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PwC Academy

*Management and
Personal Development
Courses*

7, 8, 9 June

May 2017

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Why PwC Academy

The training program we are presenting are components of the PwC offer based on the PwC Academy experience, an educational segment of our global organization. PwC Academy comprises experienced professionals who during workshops convey to the learners their knowledge and experience gained from and embedded in daily practice.

Our ambitions as a training organization are:

To support personal and professional development within the context and strategy of your organization

Our approach to client relationships is based on the idea of a long-term partnership, emphasizing dialogue and teamwork in the setting up of customized training solutions.

To help increase the value of human capital in your organization.

Our training philosophy is simple: we aim to bridge the gap, in terms of technical or behavioral competencies, between what is required and what actually exists.

The training event is planned to start in 7 June and would last three days ending on 9 June 2017.

Our trainers

Our trainers are experienced professionals from PwC CEE who have served corporate clients in the fields of audit and controlling, tax, finance, legal, HR, IT, soft skills, project management and advisory.

They possess technical and business experience and management and training skills. In addition to this, they bring specific knowledge from different industries necessary for understanding the needs and challenges of our clients.

We can also call on the experience of the international PwC network to better meet specific training requests, and thus develop and implement transnational training projects.



An overview of Our Approach to Learning

We are able to draw upon a range of tools as appropriate to a given situation, and work with clients to design interventions that are appropriate to the culture and to the experience and needs of the participants.

Our choice of tools and how we use them in the design of programmes, adhere to the principles of Kolb`s Learning Cycle, providing:

- Theoretical input to provide context and meaning;
- Planning to help participants consider application;
- Practical experience to learn from doing, and;
- Reflection to develop a learning mindset.

Enclosed are some development tools that we commonly employ:

Overview of approach to learning

•Input sessions

- We engage “thought leaders” from PwC and other local and international experts to present and run discussions on specific topics.

•Case studies

- Development and use of tailored case studies to enable participants to consider how to apply specific scenarios.

•Role plays

- We frequently use role plays in which the facilitator, sets up a scenario where the participants are assigned different roles.

•Small group work on “live cases”

- This approach encourages individuals to understand the impact they are having on a “given” problem. During the sessions we would ask participants to bring live issues.
- In exploring their cases we will help them:
- Explore what they do and say and what they were planning to leave unsaid during those sessions.
- Identify what their intentions are in relation to the situation they want to resolve.

Application

- To challenge and stimulate thinking
- To raise common understanding and awareness of issues and approaches to address these.
- To allow participants to test out their learning in a safe and controlled environment with realistic scenario
- To apply new skills and approaches in a live situation.
- To receive and give feedback.
- To appreciate how new learning can be applied in the real world
- To uncover some of the beliefs that may be limiting individuals.
- To challenge assumptions.
- To challenge individuals to do things differently (and do different things).
- To support people to take responsibility for their actions.

Strategic Planning – Day 1

Who is it for?

Top management (CEO, CFO, managers of plan & analysis, marketing, production and sales departments).

What`s in it for me and my business?

Strategic planning matches business strengths and market opportunities. A good strategic plan provides a roadmap for meeting the goals and assessing the progress towards these goals.

What will I do and experience during training?

Topics will include:

- Introduction to strategic planning
- Vision, mission and strategic issues management
- Assumptions and elements of strategic management
- Strategic choice
- Case study.

What will I be able to do after I receive training?

You will:

- Understand what strategic planning is, why it is important and what are strategic decision models
- Understand the stages in company`s business
- Be familiar with key components of strategic management process
- Be able to analyze the key factors which influence selection of appropriate strategy
- Understand the role of technology and business functions in strategic development.

Duration

One day.

Language

English

Setting Work Objectives – Day 2

Training purpose and objectives

To teach participant the process and methodology for setting personal and team member work objectives.

Intended learning outcomes

Participants will be able to set work objectives which pass rigorous application of the SMART criteria framework. Using the “downscaling” approach they will be able to ensure the relevance of both their work activities and the work activities of their team members at all times. They will achieve an enhanced understanding of their roles and responsibilities, within the organizational structure and they will have determined the key result areas (KRAs) for their jobs, providing focus and prioritization to their daily work activities.

