
	Build actionable contingency and response plans for high-stakes risks.	Enhance communication strategies for managing crises.	Collaborate in teams to craft and present risk management frameworks.	Use tools such as SWOT analysis, risk registers, and brainstorming for precision.
	Workshop: Design mitigation strategies for real-world scenarios.	Case Study: South Africa's leadership response to logistics disruptions.	Peer Feedback and Expert Coaching: Refine strategies for practical use.	Case Study: Technology infrastructure risk mitigation in India.

DIGITAL PROJECT MANAGEMENT: Tools and Techniques



OVERVIEW

In today's technology-driven landscape, project managers must leverage digital tools and techniques to streamline workflows, improve efficiency, and achieve project goals. Digital Project Management: Tools and Techniques is a hands-on program designed to equip participants with practical skills for managing projects using the latest technology platforms.

Participants will explore digital tools for project planning, team collaboration, risk management, and performance tracking, ensuring their projects stay on schedule, within budget, and aligned with objectives. With a focus on real-world applications, this course combines case studies, interactive workshops, and expert guidance to deliver actionable insights that participants can implement

KEY FEATURES

- ▶ **Global and Local Case Studies:** Includes scenarios from African energy projects and Asian tech ventures.
- ▶ **Interactive Workshops:** Hands-on activities for real-world applications.
- ▶ **Expert Guidance:** Facilitated by industry leaders with extensive experience in project risk management.
- ▶ **Capstone Project:** A comprehensive risk management exercise ensures practical takeaways.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Gain in-depth knowledge of advanced risk management methodologies.
- ✔ Learn to assess and prioritize risks using cutting-edge techniques.
- ✔ Develop comprehensive risk mitigation and monitoring strategies.
- ✔ Build leadership capabilities to foster a risk-aware organizational culture.

TARGET AUDIENCE

- **Project Managers:** Seeking to enhance their digital toolkit for project delivery.
- **Team Leaders and Supervisors:** Managing remote or hybrid teams with digital collaboration tools.
- **Tech-Savvy Professionals:** Transitioning to project management roles in digital environments.
- **IT Professionals:** Leading software and system implementation projects.
- **Executives:** Overseeing multiple projects and requiring real-time insights into performance metrics.

₦600,000
3 Days

Lagos Dates: April 14–16, 2025
Abuja Dates: October 20–22, 2025

Course Outline

Session	Day 01: Digital Foundations and Tools	Day 2: Collaboration, Risk, and Resource Management	Day 3: Monitoring, Reporting, and Execution
Morning Session	Module 1: The Foundations of Digital Project Management	Module 3: Tools for Collaboration & Communication	Module 5: Real-Time Monitoring and Performance Tracking
	Explore tools like Slack, MS Teams, and Zoom for seamless communication.	Learn to create dashboards for tracking project milestones and deliverables.	Understand the evolution of digital project management.
	Manage virtual and hybrid teams effectively.	Practical exercise: Build a project tracking system with analytics tools.	Identify the key differences between traditional and digital approaches.
	Case Study: Collaboration challenges and solutions in remote African NGOs.	Case Study: Leveraging real-time analytics for project success in South Africa.	Case Study: Digital transformation in project planning at an Asian telecom giant.
Afternoon Session	Module 2: Digital Tools for Planning and Scheduling	Module 4: Resource and Risk Management in Digital Projects	Module 6: Practical Application and Capstone Project
	Use tools like Wrike and Monday.com to manage resources and track risks.	Execute a simulated project using digital tools and platforms.	Explore platforms like MS Project, Trello, and Asana.
	Develop contingency plans using risk-tracking Software.	Present project strategies to peers and receive expert feedback.	Build a project plan using Gantt charts, calendars, and task lists.
	Workshop: Resource allocation for a large-scale IT implementation.	Graduation and action plan creation for digital project management.	Workshop: Digital scheduling and dependency mapping.

MANAGING MULTIPLE PROJECTS:

Tools and Techniques for Prioritization and Efficiency



OVERVIEW

In today's fast-paced business environment, managing multiple projects simultaneously is a common challenge for leaders and managers. Juggling priorities, allocating resources, and ensuring timely delivery require advanced skills and techniques.

Managing Multiple Projects: Techniques for Prioritization and Efficiency equips participants with actionable strategies to organize, plan, and execute multiple projects without compromising quality or deadlines.

Through interactive workshops, case studies, and expert coaching, participants will learn to build streamlined workflows, allocate resources effectively, and handle competing priorities with confidence. This course is designed to transform chaos into clarity for project managers and team leaders.

KEY FEATURES

- Hands-On Workshops:** Participants work through real-world challenges, developing skills to manage overlapping project timelines.
- Regional and Global Case Studies:** Examples include managing large-scale infrastructure in Kenya and system upgrades across African campuses.
- Capstone Project:** A comprehensive exercise simulating multi-project management in a dynamic business environment.
- Expert Facilitation:** Learn from seasoned project management professionals with expertise in portfolio and program management.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Develop frameworks to prioritize multiple projects effectively.
- Allocate resources across projects to maximize efficiency.
- Learn to manage interdependencies and workflows across overlapping initiatives.
- Use digital tools to monitor progress and ensure timely delivery.
- Build a tailored action plan for managing multiple projects in their own organizations.

TARGET AUDIENCE

- Project Managers:** Handling portfolios of simultaneous projects.
- Program and Portfolio Managers:** Overseeing interconnected projects across teams or departments.
- Team Leads and Supervisors:** Managing tasks and workflows for multiple ongoing initiatives.
- Operations Professionals:** Balancing operational projects and process improvements.
- Executives:** Seeking efficient strategies to manage cross-functional projects.

N550,000
3 Days

Lagos Dates: February 13–15, 2025
Abuja Dates: September 9–11, 2025

Course Outline

Session	Day 01: Prioritizing Projects and Goals	Day 2: Resource Allocation and Workflow Management	Day 3: Monitoring, Communication, and Execution
Morning Session	Module 1: Foundations of Multi-Project Management	Module 3: Optimizing Resource Allocation Across Projects	Module 5: Monitoring and Reporting for Multiple Projects
	Understand the challenges of managing multiple projects simultaneously.	Identify and allocate key resources for maximum efficiency.	Learn to track progress across projects using dashboards and KPIs.
	Techniques for aligning projects with organizational goals.	Balance competing demands for time, budget, and personnel.	Use tools like MS Project and Smartsheet for multi-project tracking.
	Case Study: Managing national development projects in Kenya.	Workshop: Resource optimization for multiple ongoing initiatives.	Case Study: Building integrated reporting systems in Indian NGOs.
Afternoon Session	Module 2: Prioritization Frameworks	Module 4: Building Workflows and Managing Dependencies	Module 6: Capstone Exercise and Action Plan Development
	Learn prioritization models like the Eisenhower Matrix and MoSCoW.	Create workflows for task handoffs and dependency mapping.	Execute a simulated multi-project strategy with real-time adjustments.
	Practical activity: Prioritizing projects using real-world scenarios.	Practical activity: Streamlining overlapping schedules and tasks.	Present strategies to peers and receive expert feedback.
	Case Study: A bank's response to competing product launches.	Case Study: IT system upgrades across multiple African campuses.	Graduation and strategic action plan for managing multiple projects.

MASTERING TECHNICAL PROJECT MANAGEMENT FOR STRATEGIC IMPACT



OVERVIEW

Effective project management demands more than technical expertise—it requires strategic alignment with business goals, optimized workflows, and empowered teams delivering exceptional results.

This course bridges the gap between technical knowledge and strategic execution, equipping participants to manage complex workflows, optimize resources, and align project deliverables with organizational objectives.

Participants will engage in practical exercises, real-world case studies, and expert-led sessions to implement tools and methodologies that enhance team efficiency, reduce risks, and ensure project success. The program focuses on balancing technical demands with business priorities, fostering collaboration across teams, and navigating dynamic project environments.

KEY FEATURES

- ▶ **Interactive Case Studies:** Learn from global and regional examples of successful technical project implementations.
- ▶ **Hands-On Tool Application:** Gain practical experience with industry-standard tools.
- ▶ **Expert-Led Sessions:** Engage with seasoned professionals sharing real-world insights.
- ▶ **Capstone Project:** Apply learning in a simulated technical project scenario for peer and instructor feedback.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Master advanced project planning techniques tailored for technical environments.
- ✔ Utilize digital tools like Jira and MS Project to optimize workflows.
- ✔ Navigate stakeholder complexities in technical ecosystems.
- ✔ Implement strategic project goals while mitigating risks.
- ✔ Deliver projects that align with organizational and client objectives.

TARGET AUDIENCE

- **Technical Project Managers:** Overseeing engineering, IT, or software development projects.
- **Team Leads and Developers:** Transitioning into project management roles.
- **Operations Managers:** Looking to integrate technical workflows with organizational strategies.
- **Program Managers:** Managing interdependent technical initiatives.

