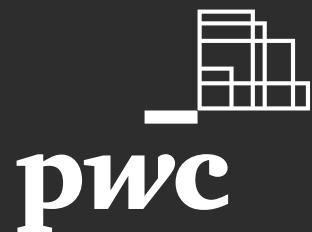


PwC Ghana Business School

2022 Training Curriculum



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





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Welcome Note

A warm welcome to another year to our clients and contacts across the West African market and beyond.

It's exciting to begin a new year, focusing with high optimism on what we plan to achieve this year in both business and professional development of people. A little over 2 years ago, the changing face of the business environment culminated in the increase in the use of digital mediums to work and communicate globally. This vastly improved the access of people to resources and sped-up the development of technologies to support the changing face of the business environment. It has been a beautiful transformation to witness, and this change has also given us the opportunity to re-strategise our training model for 2022.

In July 2021, I took over the role of the Business School leader from our previous Leader, George Arhin. George has moved to take up other PwC responsibilities but is still very much a part of the Business School team as we could not have made the strides we have made today without his leadership.

My purpose as the Business School leader is strongly aligned with PwC's purpose and values, which is to build trust in society and solve important problems. Quoting Robert E. Moritz, our Global Chairman, PwC's landmark global strategy reflects fundamental changes in the operating environment faced by clients and stakeholders and we still continue to adapt to keep our promise of meeting the learning and development needs of our customers to fulfil our bit of solving important societal problems. This is geared towards sharing knowledge with our clients based on their business needs and not only on the services we provide.

With this propelling us, our curriculum provides a plethora of areas for your consideration, including but not limited to Tax, Assurance, Finance, People & Organisation, Sales & Marketing, Data Science, Soft Skills, and Environmental, Social & Governance (ESG). Our team of business development and subject matter experts have teased out the topical areas on these subjects that keep you up at night, and developed training programmes that your organisations will find valuable.

Our Business School team is available to answer any questions you may have to enable us develop training solutions which address your needs. We wish you a productive and prosperous year and look forward to meeting you in person or virtually.