Practical examples and exercises

It is proposed to use “real” material as a basis for the objective setting workshops. Participants will be asked, in advance, to prepare a set of SMART objectives for themselves and for one of their direct reports. This will provide the raw material for the learning exercise to follow. The benefit of this approach is that it makes the learning relevant and immediately applicable in a real work context for the participants.

Participant group size

For maximum effectiveness no more than 15 participants per workshop is recommended.

Indicative content

The workshop will open with a trainer input on the seven (7) element framework (of which *setting SMART objectives* is only one) of achieving personal effectiveness at work. The absolute necessity of adopting a “downscaling” approach to the process will be illustrated, as it is only when individual work activities are visibly connected to and driven by the organisational strategic plan can we expect to achieve value-adding contributions from staff at an individual level.

Once the theoretical foundation has been established the training will continue in the form of a workshop where “real life” objectives, already prepared by the participants will be examined and worked through.

This practical aspect of the course is deemed essential. Setting SMART objectives is a skill that can only be learned by doing and through practice!

Duration

One day.

Language

English.

Developing a High Performance Culture – Day 3

Who is it for?

This course is intended for top /senior line managers and for HRM managers who are responsible for delivering organizational success through their people.

What's in it for me and my business?

Management is the process of getting results through people. It is by your results that you will be judged. Getting people to deliver consistent high quality results therefore is the “holy grail” for any organizational manager. Managers who have the know-how and the ability to create and nurture a culture which values, respects and expects high performance from its people are the managers who will distinguish themselves in the competitive marketplace.

What will I do and experience during training?

You will:

- Explore and understand what organizational culture is and what are the factors which influence and determine the creation of an organizational culture
- Examine the importance of culture as a force and determinant of an organizations long-term success (or failure)
- Study the 5 key determinants of organizational culture and apply the 5 factors model to your own organization
- Learn the 5 steps to changing an organizational culture
- Learn the 4 principle of successful culture management

What will I be able to do after I receive training?

You will be able to:

- Carry out a “performance culture diagnostic” in your organization to determine your position on the 4 quadrant matrix
- Describe the “High Challenge / High Support” Model and apply it accurately to your organization
- List the 10 building blocks of creating a high performance culture
- Identify which of the blocks are in place in your organization and which ones are missing
- Start the process of building a high- performance culture in your organization.

Duration

One day.

Language

English.



Trainer's CV

Edin Veljovic, MBA, MCMI, MIC is PwC Manager and a Trainer at PwC'Academy with extensive experience gained in both the profit and non-profit sectors providing services to multinational companies, small and medium sized enterprises, government departments and agencies and engaging himself in EU funded projects.

The extensive experience Edin has gained includes designing and delivering training programs in areas of business strategy, strategic human resource management, marketing and CSR strategies, entrepreneurship, innovation and personal effectiveness (leadership, team work, communication, critical thinking, and preventing the burnout syndrome).

Edin holds diplomas from respectable business schools in the UK such as the University of Sheffield Management School (Executive MBA programme), the Chartered Management Institute, Chartered Institute for Personnel Development and the Consultancy Academy which helped him boost his career prospects and update his professional experience.

Edin experience background includes seeking creating and implementing various initiatives within both the profit and non-profit organisations and industry sectors such as the telecommunications, public relations, IT, steel industry, rubber industry, textile industry, education, pharmaceuticals, publishing and healthcare sectors.

Edin is affiliate lecturer as Grenoble Graduate School of Business.

Fees

Topic	No of days	Cost per person (EUR)
Strategic planning	1	110
Setting work objectives	1	110
Developing a high performance culture	1	110
	Total:	330

The fee is exclusive of VAT and it shall be payable in EUR.

The fee must be paid in full before the start of training.

The training event is planned to start in 7th June and would last three days ending in 9th June 2017.



Never stop learning ...

Join PwC Academy

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Our Contact Information

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