₦750,000
4 Days

Lagos Dates: March 27–30, 2025
Abuja Dates: July 17–20, 2025

Course Outline

Session	Day 01: Foundations of Technical Project Management	Day 2: Tools and Resource Optimization	Day 3: Managing Dependencies and Stakeholders	Day 4: Execution Excellence
Morning Session	Module 1: Understanding Technical Workflows	Module 3: Advanced Resource Allocation	Module 5: Dependency Mapping in Complex Projects	Module 7: Risk Mitigation During Execution
	Characteristics of technical projects.	Utilizing tools like Jira and Confluence effectively.	Analyzing interdependencies and critical paths.	Proactively addressing execution risks.
	Aligning technical initiatives with strategic goals.	Workshop: Optimizing resources for technical tasks.	Workshop: Building dependency maps.	Workshop: Delivering under pressure.
Afternoon Session	Module 2: Strategic Planning for Technical Success	Module 4: Digital Workflow Optimization	Module 6: Stakeholder Communication and Engagement	Module 8: Capstone Simulation
	Gantt chart creation and dependency analysis.	Practical use of advanced workflow tools.	Case Study: Stakeholder management in global projects.	Simulate a complete technical project lifecycle.

ADVANCED PROJECT PLANNING:

Scope, Time, and Resource Management



OVERVIEW

Planning is the heartbeat of project success, but true mastery goes beyond creating schedules and assigning resources. This course redefines the art of project planning, arming participants with innovative strategies to manage scope, control timelines, and optimize resources with finesse. Learn to anticipate challenges, align plans with strategic goals, and ensure projects stay on track, even in the face of evolving priorities. Through immersive workshops, participants will explore the nuances of scope management, risk mitigation, and stakeholder engagement, ensuring that every plan becomes a blueprint for success.

KEY FEATURES

- ▶ **Innovative Planning Techniques:** Learn frameworks for effective scope and resource management.
- ▶ **Real-Life Case Studies:** Gain insights from successful global projects, including African and Asian contexts.
- ▶ **Digital Tool Mastery:** Apply platforms like MS Project and Smartsheet in hands-on sessions.
- ▶ **Capstone Project:** Collaboratively develop a detailed project plan.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Develop comprehensive project plans that balance scope, time, and resource constraints.
- ✔ Use advanced planning tools for precise scheduling and monitoring.
- ✔ Proactively manage risks to minimize disruptions.
- ✔ Align project objectives with overarching organizational goals.
- ✔ Build stakeholder trust through transparent and effective communication.

TARGET AUDIENCE

- **Project Managers:** Aiming to enhance their planning acumen.
- **Operations Managers:** Managing resource-intensive projects.
- **Executives and Business Leaders:** Driving high-stakes organizational initiatives.
- **Team Leaders:** Balancing competing project demands.

₦750,000
4 Days

Lagos Dates:
June 18–21,
2025

Abuja Dates:
November 1–4,
2025

Course Outline

Session	Day 01: Foundations of Advanced Planning	Day 2: Resource Optimization and Scheduling	Day 3: Scope Management and Communication	Day 4: Execution and Performance Review
Morning Session	Module 1: Essentials of Advanced Planning	Module 3: Resource Allocation Strategies	Module 5: Managing Scope Changes Effectively	Module 7: Performance Metrics and Continuous Improvement
	Fundamentals of scope, time, and resource planning.	Balancing resources across projects.	Workshop: Handling unexpected scope changes.	Workshop: Analyzing and refining project performance.
	Case Study: Regional infrastructure projects.	Case Study: Resource planning for multi-team projects.	Interactive group exercises on scope management.	Peer feedback on capstone project plans.
Afternoon Session	Module 2: Risk Assessment in Planning	Module 4: Tools for Scheduling Precision	Module 6: Stakeholder Engagement Frameworks	Module 8: Capstone Presentation
	Identifying and mitigating planning risks.	Advanced Gantt chart techniques and timeline tracking.	Best practices for building stakeholder alignment.	Presenting and critiquing comprehensive project plans.

MASTERING CHANGE LEADERSHIP:

Driving Successful Organizational Transformation



OVERVIEW

In today's fast-evolving business world, the ability to lead change is no longer optional—it's a critical skill. This course is designed to help leaders master the art of driving transformation with vision, confidence, and precision. Participants will learn how to inspire teams, engage stakeholders, and overcome resistance to change. Using interactive case studies and practical tools, you'll gain insights into proven strategies for executing change initiatives that stick. This program bridges theory with practice, enabling you to confidently lead transformational efforts that deliver real business results.

KEY FEATURES

- ▶ **Real-World Case Studies:** Insights from global and regional transformation success stories.
- ▶ **Practical Tools and Frameworks:** Proven strategies for driving and sustaining change.
- ▶ **Interactive Workshops:** Hands-on exercises tailored to participants' industries.
- ▶ **Capstone Project:** Develop a comprehensive change leadership strategy for your organization.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the key principles of successful change leadership.
- ✔ Develop strategies to overcome resistance and build stakeholder trust.
- ✔ Learn frameworks to structure and sustain organizational change.
- ✔ Enhance communication skills for aligning teams around a shared vision.
- ✔ Create actionable plans to drive change and measure success.

TARGET AUDIENCE

- **C-Suite Executives and Senior Leaders :** Driving large-scale transformations.
- **HR and Organizational Development Professionals :** Facilitating change initiatives.
- **Project and Program Managers:** Leading change efforts.
- **Middle Managers:** Navigating team-level adjustments in dynamic environments.

Course Outline

Session	Day 01: Setting the Stage for Transformation	Day 2: Engaging Hearts and Minds	Day 3: Breaking Barriers to Change	Day 4: Building Lasting Success
Morning Session	Module 1: The DNA of Change Leadership	Module 3: The Art of Storytelling for Change	Module 5: Tackling Resistance with Confidence	Module 7: Embedding Change into Culture
	Key traits of successful change leaders.	Using narratives to inspire action.	Identifying root causes of resistance.	Sustaining momentum post-implementation.
	Case Study: Transformational success in African enterprises.	Workshop: Crafting compelling change stories.	Role-play: Managing team conflicts during transitions.	Peer discussions: Lessons from successful transformations.
Afternoon Session	Module 2: Building a Vision That Inspires	Module 4: Winning Over Stakeholders	Module 6: Driving Agility in Dynamic Environments	Module 8: Capstone Exercise: Your Change Roadmap
	Aligning transformation goals with organizational strategy.	Tools for stakeholder analysis and engagement.	Agile practices for adaptive leadership.	Presenting and refining transformation strategies.

N600,000
4 Days

Lagos Dates:
May 24-27,
2025

Abuja Dates:
September 15-18,
2025

CHANGE LEADERSHIP IN THE DIGITAL AGE:

Navigate disruption and lead effectively in the digital era



OVERVIEW

The digital age has transformed how businesses operate, and with it, the expectations of leaders. This course equips participants with the mindset, tools, and strategies to thrive in the face of rapid digital disruption. Learn how to drive digital transformation, build digitally savvy teams, and turn technological challenges into opportunities. Through practical exercises and tech-focused case studies, participants will gain insights into leading teams through uncertainty and ensuring their organizations remain agile and competitive.

KEY FEATURES

- ▶ **Tech-Focused Case Studies:** Examples from African and Asian digital transformations.
- ▶ **Digital Tool Insights:** Practical guidance on implementing tools like AI and data analytics.
- ▶ **Interactive Role-Plays:** Practice leading teams through digital disruptions.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the unique challenges of leading in the digital era.
- ✔ Leverage digital tools to improve communication and collaboration.
- ✔ Build a culture of innovation and adaptability within teams.
- ✔ Learn to make confident decisions amidst digital disruption.
- ✔ Develop actionable strategies for driving digital transformation.

TARGET AUDIENCE

- **Business Leaders:** Overseeing digital transformation initiatives.
- **IT and Technology Leaders:** Driving technological innovation.
- **HR Professionals:** Supporting teams in adapting to digital tools.
- **Project Managers:** Navigating digital disruptions.

N450,000
2 Days

Lagos Dates:
March 10–11,
2025

Abuja Dates:
August 15–16,
2025

Course Outline

Session	Day 1: Leading Through Digital Disruption	Day 2: Inspiring Innovation in a Digital World
Morning Session	Module 1: The New Rules of Leadership	Module 3: Building a Digital-Ready Culture
	Adapting leadership styles for the digital era.	Fostering innovation and adaptability in teams.
	Case Study: Asia's tech-driven logistics overhaul.	Workshop: Creating a roadmap for a digital culture.
Afternoon Session	Module 2: Tools for Navigating Digital Disruption	Module 4: The Digital Leader's Playbook
	Leveraging AI, analytics, and collaboration platforms.	Strategies for balancing technology with human leadership.
	Workshop: Exploring the latest digital tools.	Peer presentations and feedback.

DRIVING ORGANIZATIONAL CHANGE WITH CONFIDENCE

Elevate your change management expertise to the next level



OVERVIEW

Organizational change is inevitable, but navigating it effectively requires skill, strategy, and precision. This course provides participants with actionable frameworks and proven methodologies to lead change initiatives confidently and successfully.

Through hands-on exercises and real-world case studies, attendees will learn to identify and address resistance, foster alignment among stakeholders, and build momentum for lasting transformation. Participants will explore tools for managing uncertainty, communicating effectively during transitions, and ensuring change initiatives are embraced across all levels of an organization.