Sincerely,



Abeku Gyan-Quansah
Business School Leader



Abeku Gyan-Quansah

Business School Leader

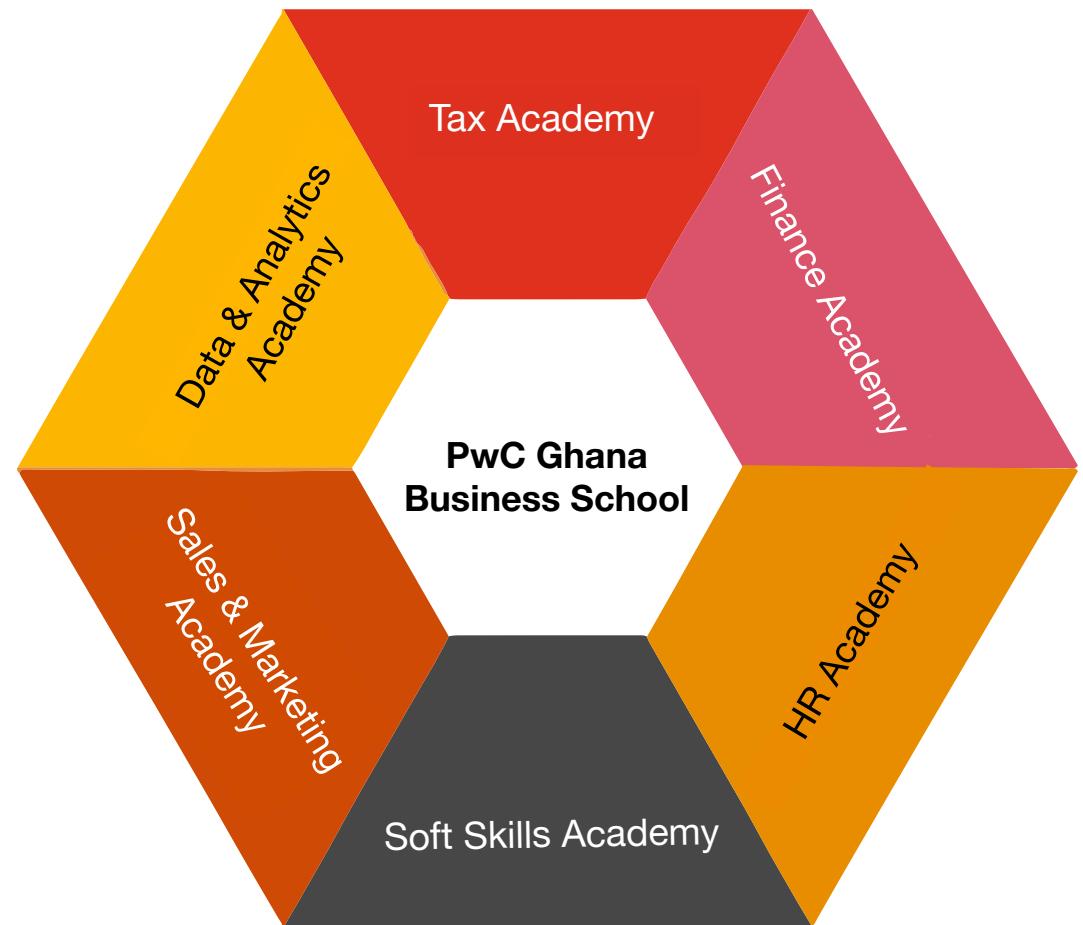


Overview of PwC Ghana Business School

The PwC Ghana Business School curriculum is designed to meet the training needs of professionals across several disciplines in the business environment. Our various academies function to deliver learning and development along the areas of our core competencies and other areas we have over the years built experience through our service delivery and global network.

Our mode of delivering training is through in-person and online interaction, where our objective is to educate, enlighten and guide people and organisations along paths which improve performance in today's buoyant environment.

We leverage the use of technology for both face to face and virtual training and, most importantly, interlace theory with practical applications for a more complete learning experience. These methods of learning and development are purposefully structured to encourage practical application of the content, and to increase attendee engagements during and after training.



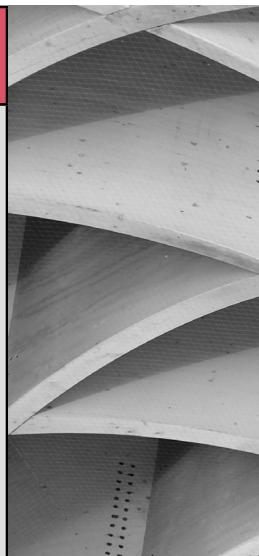


Training Schedule

January

Tax Academy

Date	Training Programme	Course Overview
25 January	Approaching 2022 with Confidence - Effectively Implementing Recent Tax Updates	<p>Non-compliance with tax laws and practice have led to substantial losses for businesses; a situation that is easily avoidable with some focus on strategic tax matters. As leaders of organisations taxes should be an area of concern given the punitive sanctions which have sometimes threatened the very survival of businesses.</p> <p>This session will provide key insights on taxes and provoke discussions on the role of taxes in the day to day running of your business. It will challenge you to rethink your approach to taxes as a top business executive, minimise your chances of missing out on critical tax issues and help inculcate in your staff a culture that fully considers taxes in decision-making.</p>



February

Tax Academy

Date	Training Programme	Course Overview
8 February	Improving Income Tax Compliance and Reporting	<p>As tax authorities become more aggressive, the need to properly account for tax and related disclosures will only become more pronounced.</p> <p>At the end of this course, participants will be able to:</p> <ul style="list-style-type: none">• Demonstrate a working knowledge of the company's income tax;• Identify key contentious issues in company income tax;• Optimise tax compliance for value preservation;• Understand current rules for accounting for taxes;• Become aware of tax accounting issues and how to address them;• Increase awareness of the tax disclosures required under IFRS; and• Recognise the interrelationship between tax accounting/reporting and taxes.



Data & Analytics Academy

Date	Training Programme	Course Overview
22 & 23 February	Data Science for HR Professionals I	<p>Analysing HR data to gain insights on workforce, policies and practises can ultimately inform more evidence-based decision making. This course delivers the basic requirements for HR professionals and aspiring HR analysts to make a business impact in two days. It covers the core concepts of analytics and reporting with introduction to the use of a visualisation tool (PowerBi) to entrench the necessary background knowledge. This course will cover:</p> <ul style="list-style-type: none">• Introduction to HR Analytics;• Introduction to Data Analysis and working with HR data;• Data Cleaning and HR Metrics;• Data Analysis with HR data; and• Introduction to Visualisation.

