



# PwC Ghana Business School

2021 Training Curriculum



<https://www.pwc.com/gh/en/about-us/business-school.html>



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**George Arhin**  
Business School Leader

# Welcome Note

Greetings and welcome to another year filled with promise and potential.

It would be presumptuous to speak about this year without a recap of our expectations for 2020 as opposed to the reality of 2020. We started off 2020, by moving to our new office, located in Cantonments, where we had built an ultra modern Business School training centre, with top-notch facilities created solely for the purpose of hosting programmes for our clients and business partners.

However, in the wake of a global pandemic and the necessity for social distancing by the end of March 2020, we had to make some unexpected changes and adapt to a new way of doing things. Coincidentally, this is synonymous with our brand's purpose and values of adapting and evolving so we can be of benefit to the societies we operate in. We had to adjust from delivering training programmes using a face to face approach to delivering virtually whilst working from home in what we have come to call our new normal.

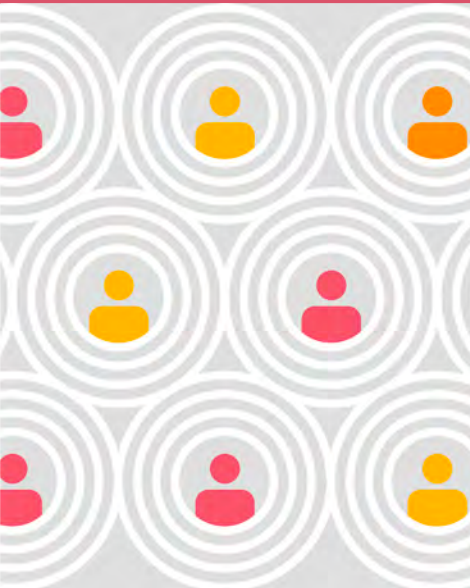
As the learning and development environment continues to change in the new normal, we acknowledge that it is possible for business to continue as usual. Our clients (who are our key stakeholders) should continue to have access to the learning and development needed to upskill them to tackle business challenges and deliver more efficiently. Based on your feedback and inquiries, this year, we are providing not just technical training in the areas of audit, tax and advisory but soft skills courses as well. We understand the business needs of our stakeholders are constantly changing; and it has become paramount to not only technically upskill people but also train them on soft skills which ultimately contribute to productivity.

In light of this, we hope our 2021 curriculum meets your training needs and helps you achieve your performance and development goals. You may contact us (see page 12) for more information about unlisted courses, bespoke and c-suite training programmes. For social engagements purposes, we invite you to follow us on Facebook, LinkedIn and Twitter @PwCGhana where you will receive frequent insights about our training services and other information from PwC.

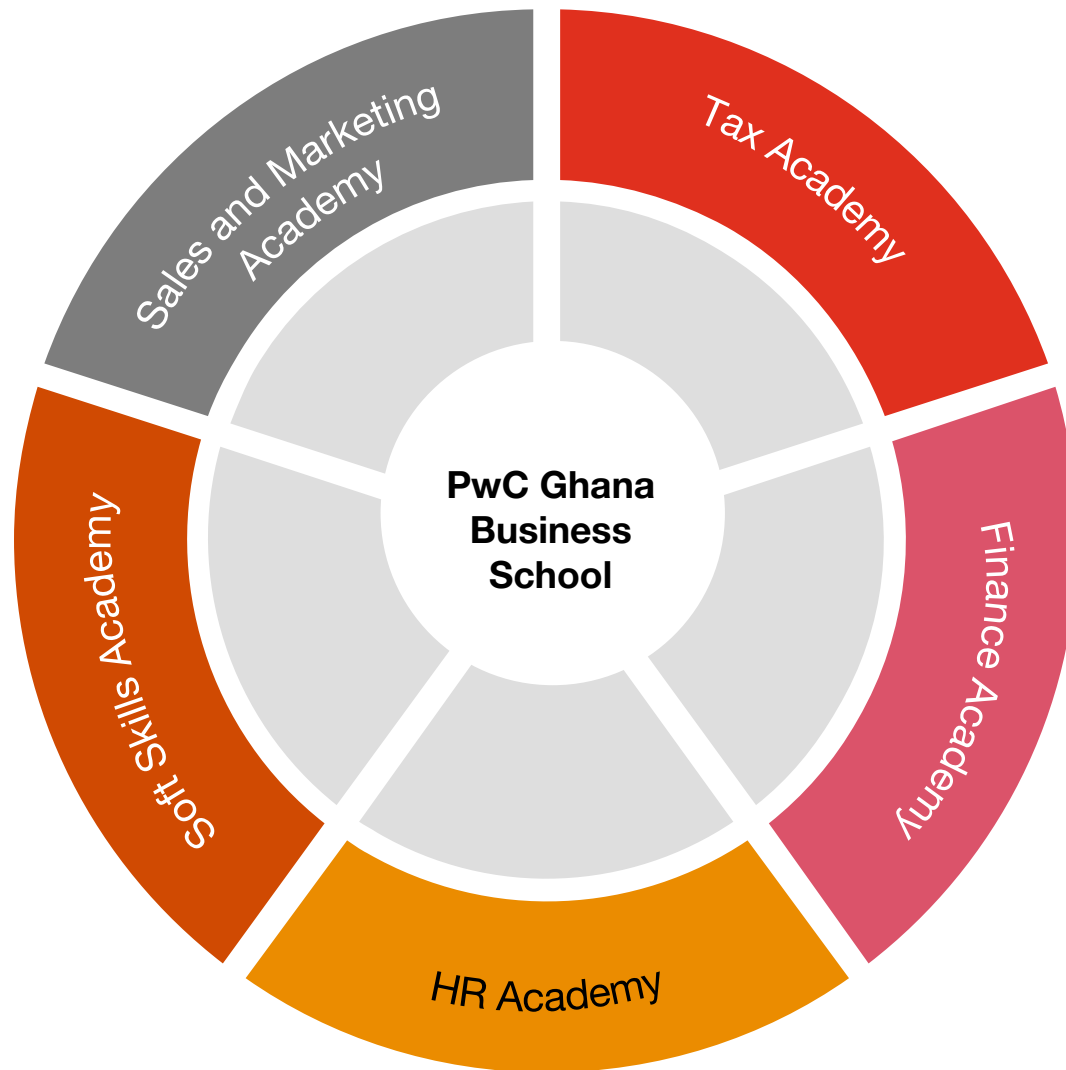
I wish you the best for the year ahead.