KEY FEATURES

- Proven Change Frameworks:**
 Learn established methods like Kotter's 8-Step Process and McKinsey 7-S.
- Interactive Case Studies:**
 Insights from successful transformations across industries in Africa and Asia.
- Actionable Tools:**
 Develop templates and strategies to apply directly to your work digital disruptions.
- Capstone Project:**
 Create a comprehensive change leadership roadmap with expert feedback.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Gain expertise in managing complex, multi-layered change initiatives.
- Learn advanced tools for risk assessment and stakeholder engagement.
- Understand the psychology of change and how to drive team alignment.
- Build strategies for embedding change into organizational processes.
- Develop a comprehensive change management toolkit for future initiatives.

TARGET AUDIENCE

- C-Suite Executives and Senior Leaders:**
 Driving organization-wide transformations.
- HR and Organizational Development Professionals:**
 Leading change initiatives.
- Project and Program Managers:**
 Overseeing change management efforts.
- Middle Managers:**
 Navigating team-level transitions during organizational shifts.

N600,000

3 Days

Lagos Dates:
July 23-25, 2025

Abuja Dates:
November 20-22, 2025

Course Outline

Session	Day 01: Mastering Change Complexity	Day 2: Advanced Tools for Managing Teams	Day 3: Sustaining Change and Measuring Impact
Morning Session	Module 1: The Complexity Conundrum	Module 3: Aligning Cross-Functional Teams	Module 5: Defining Success Metrics
	Managing change in global and multi-layered organizations.	Tools for fostering collaboration across silos.	Measuring and sustaining long-term impact.
Afternoon Session	Module 2: Navigating Resistance with Confidence	Module 4: Leveraging Data for Change Success	Module 6: Building Your Change Playbook
	Handling resistance in high-pressure environments.	Using analytics to track change adoption.	Develop and present an action plan for future change.

STRATEGIC INNOVATION AND BUSINESS **GROWTH** COURSES FOR FORWARD -THINKING LEADERS



BUILDING HIGH-IMPACT TEAMS:

Strategies for Collaborative Innovation



OVERVIEW

The most successful organizations thrive on the strength of their teams. This course is designed to help leaders unlock the potential of their teams, fostering a culture of collaboration and innovation. Participants will learn how to inspire creativity, manage diverse perspectives, and align teams around a shared vision.

Through dynamic workshops, real-world case studies, and interactive role-plays, this program equips participants with actionable strategies to build high-performing teams that deliver exceptional results.

KEY FEATURES

- Interactive Team-Building Exercises:** Simulations designed to build trust and collaboration.
- Real-World Case Studies:** Insights into high-impact teams from global and regional organizations.
- Practical Leadership Tools:** Strategies to inspire creativity and align team efforts.
- Capstone Exercise:** Develop a collaborative project plan with peer feedback.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Build strategies to foster trust and collaboration within teams.
- Learn techniques to inspire creativity and innovation.
- Align team efforts with organizational goals for maximum impact.
- Overcome common team challenges, such as conflict and communication barriers.
- Develop actionable plans to create high-impact teams in their organizations.

TARGET AUDIENCE

- Team Leaders and Managers:** Looking to improve team collaboration and performance.
- HR Professionals:** Focused on designing team-building initiatives.
- Project Managers:** Managing cross-functional or global teams.
- Business Executives:** Driving innovation through team alignment.

N650,000
 4 Days

Lagos Dates: May 3-6, 2025
Abuja Dates: October 8-10, 2025

Course Outline

Session	Day 01: Laying the Foundations for Team Success	Day 2: Fostering Collaboration and Innovation	Day 3: Managing Challenges in Team Dynamics	Day 4: Driving Results Through Team Alignment
Morning Session	Module 1: The Anatomy of High-Impact Teams	Module 3: Unlocking Creative Potential	Module 5: Conflict Resolution for Collaboration	Module 7: Aligning Teams for Organizational Impact
	Characteristics of successful teams.	Techniques for inspiring creativity in teams.	Strategies for managing diverse perspectives.	Building team alignment around strategic goals.
Afternoon Session	Case Study: High-performing teams at Google.	Workshop: Brainstorming for breakthrough ideas.	Role-Playing: Turning conflict into opportunity.	Peer discussion on team alignment practices.
	Module 2: Building Trust and Accountability	Module 4: Collaborative Problem-Solving	Module 6: Communicating with Clarity	Module 8: Capstone Exercise
	Exercises to foster trust within teams.	Interactive problem-solving simulations.	Tools for transparent and effective communication.	Exercises to foster trust within teams.

FROM IDEAS TO IMPACT:

Managing and Implementing Innovation Successfully



OVERVIEW

Innovation doesn't stop at ideas; it thrives on execution. This course is tailored to professionals who aim to transform creative concepts into measurable business outcomes. Participants will learn the art of managing innovation, from idea generation to successful implementation.

With hands-on activities and real-world examples, this program provides a roadmap for navigating the complexities of innovation management and ensuring impactful delivery.

KEY FEATURES

- Innovation Frameworks:** Step-by-step guides for managing and implementing ideas.
- Real-Life Case Studies:** Stories of successful innovation from Africa and Asia.
- Practical Tools:** Techniques to evaluate and refine ideas for implementation.
- Capstone Project:** Create and present a roadmap for executing a business innovation.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Develop structured processes for managing innovation initiatives.
- Build skills to refine and evaluate creative ideas.
- Learn to overcome barriers to innovation implementation.
- Create actionable plans for delivering impactful innovations.

TARGET AUDIENCE

- Innovation Leaders:** Driving product or service innovation.
- Project Managers:** Overseeing innovation-focused initiatives.
- Entrepreneurs:** Scaling ideas into market-ready solutions.
- Business Analysts:** Developing innovation strategies for organizational growth.

N550,000
 3 Days

Lagos Dates: March 2-3, 2025
Abuja Dates: November 28-30, 2025

Course Outline

Session	Day 01: Turning Ideas Into Opportunities	Day 2: Managing the Innovation Journey	Day 3: Delivering Measurable Outcomes
Morning Session	Module 1: The Innovation Pipeline	Module 3: Navigating Complexity	Module 5: Measuring Impact and Outcomes
	Frameworks for evaluating new ideas.	Tools for managing innovation projects.	Creating metrics for success.
Afternoon Session	Case Study: Innovation management in African fintech.	Workshop: Refining ideas for implementation.	Case Study: Innovation delivery in Asian startups.
	Module 2: Building Business Cases for Innovation	Module 4: Overcoming Barriers to Execution	Module 6: Capstone Presentation
	Developing financial and strategic justifications.	Addressing organizational resistance to change.	Present an actionable innovation roadmap.

BUSINESS MODEL INNOVATION: STRATEGIES FOR DISRUPTION AND GROWTH

Redefine your business model to disrupt markets and grow.



OVERVIEW

The ability to innovate a business model is a key driver of competitive advantage in today's dynamic markets. This course equips participants with the tools and techniques to rethink their business models, capitalize on opportunities, and create sustained growth.

Participants will learn how to design customer-centric models, identify value creation opportunities, and leverage innovation for market disruption. Using global case studies and hands-on exercises, attendees will leave with actionable strategies to transform their business models for lasting impact.

KEY FEATURES

- Global and Local Case Studies:** Insights from market leaders who disrupted industries.
- Innovation Frameworks:** Practical guides for redesigning business models.
- Interactive Workshops:** Hands-on activities to apply concepts to real scenarios.
- Capstone Project:** Design a business model tailored to your organization.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the principles of business model innovation.
- Learn techniques for identifying and capitalizing on new opportunities.
- Build customer-centric strategies for value creation.
- Develop frameworks to disrupt markets and achieve growth.
- Design actionable plans to transform their business models.

TARGET AUDIENCE

- Business Leaders and Executives:** Looking to rethink their organizational strategy.
- Entrepreneurs and Startups:** Seeking scalable and disruptive business models.
- Strategic Planners:** Focused on achieving long-term growth.
- Consultants:** Advising clients on innovation and transformation.

N550,000

3 Days

Lagos Dates: February 10-12, 2025
Abuja Dates: June 12-14, 2025

Course Outline

Session	Day 01: Understanding Business Model Innovation	Day 2: Designing Customer-Centric Models	Day 3: Driving Disruption and Growth
Morning Session	Module 1: What Makes a Business Model Innovative?	Module 3: Understanding Customer Needs and Behaviors	Module 5: Strategies for Market Disruption
	Key components of a successful business model.	Tools for analyzing customer pain points and desires.	Frameworks for creating disruptive strategies.
Afternoon Session	Module 2: Mapping Your Current Business Model	Module 4: Prototyping and Testing New Models	Module 6: Capstone Presentation
	Case Study: Airbnb's redefinition of hospitality.	Workshop: Redesigning customer journeys.	Case Study: Amazon's approach to continuous growth.
	Using the Business Model Canvas to analyze gaps.	Methods for validating business model innovations.	Present a redesigned business model for peer review.