March

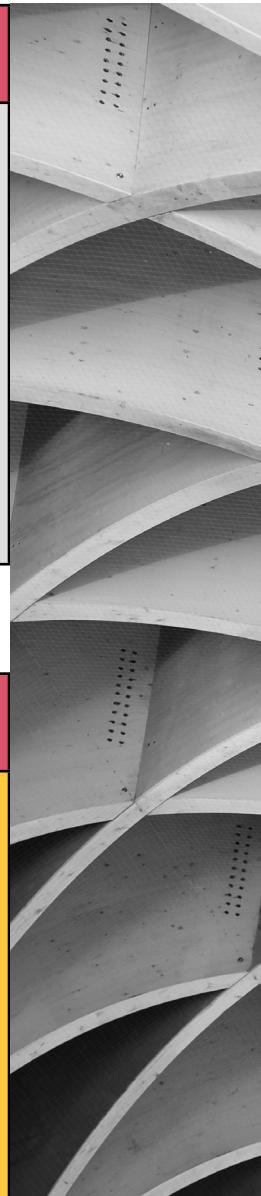
Tax Academy

Date	Training Programme	Course Overview	
8 March	Transfer Pricing Audits: Key Intercompany Arrangements	<p>The financial implications of COVID-19 has resulted in immense pressure on government finances which has not only disrupted economic growth but has further complicated the never simple world of transfer pricing (“TP”). Charged with raising revenue to meet government expenditure, the tax authority is challenging intercompany arrangements more than ever resulting in increased tax compliance and TP audits. Given that TP is still one of the high risk areas that most taxpayers face, this poses big challenges for companies – will the pricing of your business’ intercompany transactions stand the arm’s length standard when these transactions are subject to scrutiny in a TP audit?</p> <p>This Business School session has been carefully designed to equip senior management personnel of businesses engaged in certain key in-country and cross border intercompany arrangements with the tools and solutions for the development of TP-efficient structures. The training will also help increase compliance with local TP rules and prepare for TP audits.</p>	
22 March	Managing Your Payroll Pains and Accounting for Employee Benefits	<p>Personal income tax is one of the major areas of taxation with a significant impact on individuals, their organisations and the wider economy. Beside the direct impact on disposable income of individuals, organisations are required to act as agents of government in ensuring compliance, with significant financial and non-financial consequences in the event of a default.</p> <p>Further, the requirements of the financial reporting standard makes it even more important to properly account for employee benefits and their related tax impact. It is therefore critical from a compliance and reputational perspective for employers to ensure appropriate identification, classification, accounting, reporting and disclosure of employee benefits as well as proactively deal with the related tax issues.</p> <p>In this session, we will explore the compliance obligations, the contentious issues and practical challenges posed by the several laws and how to address them as well as financial statements disclosure requirements with regard to employment benefits.</p>	

April

Soft Skills Academy

Date	Training Programme	Course Overview
12 April	Business Continuity Management	<p>Business Continuity Management (BCM) is about identifying the critical components of the business that the organisation cannot afford to lose and planning to maintain these in the event of unexpected threats and incidents.</p> <p>This training is designed to assist participants understand and appreciate the importance of having a resilient business. Participants will become conversant with the building blocks of a BCM programme, acquire the necessary knowledge to design and implement an effective BCM programme and champion the business resilience initiatives of their organisations. It will also clarify roles and responsibilities during disruptions and adopt industry best practice methodologies on BCM.</p>



Data & Analytics Academy

Date	Training Programme	Course Overview
19 - 21 April	Data Science for Public Sector (Beginners): DSP I	<p>The public sector makes varying decisions daily. However, the public sector has not fully taken advantage of the prospects and beauty of analytics. This course will empower decision makers in the public sector to create reports, analyse data and make evidence-based decisions. This course will cover:</p> <ul style="list-style-type: none">• General introduction to Data Science and its applications to the Public Sector;• General introduction to PowerBI;• Connecting to multiple data sources; and• Core data visualisation concepts.

May

Tax Academy

Date	Training Programme	Course Overview
10 May	Optimising Your VAT Compliance Status - Practical Considerations	<p>Frequent changes to VAT laws, including the re-introduction of the flat rate scheme, the decoupling of the NHIL and GETFund levies and most recently the introduction of the COVID-19 Health Recovery Levy, have complicated an already complex VAT system and made compliance with the requirements a tough task. This is more so when tax and finance officers have to determine the VAT (and levies) implications of complex business transactions and apply them in strategic decision making. A case of non compliance can have severe consequences on a business when detected in a tax audit.</p> <p>This training programme will help businesses possess an understanding and skill of the law and practice of VAT and the associated levies. This will result in better cashflow management, improved tax compliance record and less exposure to penalties and interest for non-compliance.</p>