Sincerely,

George Arhin



# Overview of PwC Ghana Business School



The PwC Ghana Business School curriculum is designed to meet the training needs of business professionals in several disciplines in the business environment. Our various academies function to deliver learning and development along the areas of our core competency and other areas we have developed expertise in over the years, based on our experience and dedication to continuous improvement.

Our mode of delivering training is through face to face and online interaction, and our objective is to educate, enlighten and guide people and organisations along paths which improve performance in today's competitive environment. We leverage the use of technology for both face to face and virtual training. This is purposefully structured to encourage the practical application of technical information, increase client engagement and widen our client reach across the African region.



# Training Schedule

January 2021



## Tax Academy

Date	Training Programme	Learning Outcome
28 January	Changes to Ghana's Tax Landscape - Preparing for year 2021	<p>This training programme will provide a detailed analysis of the changes that have occurred in the tax environment over the past year and the future implications of those changes for businesses and individuals. It also aims to address the tax needs of individuals and entities and provides guidance to minimise losses from non-compliance with current tax laws and practice.</p> <p>The training will also highlight new tax policy proposals to allow participants to avoid surprises and do business with the required confidence.</p>





## Tax Academy

Date	Training Programme	Learning Outcome
2 February	Managing your Tax Risks from a Transfer Pricing Perspective	Due to increased and aggressive tax audits in Ghana, transfer pricing (“TP”) has become one of the riskiest areas for multinational corporations and local groups from both compliance and tax adjustments perspectives. With the enactment of new TP regulations in Ghana, companies must seek to manage new pressures (including increased data collection and information sharing among tax authorities) through the active monitoring of their transfer pricing positions. The focus of this masterclass is to assist companies develop a clearly defined process to manage and mitigate their TP risks, comply with mandatory disclosures and effectively manage TP audits.
18 February	Tax Function Readiness: Preparing your tax function for post-COVID-19 tax and regulatory compliance audits	Due to the tax and regulatory measures rolled out in 2020 as a result of the COVID-19 pandemic, 2021 is expected to be a year where regulatory bodies seek to enforce compliance with regulatory obligations from 2020 and to mete out punitive measures to businesses that were not fully compliant. This course seeks to ensure businesses are aware of the key areas to look out for in this regard. The training will cover expected Ghana Revenue Authority (GRA) and Social Security and National Insurance Trust (SSNIT) compliance audits, in addition to a review of other regulatory compliance obligations businesses had to fulfill in 2020.

## Finance Academy

Date	Training Programme	Learning Outcome
16 & 17 February	Planning & Budgeting	This training programme covers the typical reasons why business plans fail. It also considers the concepts of plans and budgets and will guide participants on how they can develop effective strategies for their organisations, be they private, public or donor organisations.



## HR Academy

Date	Training Programme	Learning Outcome
17 - 19 March	The Whole Manager Programme	The role of managers in today's competitive work environment has shifted dramatically. The field of play has also been disrupted by the combination of social media, mobile, analytic and cloud platforms. In spite of the challenging environment, the need to consistently deliver superior returns on investment remains non-negotiable. This programme is designed to equip professionals at every level in your organisation with contemporary and high performing leadership skills.