STRATEGIC THINKING AND EXECUTION: DRIVING BUSINESS SUCCESS

Master the art of strategy to align vision with execution.



OVERVIEW

Great strategies mean nothing without effective execution. This course bridges the gap between strategic thinking and operational delivery, equipping participants with tools to craft visionary plans and ensure their implementation.

Participants will learn to anticipate market shifts, align team efforts with strategic goals, and create systems that drive consistent results. Through case studies, practical frameworks, and engaging discussions, attendees will leave ready to lead their organizations to sustained

KEY FEATURES

- Proven Strategic Frameworks:** Tools to bridge the gap between strategy and execution.
- Market Insights:** Learn to anticipate and respond to market changes.
- Interactive Exercises:** Apply lessons to real-world challenges.
- Capstone Plan:** Develop and present an actionable strategic roadmap.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Build visionary strategies that align with organizational objectives.
- Translate strategic plans into actionable steps.
- Learn to allocate resources effectively to achieve goals.
- Manage team performance to ensure strategic alignment.
- Develop systems to measure and refine execution outcomes.

TARGET AUDIENCE

- C-Suite Executives and Directors:** Crafting organizational strategies.
- Strategic Planners and Analysts:** Developing and executing actionable plans.
- Team Leaders and Managers:** Aligning team efforts with organizational goals.
- Entrepreneurs:** Balancing vision with operational realities.

₦600,000
3 Days

Lagos Dates: April 16–18, 2025
Abuja Dates: September 20–22, 2025

Course Outline

Session	Day 01: Building the Strategic Vision	Day 2: Aligning Strategy with Execution	Day 3: Sustaining Strategic Success
Morning Session	Module 1: Crafting a Winning Strategy Elements of a visionary strategy.	Module 3: Turning Plans into Action Tools for translating strategies into actionable tasks.	Module 5: Measuring and Refining Execution Outcomes Metrics for evaluating success.
Afternoon Session	Case Study: South Africa's energy sector strategies. Module 2: Analyzing the Competitive Landscape Tools for market and competitor analysis.	Case Study: Execution challenges in global NGOs. Module 4: Aligning Teams and Resources Practical tools for team alignment and resource allocation.	Workshop: Designing a performance review system. Module 6: Capstone Exercise Present a strategic roadmap for organizational success.

UNLOCKING INNOVATION POTENTIAL: BREAKING DOWN BARRIERS IN YOUR WORKPLACE

Create a culture of innovation to overcome challenges.

OVERVIEW

Innovation is more than a buzzword—it's the lifeblood of modern organizations striving for relevance and growth. This course is designed to empower participants to break free from conventional thinking and cultivate an environment where creativity thrives. By identifying and dismantling barriers to innovation, organizations can unlock untapped potential and drive sustained success. Participants will gain the tools to foster a culture of bold risk-taking, seamless collaboration, and relentless improvement. Anchored in practical strategies and real-world case studies, this course offers actionable insights that enable attendees to transform their workplaces into dynamic hubs of innovation, where groundbreaking ideas are not only encouraged but consistently realized.

KEY FEATURES

- Culture Transformation Tools:** Strategies to create an innovation-friendly environment.
- Global Case Studies:** Examples of organizations that overcame innovation barriers.
- Interactive Simulations:** Practice dismantling barriers to creativity.
- Capstone Plan:** Design an innovation strategy for your workplace.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Identify and remove barriers to innovation in their organizations.
- Build a culture that fosters creativity and risk-taking.
- Learn tools to facilitate brainstorming and problem-solving.
- Align innovation initiatives with business goals.
- Develop actionable strategies to sustain workplace innovation.

TARGET AUDIENCE

- Leaders and Managers:** Committed to fostering innovation.
- HR and Organizational Development Professionals:** Creating systems to inspire creativity.
- Entrepreneurs:** Building innovative solutions to scale businesses.
- Team Leads:** Encouraging collaboration and creative problem-solving.

N650,000
4 Days

Lagos Dates: May 19–21, 2025
Abuja Dates: August 19–21, 2025

Course Outline

Session	Day 01: Understanding Barriers to Innovation	Day 2: Fostering Creative Problem-Solving	Day 3: Building an Innovation Ecosystem	Day 4: Sustaining Innovation Momentum
Morning Session	Module 1: Diagnosing Barriers	Module 3: Techniques for Collaborative Brainstorming	Module 5: Scaling Innovation Across Teams	Module 7: Tracking and Measuring Innovation Impact
Afternoon Session	Module 2: Overcoming Resistance to Change	Module 4: Prototyping Solutions	Module 6: Creating Systems for Idea Generation	Module 8: Capstone Presentation
	Tools for identifying innovation barriers.	Practical brainstorming techniques.	Building structures for team-wide collaboration.	Developing metrics for continuous improvement.
	Strategies to inspire buy-in for new ideas.	Testing and refining creative solutions.	Tools for sustainable idea management.	Present an actionable workplace innovation plan.



REIMAGINING INNOVATION: DESIGN THINKING COURSES

DESIGN THINKING MASTERY: ACCELERATING BUSINESS GROWTH WITH CREATIVITY

Empower teams to drive business growth through innovation.



OVERVIEW

Creativity and innovation are the driving forces behind business growth in today's fast-evolving world. This course provides a deep dive into the principles of Design Thinking, empowering participants to generate innovative solutions, solve complex problems, and align creative strategies with organizational goals.

Participants will explore practical frameworks, collaborate on real-world challenges, and master tools to transform their teams into innovation engines, ready to tackle market demands and create lasting value.

KEY FEATURES

- Hands-On Workshops:** Practice the five stages of Design Thinking (Empathize, Define, Ideate, Prototype, and Test).
- Global and Regional Case Studies:** Insights from companies that revolutionized their industries with design.
- Innovation Roadmap:** Develop actionable strategies to apply Design Thinking across teams.
- Capstone Project:** Solve a real-world challenge with a team, guided by expert facilitators.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Master the Design Thinking methodology and its application in business.
- Create customer-focused strategies to unlock new growth opportunities.
- Learn techniques for rapid ideation and prototyping.
- Develop solutions to complex organizational challenges with creativity.

TARGET AUDIENCE

- Business Leaders and Executives:** Seeking to infuse creativity into strategic decision-making.
- Product Managers and Designers:** Driving innovation in product and service delivery.
- HR Professionals:** Designing creative solutions to enhance workforce productivity.
- Entrepreneurs and Startups:** Accelerating growth through innovative thinking.

N650,000
3 Days

Lagos Dates: July 1-3, 2025
Abuja Dates: October 24-26, 2025

Course Outline

Session	Day 01: Exploring Opportunities and Empathizing Deeply	Day 2: Ideating Boldly and Prototyping Quickly	Day 3: Testing Solutions and Embedding Innovation
Morning Session	Module 1: Seeing Through Fresh Eyes	Module 3: Turning Insights into Ideas	Module 5: Gathering Real-World Feedback
	Understanding the Design Thinking process.	Brainstorming techniques for idea generation.	Developing testing strategies for prototypes.
	Building empathy through user interviews and journey mapping.	Using frameworks like the Lotus Blossom for ideation.	Live prototyping and testing with users.
	Case Study: Reimagining customer experiences in retail.	Interactive activity: Building a collaborative idea wall.	Role-play: Feedback collection and iteration planning.
Afternoon Session	Module 2: Defining the Right Problem	Module 4: Creating Prototypes That Inspire	Module 6: Embedding a Culture of Innovation
	Reframing challenges with "How Might We" questions.	Quick-build prototyping using accessible materials.	Strategies to sustain and scale innovation practices.
	Workshop: Synthesizing insights into opportunity areas.	Workshop: Mapping prototype value to business outcomes.	Capstone: Team presentations on their innovative solutions.

DESIGN THINKING AND AI: INNOVATING WITH ARTIFICIAL INTELLIGENCE

Leverage AI to enhance creativity and problem-solving.



OVERVIEW

Artificial Intelligence (AI) is reshaping the way businesses approach challenges and opportunities. This cutting-edge course merges the principles of Design Thinking with the power of AI, providing participants with the tools to drive innovation, enhance decision-making, and transform customer experiences.

Participants will explore how to integrate AI into their Design Thinking processes, enabling faster problem-solving and more effective ideation. With practical applications and hands-on exercises, this program prepares leaders to embrace the future of creative problem-solving.

KEY FEATURES

- AI Integration Workshops:** Learn how to incorporate AI tools like ChatGPT, data visualization, and automation into Design Thinking.
- AI-Powered Case Studies:** Explore successful use cases from global companies.
- Future-Ready Frameworks:** Develop strategies for applying AI to your innovation processes.
- Capstone Challenge:** Use AI tools to address a real-world organizational problem.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand how to integrate AI with Design Thinking processes.
- Use AI tools to enhance creativity, prototyping, and problem-solving.
- Leverage AI insights to inform strategic decision-making.
- Create innovative solutions that combine human-centric and AI-driven approaches.

TARGET AUDIENCE

- Business Innovators:** Seeking to blend human creativity with AI capabilities.
- Tech Professionals and Data Analysts:** Interested in leveraging AI for strategic innovation.
- Product Managers:** Exploring AI-driven solutions for product development.
- Entrepreneurs:** Unlocking new opportunities through AI-enhanced creativity.