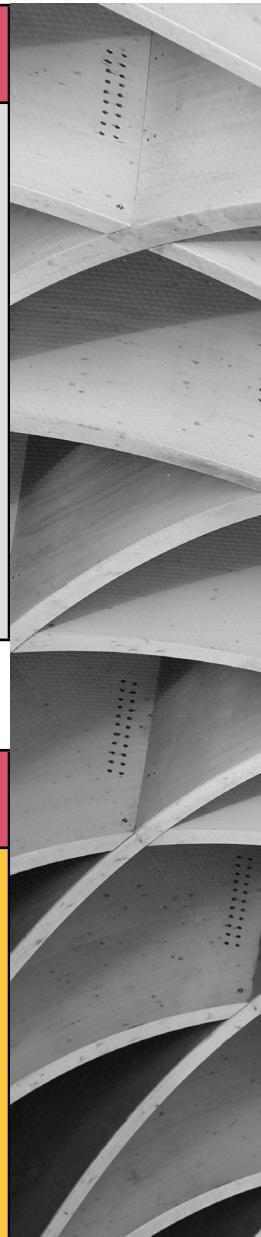
Finance Academy

Date	Training Programme	Course Overview
24 May	Fixed Asset Management	<p>This training programme is targeted at finance officers and will cover an introduction to Fixed Asset Management, Fixed Asset Management Procedures, Asset Lifecycle Management, Accounting for Fixed Assets and Fixed Asset Risk Management.</p>

June

Tax Academy

Date	Training Programme	Course Overview
27 June	Understanding the Practical Functions of the Company Secretary	<p>The company secretarial function is essential in keeping companies compliant with statutory and regulatory requirements as well as adhering to good corporate governance practices.</p> <p>A healthy company is one which apart from having the capacity to create value for its stakeholders is also in good standing with respect to statutory and regulatory matters relevant to its operations. It must also be seen to be pursuing good corporate governance practices in reaction to the environment that benefits its people and community.</p> <p>This course will take participants through the duties and responsibilities of the company secretary within the framework of the Companies Act, 2019 (Act 992) and other relevant legislation.</p>



Data & Analytics Academy

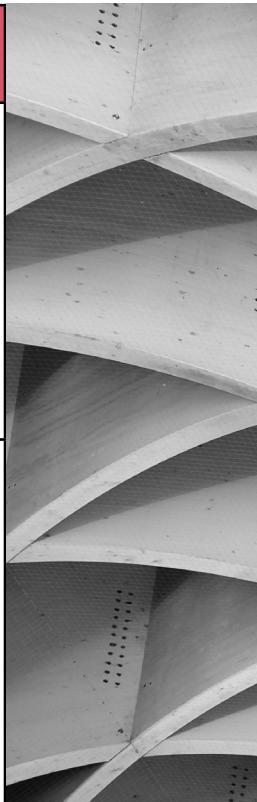
Date	Training Programme	Course Overview
21 - 23 June	Data Science for Business Professionals (Beginners) DSBP I	<p>In this complex, digital world, businesses want help to understand their data to drive greater insight, improved performance and competitiveness. The course will introduce participants to the important techniques and methods to become more efficient in achieving their daily objectives and improve their work ethics. This course will cover:</p> <ul style="list-style-type: none">• General introduction to PowerBI;• Connecting to multiple data sources;• Core data visualisation concepts; and• Introduction to DAX and use of measures.



July

Finance Academy

Date	Training Programme	Course Overview
12 July	NGO Financing	<p>Most NGOs face challenges when preparing quality financial statements. These challenges include inaccurate reporting under relevant accounting standards, lack of in-depth understanding of donor reporting requirements, non-compliance with grant agreements and poor activity budgeting process.</p> <p>This training has been designed to help NGOs overcome these and many other challenges and understand how financial statements serve as a catalyst for seeking donor funding.</p>
26 July	Financial Statement Analysis and Interpretation	<p>Financial statement analysis and interpretation are key for decision making as they help decision makers or stakeholders understand the health of an organisation and evaluate an organisation's overall financial performance and business value.</p> <p>This training programme will delve into an introduction to Financial Reporting Analysis, fundamentals of Financial Accounting, Financial Analysis, Ratio Analysis, Statement of Profit or Loss, Statement of Financial Position, Statement of Cash flow and illustrative Financial Statement and Drivers.</p>