## Tax Academy

Date	Training Programme	Learning Outcome
23 March	Calculating Audit-Proof Current Income Taxes	Since the introduction of the Income Tax Act, 2015 (Act 896), there have been several amendments, issuance of Practice Notes and changes to GRA practices. As a taxpayer, how do you keep up with these changes to ensure that your current income tax computation and filing remains insulated from GRA adjustments and its related interests and penalties? This course will update attendees and give them the needed confidence for their current income tax computation.
25 March	Tax Accounting and Reporting Masterclass	This course will cover key tax accounting and reporting concepts under IFRS and the relevant IFRIC pronouncements, including but not limited to, IAS 12 (Income Taxes) and IFRIC 23 (Uncertainties Over Income Tax Treatments).



## Sales and Marketing Academy

Date	Training Programme	Learning Outcome
21 April	Dealing with Demanding Client Situations	Client facing people are tasked with the objective of satisfying client needs during customer engagements in order to keep clients happy and build relationships. This training programme is focused on helping client facing people to professionally and satisfactorily deal with difficult client situations whilst exhibiting leadership.

## Tax Academy

Date	Training Programme	Learning Outcome
27 April	Preparing for Customs and Excise Audit	<p>It's important to ask how prepared an organisation is for an excise duty or customs post-clearance audit; if its facts and documents are readily available for the Ghana Revenue Authority (GRA) to audit; what the GRA will be looking out for; and whether the organisation is confident of its audit preparedness?</p> <p>This training programme will bring participants up to speed on what to expect during a customs or excise audit. It will also equip participants to prepare adequately for such audits.</p>







## Sales and Marketing Academy

Date	Training Programme	Learning Outcome
10 -12 May	Technical Skills for Selling Unsought, High Value and Difficult Products	The programme is meant to give participants hands-on skills to sell products which are not so easy to sell. It will teach participants the different market offerings which require different approaches to succeed in making sales of unsought, high-value and difficult (UHD) products.

## HR Academy

Date	Training Programme	Learning Outcome
26 - 27 May	Leading Digital	We're on the edge of a new world of work; one brimming with possibilities to reimagine the way we use technology to collaborate, innovate and deliver differently. But our ability to do so is only as good as the leaders who recognize the virtual-work opportunities and can lead their people effectively, especially during periods of unprecedented change and uncertainty. Our Leading Digital programme equips leaders with the right skills to lead their teams and tap into the full potential of their workforce.



# July 2021



## Tax Academy

Date	Training Programme	Learning Outcome
27 July	African Continental Free Trade Area (AfCFTA)	This training programme will focus on providing some background information on the AfCFTA agreement and expected outcomes for businesses operating within the African continent.

# August 2021



## Tax Academy

Date	Training Programme	Learning Outcome
18 August	Managing Tax Audits and Investigations	Managing tax audits is tailored to create an awareness of tax audits to equip participants with the requisite skills to handle GRA audits from start to finish and the usefulness of these tools under any audit and investigations exercise. The training will also address avoidable technical and procedural issues of audits by managing the entire audit process: enhancing information flows, acknowledging tax issues and quantifying them early in the audit, and ensuring that there is closure on any tax position at any stage of the audit or when the audit concludes.

## August 2021



### Tax Academy

Date	Training Programme	Learning Outcome
19 August	Pensions Masterclass - A focus on Ghana's Pension Scheme	This training focuses on bringing participants up to speed with Ghana's Pensions regime. It will also equip participants on the special provisions around expatriate pension requirements.

## September 2021



### Tax Academy

Date	Training Programme	Learning Outcome
14 September	Customs Toolbox	This is a training programme designed to inform and equip participants to have meaningful conversations about customs. It will tackle the areas of suspense regimes, valuation, customs classification and obtaining origin benefits. It will give an insight about customs and how what happens at the port affects your bottom line.





## Sales and Marketing Academy

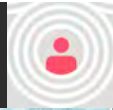
Date	Training Programme	Learning Outcome
5 -7 October	Technical Skills for Selling Unsought, High Value and Difficult Products	The programme is meant to give participants hands-on skills to sell products which are not so easy to sell. It will teach participants the different market offerings which require different approaches to succeed in making sales of unsought, high- value and difficult (UHD) products.

## HR Academy

Date	Training Programme	Learning Outcome
19 -21 October	The Whole Manager Programme	The role of managers in today's competitive work environment has shifted dramatically. The field of play has also been disrupted by the combination of social media, mobile, analytic and cloud platforms. In spite of the challenging environment, the need to consistently deliver superior returns on investment remains non-negotiable. The programme is designed to equip professionals at every level in your organisation with contemporary and high performing leadership skills.



# Bespoke Training



PwC Business School's in-house or bespoke training packages are ideal for organisations seeking to upskill their people across different departments or branches on varying topical areas. Apart from the courses advertised in our 2021 curriculum, we are adept at providing tailored training in other areas on audit, tax, finance, business, consulting, human resource management, sales, marketing, technology and sustainability.



## Need more information?

Refer to our contact page to email or call us to discuss your bespoke training needs.

We will be more than happy to answer your questions, define a training scope based on your need and tailor a training programme to address your capacity building needs at your preferred location or virtually.

## Contact us

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