N650,000

3 Days

Lagos Dates: March 6–8, 2025
Abuja Dates: August 22–24, 2025

Course Outline

Session	Day 01: Understanding AI's Role in Creativity	Day 2: Integrating AI into Prototyping and Ideation	Day 3: Scaling AI-Powered Innovation
Morning Session	Module 1: The Human-AI Design Partnership	Module 3: AI as a Co-Creator	Module 5: From Concept to Reality
	Exploring the intersection of human-centered design and AI.	Leveraging AI tools to generate diverse solutions.	Strategies for implementing AI-driven innovations.
	Workshop: Mapping AI capabilities to design challenges.	Prototyping AI-enabled solutions for complex problems.	Workshop: Aligning AI projects with organizational strategy.
	Case Study: How AI accelerated design in healthcare.	Case Study: AI-powered ideation in product development.	Case Study: Scaling AI innovation in logistics.
Afternoon Session	Module 2: Uncovering AI-Driven Opportunities	Module 4: Prototyping Smart Solutions	Module 6: Building AI-Innovation Roadmaps
	Tools to identify AI integration points in workflows.	Workshop: Testing and refining AI-driven prototypes.	Capstone: Create and present an AI-powered solution.
	Activity: Reframing business problems for AI impact.	Interactive feedback loop: AI and human iterations.	Peer feedback and expert coaching for final plans.

DESIGN THINKING FOR CUSTOMER EXPERIENCE TRANSFORMATION

Enhance customer satisfaction with innovative design.



OVERVIEW

This course focuses on reimagining customer experiences through Design Thinking. Participants will identify gaps in customer journeys, create solutions that address pain points, and design experiences that inspire loyalty and satisfaction.

By using empathy, journey mapping, and iterative prototyping, attendees will learn to design impactful, customer-centered strategies.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✓ Master customer journey mapping to identify unmet needs.
- ✓ Use rapid prototyping to create and test solutions.
- ✓ Align customer experience strategies with business objectives.
- ✓ Build a roadmap to enhance customer satisfaction and loyalty.

TARGET AUDIENCE

- **Customer Experience Professionals:** Redesigning touchpoints for greater satisfaction.
- **Marketing Teams:** Aligning brand strategies with customer journeys.
- **Business Owners and Executives:** Improving customer retention through impactful service design.
- **Service Designers:** Re-engineering services for enhanced customer experiences.

N750,000

4 Days

Lagos Dates:
May 22–25, 2025

Abuja Dates:
September 22–25, 2025

Course Outline

Session	Day 01: Introduction to Design Thinking	Day 2: Mastering the Design Thinking Process	Day 3: Applying Design Thinking to Customer Experience	Day 4: Testing and Scaling Solutions
Morning Session	Module 1: What is Design Thinking?	Module 3: Ideation Techniques for Problem Solving	Module 5: Customer Journey Mapping	Module 7: Refining Solutions for Scalability
	Overview of Design Thinking principles and benefits.	Tools for brainstorming creative solutions.	Visualizing pain points and opportunities.	Metrics for measuring customer satisfaction.
	Case Study: Revolutionizing customer experiences in Service delivery.	Case Study: Innovative CX in financial services.	Workshop: Mapping and redesigning touchpoints.	Peer discussion: Scaling CX improvements globally.
Afternoon Session	Module 2: Building Empathy with Customers	Module 4: Prototyping Solutions Quickly	Module 6: Testing Prototypes for Feedback	Module 8: Capstone Presentation and Feedback
	Techniques for understanding customer needs.	Hands-on prototyping with real scenarios.	Field-testing prototypes with customers.	Present CX solutions for expert coaching.

DESIGN THINKING FOR EMPLOYEE EXPERIENCE TRANSFORMATION

Reimagine the employee journey to boost engagement and retention



OVERVIEW

Employees are the backbone of any successful organization, and their experiences directly impact productivity and retention. This course provides participants with tools and strategies to redesign the employee journey, from onboarding to career development, using human-centered Design Thinking principles.

Through empathy-building exercises, stakeholder mapping, and rapid prototyping, participants will craft innovative solutions that enhance the employee experience, align with organizational goals, and create a thriving workplace culture.

KEY FEATURES

- **Journey Mapping Tools:** Learn to visualize and redesign the employee experience.
- **Interactive Workshops:** Build and test solutions for key touchpoints.
- **Case Studies:** Examples of successful employee experience transformations globally.
- **Capstone Project:** Develop a comprehensive employee experience improvement plan.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand how to apply Design Thinking to employee experience challenges.
- ✔ Redesign processes like onboarding, engagement, and career development.
- ✔ Use empathy mapping to uncover and address employee needs.
- ✔ Create and test prototypes to improve workplace initiatives.
- ✔ Develop a roadmap for building a positive and engaging work environment.

TARGET AUDIENCE

- Team Leaders and Managers.
- Organizational Development Specialists.
- Learning and Development Managers.
- Business Leaders and Executives.
- Change Management Professionals.
- Employee Engagement and Experience Specialists.
- HR Consultants.
- Innovation and Strategy Professionals.

₦750,000

4 Days

📅 Lagos Dates: April 12–15, 2025
Abuja Dates: September 16–19, 2025

Course Outline

Session	Day 01: Introduction to Design Thinking & Understanding Employee Needs	Day 2: Reimagining the Employee Journey	Day 3: Prototyping Employee-Centric Solutions	Day 4: Embedding Transformation into Culture
Morning Session	Module 1: Introduction to Design Thinking	Module 3: Mapping the Employee Journey	Module 5: Prototyping HR Solutions	Module 7: Measuring and Sustaining Improvements
	Overview of Design Thinking principles and process.	Tools for redesigning processes like onboarding.	Workshop: Building low-fidelity prototypes.	Metrics for tracking engagement and retention.
	Exploring its benefits for employee-focused initiatives.	Case Study: Improving career growth opportunities.	Role-play: Testing HR prototypes with user feedback.	Workshop: Embedding solutions into workplace culture.
	Workshop: Building empathy for employees.			
Afternoon Session	Module 2: Empathy for the Workforce and Diagnosing Pain Points	Module 4: Co-Creating Solutions with Teams	Module 6: Testing for Scalability	Module 8: Capstone Presentation and Feedback
	Tools to uncover employee needs and pain points.	Collaborative workshops for solution ideation.	Testing solutions with small teams.	Present and refine the proposed initiatives.
	Case Study: Employee engagement in dynamic workplaces.			

DESIGN THINKING FOR PRODUCT DEVELOPMENT

Design and develop products that meet market needs.



OVERVIEW

This program offers a comprehensive introduction to Design Thinking, focusing on its application in the product development lifecycle. Participants will explore how to harness empathy to uncover customer needs, reframe challenges into opportunities, and generate innovative ideas. Through hands-on activities, participants will master rapid prototyping techniques and learn how to test solutions effectively.

The program bridges creativity with practicality, enabling attendees to design market-ready products that not only address user pain points but also align seamlessly with organizational objectives. By the end of the course, participants will have the tools and confidence to drive product innovation that delivers measurable impact and competitive advantage.

KEY FEATURES

- **Foundational Knowledge:** Introduction to Design Thinking concepts.
- **Process Deep Dive:** A step-by-step guide to mastering the Design Thinking process.
- **Product-Specific Tools:** User personas, journey mapping, and product-market fit techniques.
- **Capstone Exercise:** Design a product prototype and present for peer and expert feedback.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the principles and stages of Design Thinking.
- ✔ Apply empathy to uncover unmet customer needs.
- ✔ Build and test prototypes that solve real-world challenges.
- ✔ Develop strategies to launch scalable and impactful products.

TARGET AUDIENCE

- **Product Managers and Designers:** Developing customer-centric and innovative products.
- **Entrepreneurs and Startups:** Creating scalable, market-ready products to accelerate growth.
- **R&D Teams:** Innovating faster with practical and user-focused design methodologies.
- **Business Leaders and Executives:** Overseeing product development pipelines and ensuring alignment with strategic goals.
- **Engineers and Technical Teams:** Translating technical capabilities into market-driven solutions.

₹ N750,000

🕒 4 Days

📅 Lagos Dates: June 12–15, 2025
Abuja Dates: November 12–15, 2025

Course Outline 📄

Session	Day 01: Introduction to Design Thinking	Day 2: Mastering the Design Thinking Process	Day 3: Applying Design Thinking to Product Development	Day 4: Prototyping and Launch Strategies
Morning Session	Module 1: Understanding the Design Thinking Framework	Module 3: Ideation and Problem Definition	Module 5: Aligning Products with Customer Needs	Module 7: Building a Scalable Launch Plan
	Overview of the five stages of Design Thinking.	Tools for framing product challenges effectively.	Developing user personas and empathy maps.	Strategies for product scalability and growth.
	Case Study: Successful product design in tech startups.	Workshop: Brainstorming creative solutions.	Case Study: Aligning design with market needs.	Peer critique: Refining product prototypes.
Afternoon Session	Module 2: Building Empathy for Users	Module 4: Prototyping and Testing with Speed	Module 6: Refining and Testing Solutions	Module 8: Capstone Presentation and Feedback
	Tools for uncovering customer pain points.	Quick-build prototyping methods.	Field-testing prototypes for real-time feedback.	Present and refine product prototypes.