August

Tax Academy

Date	Training Programme	Course Overview
9 August	Avoiding Pitfalls in Contracting – A Focus on the Tax, Investment and Company Laws	<p>Technology transfer payments, which include royalties for trademarks, management and technical fees, etc., represent significant amounts for operating companies with multinational affiliations. The treatment of these have seen changes with each amendment having its fair share of complexities. On top of these are the interplay of withholding tax rules, transfer pricing requirements and transaction limits governed by Ghana Investment Promotion Centre Act, 2013 (Act 865), further complicating issues around technology transfers.</p> <p>In this training we will dive into the difficulties around accounting for technology transfer arrangements and discuss tax planning opportunities with a goal to optimise the group tax position.</p>



Data & Analytics Academy

Date	Training Programme	Course Overview
23 - 25 August	Data Science for Business Professionals (Intermediate) DSBP II	<p>In this complex digital world, businesses want help to understand their data to drive greater insight, improved performance and competitiveness. The course will introduce participants to the important techniques and methods to become more efficient in delivering their daily objectives and also improve their work ethics.</p> <p>This course will cover Data modelling and preparation, and advanced DAX.</p>

September

Tax Academy

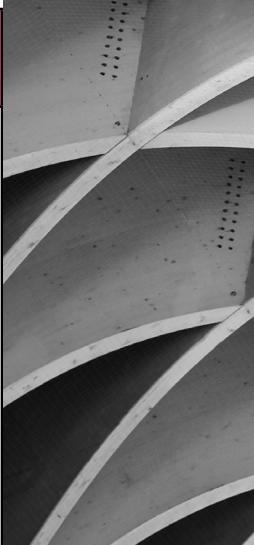
Date	Training Programme	Course Overview
13 September	Tax implications of Cross Border Investments and Trade	<p>A seemingly lucrative venture in a foreign jurisdiction may end up creating a significant exposure or become unprofitable as a result of adverse tax consequences.</p> <p>The world has become a global village and many businesses are venturing into markets outside of their local jurisdictions. Aside operating in foreign markets, many local enterprises are now having significant business interactions with other related resident entities or non-resident persons through strategic recruitments and business partnerships.</p> <p>This training will articulate the compliance obligations, basis of taxation, the contentious issues and practical challenges posed by the tax laws in the taxation of cross border transactions.</p>



October

Finance Academy

Date	Training Programme	Course Overview
11 October	Budgeting and Budgeting Control	<p>Budgeting and budgeting control takes a holistic look at how to develop effective strategies for organisations across the private, public or donor sectors.</p> <p>Participants will learn:</p> <ul style="list-style-type: none">• Overview of budgeting;• Data gathering for budgeting;• Types of budget;• Approaches to budgeting;• The forecasting process;• Working capital and cash management;• Budgetary planning and control; and• Improving the budgetary process.





Bespoke Training

One of our strategies is to upskill teams within organisations through our bespoke training programmes.

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 2022 curriculum, we are adept at providing tailored training in other areas on audit, tax, finance, business, consulting, human resource management, sales, marketing, technology, research methods and sustainability.

Our access to a global network of resources enables us to deliver bespoke training programmes on varying topics. We are able to do this on-site, virtually or using hybrid training models based on your preference.

Reach out to our Business School team contacts if you have any inquiries about your bespoke training needs and we will be happy to answer your questions and develop a training programme which addresses your business needs.





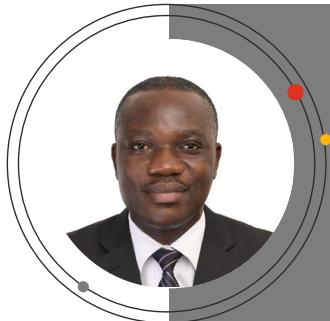
Academy Leads



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Soft Skills Academy



Gifty Andzie
Senior Manager
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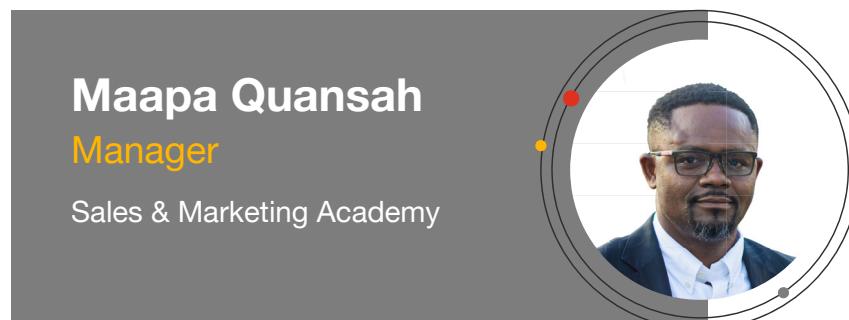
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