DRIVING SUSTAINABLE CHANGE WITH DESIGN THINKING

Use human-centered design to create impactful and lasting change



OVERVIEW

Change is inevitable, but sustainable change requires careful design and execution. This program introduces participants to the principles of Design Thinking and its application in driving impactful transformation. Through empathy-building, collaborative problem-solving, and iterative prototyping, participants will learn to tackle complex organizational challenges and deliver measurable results.

The course focuses on engaging stakeholders, overcoming resistance, and embedding change initiatives into organizational culture for long-term success.

KEY FEATURES

- **Introduction to Design Thinking:** A human-centered approach to solving complex problems.
- **Collaborative Engagement:** Tools and techniques for engaging stakeholders effectively.
- **Iterative Prototyping:** Strategies to test and refine transformational solutions.
- **Capstone Challenge:** Design a change initiative for peer and expert feedback.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Master the Design Thinking process and its application in organizational change.
- ✔ Build empathy to uncover stakeholder concerns and align their needs with strategic objectives.
- ✔ Prototype and test solutions to address systemic challenges.
- ✔ Develop frameworks for sustaining and scaling change initiatives.
- ✔ Measure the success of change initiatives through actionable metrics.

TARGET AUDIENCE

- **Change Leaders and HR Executives:** Driving transformation initiatives.
- **Organizational Development Professionals:** Addressing systemic challenges.
- **Sustainability Managers:** Designing initiatives for long-term impact.
- **Team Leaders and Business Executives:** Aligning change efforts with strategic objectives.

₹ N650,000
🕒 4 Days

📅 Lagos Dates: March 20–23, 2025
Abuja Dates: October 14–17, 2025

Course Outline 📋

Session	Day 01: Introduction to Design Thinking & Understanding the Need for Change	Day 2: Mastering the Design Thinking Process	Day 3: Prototyping for Sustainable Impact	Day 4: Embedding Change for Longevity
Morning Session	Module 1: Introduction to Design Thinking for Change	Module 3: Ideation Techniques for Transformational Solutions	Module 5: Prototyping for Long-Term Success	Module 7: Building a Scalable Change Framework
	Overview of Design Thinking principles and benefits.	Collaborative brainstorming for innovative change ideas.	Testing solutions in real-world environments.	Strategies for embedding solutions into daily operations.
	Case Study: Driving cultural shifts in global organizations.	Workshop: Generating actionable solutions.	Workshop: Refining initiatives for scalability.	Metrics for tracking change impact and ROI.
Afternoon Session	Module 2: Building Empathy and Mapping Stakeholder Needs	Module 4: Prototyping Change Initiatives	Module 6: Engaging Teams and Leadership	Module 8: Capstone Presentation and Feedback
	Tools for stakeholder mapping and engagement.	Creating low-fidelity prototypes for rapid iteration.	Strategies for overcoming resistance.	Present scalable solutions for peer review.

INNOVATION & TECHNOLOGY COURSES



MASTERING DIGITAL PAYMENTS SOLUTIONS:

Unlock the future of digital transactions and payments



OVERVIEW

Digital payments are transforming the way businesses interact with customers and manage transactions. This course equips participants with insights into emerging trends, key technologies, and regulatory considerations in the digital payments ecosystem. Participants will explore innovative solutions, build practical skills, and gain a deep understanding of how to harness digital payments for efficiency and growth.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the fundamentals and evolution of digital payments.
- Explore global trends and emerging technologies shaping the industry.
- Learn how to integrate secure, scalable payment solutions.
- Navigate the regulatory landscape of digital transactions.

TARGET AUDIENCE

- Financial Services Managers.
- Fintech Innovators.
- IT and Technology Specialists.
- Banking Operations Managers.
- Product Managers in Financial Services.
- Consultants in Payment Solutions.
- Payment Systems Professionals.

N600,000

3 Days

Lagos Dates: February 12-14, 2025
Abuja Dates: August 19-21, 2025

Course Outline

Session	Day 01: Understanding Digital Payments	Day 2: Exploring Innovative Payment Solutions	Day 3: Implementing Secure and Scalable Solutions
Morning Session	Module 1: Evolution of Digital Payments	Module 3: Trends in Mobile and Digital Wallets	Module 5: Security in Digital Transactions
	Overview of payment systems and technologies.	Integrating mobile payments for business efficiency.	Tools to mitigate fraud and ensure compliance.
Afternoon Session	Module 2: Building a Digital Payments Strategy	Module 4: Regulatory and Compliance Challenges	Module 6: Capstone Presentation
	Case Study: How mobile wallets transformed Africa's retail market.	Workshop: Designing user-centric payment systems.	Activity: Building secure payment models.
	Steps to align payments with business goals.	Understanding global & local payment regulations.	Team presentations on innovative payment strategies.

KEY FEATURES

- Interactive workshops on digital payment platforms.
- Case studies of successful implementations.
- Expert insights on security, compliance, and customer engagement.

DRIVING FINTECH INNOVATIONS: TRANSFORMING PAYMENT ECOSYSTEMS

Drive financial innovation with cutting-edge payment systems.



OVERVIEW

The Fintech revolution is redefining financial services with disruptive technologies and innovative solutions. This course delves into the latest trends in Fintech and payment systems, helping participants harness these innovations to enhance efficiency, accessibility, and customer experience.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Explore emerging technologies like blockchain and AI in Fintech.
- Understand the impact of Fintech on payment systems and financial inclusion.
- Learn to develop and implement innovative financial solutions.
- Design customer-centric Fintech applications.

TARGET AUDIENCE

- Financial Services Managers.
- Fintech Innovators.
- IT and Technology Specialists.
- Business Development Managers.
- Risk and Compliance Officers.
- Banking Operations Managers.
- Entrepreneurs in the Digital Payments Space.

N550,000

3 Days

Lagos Dates: March 11-13, 2025
Abuja Dates: September 23-25, 2025

Course Outline

Session	Day 01: Understanding the Fintech Landscape	Day 2: Exploring Emerging Technologies in Payments	Day 3: Designing Customer-Centric Fintech Solutions
Morning Session	Module 1: Introduction to Fintech and Payment Systems	Module 3: Leveraging Blockchain and AI	Module 5: Designing Innovative Payment Experiences
	Overview of Fintech's role in financial services.	Applications of blockchain in secure payments.	Workshop: Crafting seamless user experiences.
Afternoon Session	Module 2: Fintech for Financial Inclusion	Module 4: Prototyping New Payment Solutions	Module 6: Capstone Presentation
	Case Study: Blockchain adoption in remittance services.	Case Study: AI in fraud detection and prevention.	Peer review of proposed payment solutions.
	Tools to address underserved markets.	Building MVPs for Fintech innovations.	Present Fintech solutions for expert feedback.

KEY FEATURES

- Insights into blockchain, mobile payments, and digital wallets.
- Hands-on exercises in designing Fintech solutions.
- Discussions on regulatory challenges and market opportunities.

DIGITAL TRANSFORMATION MASTERY FOR BUSINESS GROWTH

Transform business operations with technology-driven strategies



OVERVIEW

Digital transformation is no longer optional—it's a strategic imperative. This course equips participants with the frameworks, tools, and strategies needed to embrace digital transformation. From enhancing operational efficiency to improving customer experience, participants will learn how to leverage technology for measurable business growth.

KEY FEATURES

- Case studies of successful digital transformation initiatives.
- Hands-on workshops on building digital transformation roadmaps.
- Expert sessions on overcoming barriers to implementation.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the pillars of digital transformation and their impact on business.
- Learn how to develop a roadmap for implementing digital transformation.
- Gain practical insights into adopting cloud computing, AI, and IoT.
- Build strategies to optimize operations and improve customer engagement.

TARGET AUDIENCE

- Business Leaders and Executives:** Driving organizational transformation and innovation.
- IT and Technology Professionals:** Exploring emerging technologies for competitive advantage.
- Product Managers and Innovators:** Designing cutting-edge financial and digital solutions.
- Entrepreneurs and Startups:** Building scalable, tech-driven businesses.
- Finance and Payment Specialists:** Staying ahead in the evolving payments landscape.

N750,000
3 Days

Lagos Dates: March 13–15, 2025
Abuja Dates: November 18–20, 2025

Course Outline

Session	Day 01: Understanding Digital Transformation	Day 2: Building Your Transformation Roadmap	Day 3: Scaling and Sustaining Digital Growth
Morning Session	Module 1: Defining Digital Transformation	Module 3: Designing Technology-Driven Strategies	Module 5: Embedding Digital Culture in Organizations
	Overview of digital transformation frameworks.	Tools for building transformation blueprints.	Strategies for ensuring digital adoption.
Afternoon Session	Case Study: Transforming SMEs with IoT solutions.	Workshop: Identifying quick wins for implementation.	Case Study: Digital-first culture in leading companies.
	Module 2: Understanding Key Technologies	Module 4: Overcoming Barriers to Implementation	Module 6: Capstone Presentation
	Insights into AI, cloud computing, and IoT.	Addressing organizational resistance to change.	Present transformation plans for peer and expert review.

CYBERSECURITY AND DATA PROTECTION FOR MODERN ENTERPRISES

Safeguard your organization against evolving cyber threats.



OVERVIEW

In today's hyper-connected world, cyber threats are evolving at an unprecedented pace. Organizations of all sizes face significant risks, from data breaches to ransomware attacks. This course is designed to equip professionals with the tools and strategies needed to protect sensitive data, mitigate risks, and respond effectively to cyber incidents. Through real-world case studies and interactive workshops, participants will gain actionable insights to build robust cybersecurity frameworks and safeguard their enterprises against emerging threats.

KEY FEATURES

- Real-World Case Studies:** Insights into successful and failed cybersecurity measures.
- Interactive Workshops:** Hands-on exercises in risk assessment and response planning.
- Expert-Led Sessions:** Insights from seasoned cybersecurity professionals.
- Capstone Challenge:** Develop a cybersecurity roadmap tailored to your organization.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the evolving landscape of cybersecurity threats.
- Learn best practices for protecting sensitive data and critical systems.
- Gain knowledge of regulatory compliance requirements.
- Build frameworks for incident detection, response, and recovery.
- Develop strategies for fostering a culture of cybersecurity within their organizations.

TARGET AUDIENCE

- IT and Security Professionals:** Strengthening organizational IT defenses.
- Compliance Officers:** Ensuring adherence to data protection regulations.
- Business Leaders:** Understanding the strategic importance of cybersecurity.
- SME Owners:** Protecting sensitive business assets in the digital space.

N500,000

2 Days

Lagos Dates: April 10–11, 2025

Abuja Dates: October 15–16, 2025

Course Outline

Session	Day 01: Understanding Cybersecurity Risks	Day 2: Building Resilience and Response Strategies
Morning Session	Module 1: Overview of Cybersecurity Threats Exploring modern cyber risks and vulnerabilities.	Module 3: Incident Response Frameworks Developing effective response and recovery plans.
Afternoon Session	Case Study: High-profile data breaches.	Workshop: Creating incident response playbooks.
	Module 2: Best Practices for Data Protection Encryption, access controls, and secure communication.	Module 4: Future-Proofing Your Cybersecurity Strategy Tools & techniques to stay ahead of emerging threats.

**RISK MANAGEMENT
& GOVERNANCE**
MASTERING RISK &
GOVERNANCE:
SECURING THE FUTURE
OF BUSINESS



ENTERPRISE RISK MANAGEMENT (ERM) MASTERCLASS

Identify, assess, and mitigate risks to secure business success



OVERVIEW

In a world where uncertainty can disrupt operations, Enterprise Risk Management (ERM) has become a critical business function. This course provides participants with a comprehensive understanding of how to identify, assess, and mitigate risks while aligning risk management strategies with organizational goals.

Through real-world case studies and interactive workshops, attendees will gain actionable insights to build resilient systems, ensuring business continuity and long-term success.

KEY FEATURES

- ▶ **Interactive Framework Exploration:** Practical insights into the ERM lifecycle.
- ▶ **Hands-On Workshops:** Develop and test risk mitigation plans.
- ▶ **Case Studies:** Learn from global examples of successful ERM implementation.
- ▶ **Capstone Exercise:** Design an ERM strategy for a real-world scenario.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the ERM framework and its role in business strategy.
- ✔ Learn techniques for identifying and assessing risks.
- ✔ Develop tools to monitor and mitigate risk effectively.
- ✔ Align risk management processes with organizational objectives.
- ✔ Build risk-resilient business models.

TARGET AUDIENCE

- **Risk Managers and Analysts:** Strengthening ERM processes and skills.
- **Business Leaders and Executives:** Aligning risk management with business strategy.
- **Compliance Officers:** Managing risks in regulated environments.
- **Project Managers:** Identifying and mitigating project-specific risks.

₦650,000
3 Days

Lagos Dates: February 19-21, 2025
Abuja Dates: September 9-11, 2025

Course Outline

Session	Day 01: Introduction to ERM Frameworks	Day 2: Assessing & Prioritizing Risks	Day 3: Mitigating & Monitoring Risks
Morning Session	Module 1: Understanding Enterprise Risks	Module 3: Risk Assessment Tools	Module 5: Mitigation Strategies for Critical Risks
	ERM fundamentals and business alignment.	Techniques for evaluating risk likelihood and impact.	Building adaptive frameworks to handle uncertainties.
Afternoon Session	Case Study: Integrating ERM into a global organization.	Workshop: Prioritizing risks effectively.	Workshop: Real-time risk monitoring tools.
	Module 2: Building a Risk-Resilient Culture	Module 4: Designing Risk Response Strategies	Module 6: Capstone Presentation & Feedback
	Embedding ERM principles across departments.	Creating actionable risk mitigation plans.	Presenting and refining ERM strategies.

REGULATORY COMPLIANCE & RISK MITIGATION STRATEGIES

Navigate regulations to reduce risks and ensure compliance.



OVERVIEW

Compliance with regulatory requirements is more than a legal obligation—it's a strategic necessity. This course equips participants with tools to understand, navigate, and adapt to complex regulatory environments while minimizing associated risks. Participants will learn to integrate compliance with overall risk management strategies, ensuring both legal adherence and business success.

KEY FEATURES

- ▶ **Compliance Frameworks:** Learn to align policies with regulations.
- ▶ **Real-World Case Studies:** Examples of successful compliance integration.
- ▶ **Workshop:** Practical tools for assessing and mitigating compliance risks.
- ▶ **Capstone Project:** Create a compliance strategy for your organization.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the key principles of regulatory compliance.
- ✔ Develop strategies to mitigate compliance risks.
- ✔ Align compliance efforts with organizational objectives.
- ✔ Learn to build a culture of accountability and adherence.
- ✔ Enhance communication with regulators and stakeholders.

TARGET AUDIENCE

- **Compliance Officers:** Navigating complex regulatory environments.
- **Risk Managers:** Aligning compliance with risk strategies.
- **Business Executives:** Ensuring organizational adherence to regulations.
- **Legal Professionals:** Supporting risk and compliance frameworks.

₦450,000

🕒 2 Days

📅 Lagos Dates: March 25–26, 2025
Abuja Dates: October 7–8, 2025

Course Outline 📄

Session	Day 01: Understanding Regulatory Compliance	Day 2: Risk Mitigation & Implementation
Morning Session	Module 1: Regulatory Environment Overview	Module 3: Building Risk Mitigation Plans
	Overview of global and regional compliance frameworks.	Tools for monitoring compliance adherence.
Afternoon Session	Case Study: Navigating evolving regulations in fintech.	Workshop: Developing scalable compliance strategies.
	Module 2: Aligning Compliance with Risk Management	Module 4: Capstone Presentation
	Integrating compliance into organizational strategy.	Present compliance frameworks for peer and expert feedback.
	Techniques for embedding compliance in culture.	

GOVERNANCE AND RISK MANAGEMENT IN ESG

Integrate ESG principles to balance risk and sustainability.



OVERVIEW

Environmental, Social, and Governance (ESG) factors are critical to building sustainable and resilient businesses. This course helps participants integrate ESG principles into their governance and risk management frameworks, creating strategies that balance profitability with responsibility.

Through interactive sessions and case studies, participants will learn to identify ESG risks and opportunities, align them with organizational goals, and build frameworks for long-term value creation.

KEY FEATURES

- **ESG Integration Frameworks:** Tools for aligning governance and sustainability.
- **Case Studies:** Real-world examples of ESG success stories.
- **Workshops:** Practical exercises in identifying ESG risks.
- **Capstone Challenge:** Develop an ESG governance and risk strategy.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the intersection of ESG and risk management.
- ✔ Identify and evaluate ESG risks and opportunities.
- ✔ Develop governance frameworks aligned with ESG principles.
- ✔ Create strategies to mitigate ESG-related risks.
- ✔ Build a roadmap for sustainable and responsible growth.

TARGET AUDIENCE

- **Sustainability and ESG Professionals:** Building resilient governance frameworks.
- **Risk Managers:** Integrating ESG risks into risk management practices.
- **Business Leaders and Executives:** Aligning ESG initiatives with strategic goals.
- **Compliance Officers:** Navigating ESG-related regulations and standards.

₦600,000
3 Days

Lagos Dates: April 22–24, 2025
Abuja Dates: November 25–27, 2025

Course Outline

Session	Day 01: ESG Fundamentals & Risk Management	Day 2: Evaluating ESG Risks and Opportunities	Day 3: Building ESG Governance Frameworks
Morning Session	Module 1: Understanding ESG Principles	Module 3: Identifying ESG Opportunities	Module 5: Developing Sustainable Governance Models
	Overview of ESG risks and their impact on businesses.	Case Study: ESG as a driver of financial performance.	Strategies for embedding ESG into governance.
Afternoon Session	Module 2: Aligning ESG with Business Objectives	Module 4: Building Risk Mitigation Plans	Module 6: Capstone Presentation and Feedback
	Tools for integrating ESG into strategy.	Techniques for mitigating ESG-related risks.	Present ESG governance strategies for peer feedback.

SYSTEMS THINKING AND EMERGING METHODOLOGIES:

THINKING FORWARD:
STRATEGIC FRAMEWORKS
FOR COMPLEX CHALLENGES



SYSTEMS THINKING FOR STRATEGIC PROBLEM-SOLVING

Adopt a holistic approach to tackle complex business challenges.



OVERVIEW

In a world of interconnected challenges, strategic problem-solving requires a systems-thinking approach. This course equips participants with the skills to identify patterns, understand interdependencies, and develop long-term solutions for complex business problems.

Through interactive workshops and case studies, attendees will learn to shift from reactive thinking to proactive problem-solving, fostering innovation and resilience in their organizations.

KEY FEATURES

- Systems Mapping Tools:** Learn to visualize and analyze business systems.
- Interactive Workshops:** Apply systems-thinking frameworks to real-world challenges.
- Case Studies:** Insights from organizations using systems thinking for growth.
- Capstone Exercise:** Design a systems-based solution to a complex organizational problem.

KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the principles of systems thinking and its application in strategic decision-making.
- Identify and analyze interconnections and feedback loops in business systems.
- Learn to address root causes instead of symptoms.
- Develop strategies for implementing sustainable, systems-oriented solutions.
- Build organizational resilience through holistic problem-solving.

TARGET AUDIENCE

- Business Leaders and Executives:** Building resilient organizational strategies.
- Strategists and Consultants:** Tackling complex, multi-dimensional challenges.
- Product Managers:** Aligning systems-thinking principles with project goals.
- Organizational Development Professionals:** Enhancing team and organizational effectiveness.

N650,000
 3 Days

Lagos Dates: April 29–May 1, 2025

Abuja Dates: October 2–4, 2025

Course Outline

Session	Day 01: Introduction to Systems Thinking	Day 2: Analyzing Business Systems	Day 3: Designing Strategic Solutions
Morning Session	Module 1: Fundamentals of Systems Thinking	Module 3: Mapping Inter-dependencies	Module 5: Building Systems-Based Strategies
	Overview of systems-thinking principles.	Tools for visualizing organizational systems.	Developing actionable solutions for complex challenges.
Afternoon Session	Case Study: Systemic innovation in Asian businesses.	Workshop: Identifying root causes & feedback loops.	Role-play: Presenting systems-based approaches.
	Module 2: Identifying Systemic Challenges	Module 4: Addressing Root Causes	Module 6: Capstone Presentation and Feedback
	Techniques for diagnosing organizational issues.	Collaborative problem-solving exercises.	Present and refine strategic systems solutions.

DYSLEXIC THINKING FOR BUSINESS INNOVATION

Leverage the unique strengths of dyslexic thinking to drive creativity and innovation.



OVERVIEW

Dyslexic thinking is increasingly celebrated as a cognitive strength, unlocking untapped potential in problem-solving and innovation. This course delves into the unique abilities of dyslexic thinkers—such as big-picture thinking, pattern recognition, visual reasoning, and an entrepreneurial mindset—that are reshaping how businesses approach creativity and strategy.

Participants will learn how to leverage these skills to address complex challenges, inspire groundbreaking ideas, and foster a culture of inclusion that drives organizational growth. By harnessing the power of diverse thinking styles, attendees will leave equipped to build teams that thrive on creativity and adaptability in today's fast-changing world.

This program is not just about understanding dyslexic thinking—it's about empowering participants to use it as a transformative tool for innovation and business success.

KEY FEATURES

- Strength-Based Approach:** Highlighting the unique cognitive assets of dyslexic thinkers.
- Interactive Workshops:** Hands-on exercises to develop creative and visual reasoning skills.
- Case Studies:** Examples of successful dyslexic innovators in business and beyond.
- Capstone Project:** Design and present a business innovation strategy leveraging dyslexic thinking.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- Understand the cognitive strengths associated with dyslexic thinking and their impact on innovation.
- Develop skills to foster inclusivity and leverage diverse thinking styles within teams.
- Learn creative problem-solving and visual reasoning techniques.
- Design and implement innovative business strategies inspired by dyslexic thinking.
- Build environments where dyslexic thinkers and other neurodiverse individuals thrive.

TARGET AUDIENCE

- Business Leaders and Executives:** Harnessing diverse thinking styles to foster innovation.
- HR Professionals:** Building inclusive and neurodiverse workplace cultures.
- Entrepreneurs and Innovators:** Leveraging creative problem-solving for competitive advantage.
- Educators and Trainers:** Supporting and empowering neurodiverse individuals.
- Consultants and Team Leaders:** Facilitating innovation through diverse perspectives.

N600,000
 3 Days

Lagos Dates: March 13–15, 2025

Abuja Dates: September 16–18, 2025

Course Outline

Session	Day 01: Understanding Dyslexic Thinking	Day 2: Harnessing Dyslexic Thinking for Innovation	Day 3: Scaling Dyslexic Thinking in Business Strategy
Morning Session	Module 1: Dyslexic Thinking as a Cognitive Strength	Module 3: Creative Problem-Solving Techniques	Module 5: Aligning Dyslexic Thinking with Strategy
	Exploring the unique strengths of dyslexic thinkers.	Exercises in visual reasoning & pattern recognition.	Designing innovation strategies that leverage diverse thinking styles.
Afternoon Session	Case Study: Dyslexic leaders shaping global industries.	Workshop: Applying dyslexic thinking to business challenges.	Peer review of proposed innovation frameworks.
	Module 2: Building Inclusive Innovation Cultures	Module 4: Prototyping & Testing Ideas	Module 6: Capstone Presentation and Feedback
	Strategies for fostering inclusivity in workplaces.	Rapid prototyping techniques inspired by dyslexic thinking.	Present innovation strategies for peer and expert feedback.

CRITICAL AND CREATIVE THINKING FOR STRATEGIC INNOVATION

Combine analytical and imaginative approaches to drive business results

OVERVIEW

Critical and Creative Thinking for Strategic Innovation combines analytical reasoning with imaginative problem-solving to drive innovative business strategies. Critical thinking emphasizes evaluating information, identifying patterns, and making logical, evidence-based decisions to ensure solutions are practical and grounded.

On the other hand, creative thinking focuses on generating fresh ideas, exploring unconventional approaches, and envisioning new possibilities to challenge traditional norms. Together, these complementary approaches enable businesses to solve complex problems, anticipate future challenges, and develop transformative strategies that deliver long-term value.

KEY FEATURES

- **Divergent and Convergent Thinking Models:** Tools for strategic ideation and analysis.
- **Interactive Problem-Solving Workshops:** Practical application of critical and creative thinking.
- **Case Studies:** Lessons from organizations achieving innovation success.
- **Capstone Exercise:** Develop and present an innovation-driven strategy.



KEY LEARNING OUTCOMES

By the end of the course, participants will:

- ✔ Understand the cognitive strengths associated with dyslexic thinking and their impact on innovation.
- ✔ Develop skills to foster inclusivity and leverage diverse thinking styles within teams.
- ✔ Learn creative problem-solving and visual reasoning techniques.
- ✔ Design and implement innovative business strategies inspired by dyslexic thinking.
- ✔ Build environments where dyslexic thinkers and other neurodiverse individuals thrive.

TARGET AUDIENCE

- **Business Leaders and Strategists:** Driving innovation and competitive advantage.
- **Consultants and Analysts:** Solving complex business challenges.
- **Team Leaders and Managers:** Inspiring creative and strategic team efforts.
- **Entrepreneurs and Innovators:** Turning creative ideas into impactful solutions.

₦650,000
3 Days

📅 Lagos Dates:
May 27-29,
2025

Abuja Dates:
November
18-20, 2025

Course Outline

Session	Day 01: Foundations of Strategic Thinking	Day 2: Unlocking Creative Problem-Solving	Day 3: Integrating Critical & Creative Thinking
Morning Session	Module 1: Analytical Approaches to Business Challenges	Module 3: Generating Creative Ideas	Module 5: Building Innovation-Driven Strategies
	Techniques for evaluating problems systematically.	Brainstorming & ideation tools.	Aligning innovation strategies with business goals.
Afternoon Session	Case Study: Strategic pivots in global corporations.	Workshop: Collaborative ideation exercises.	Peer review of proposed innovation strategies.
	Module 2: Evaluating & Prioritizing Solutions	Module 4: Creating and Testing Prototypes	Module 6: Capstone Presentation and Feedback
	Frameworks for assessing decision impact.	Rapid prototyping & iteration exercises.	Present and refine innovation-driven solutions.



THANK YOU

We appreciate your interest in BROOT Consulting's 2025 Training Calendar. Each of our curated programs is designed to equip professionals with transformative skills and practical insights, perfectly suited for today's dynamic business environment. Whether you're driving innovation, leading complex projects, or navigating organizational change, our expert-led courses provide actionable frameworks to enhance your leadership and impact.

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 +234 805 829 9028

 www.brootc.com

 info@brootc.com

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