PwC Ghana Business School

2023 training curriculum

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

Table of contents

Welcome message 3

Overview of academies 4

Training schedule 5

Certifications 15

Bespoke training 16

Academy leads 17

Enquiries & information 18

Welcome message

A message from the PwC Ghana Business School Leader

Dear Client,

Welcome to 2023, and thank you for your support throughout 2022. We appreciate your attendance to our training programmes, your referrals and also engaging us to deliver tailored training programmes based on your needs. We are also grateful for your continuous feedback, which we consider of high value because it has enabled us to put in place structures and systems for continuous development purposes.

In 2023 we have tasked ourselves with the responsibility of supporting the workforce of the future. In Ghana, we do this by strengthening the upskilling systems to support you and our clients develop high growth in the business environment through their human resources.

As an upskilling unit of our business, PwC Ghana Business School is determined to contribute to upgrading the knowledge of professionals and businesses and through that help them adequately prepare for the pace of work in a world where disruptive innovations are occurring at lightning speed.

Our 2023 training curriculum contains courses specifically selected to speak to critical subjects on leadership, taxation, data and analytics, finance, compliance, cyber security/ forensics, people management, risk based internal audit, sales and soft skills. Our training curriculum embeds carefully selected courses that create awareness about sustainable business growth - a critical factor in evaluating businesses' compliance with the Environmental Social and Governance (ESG) metrics and their impact on the business.

We hope the courses scheduled in our curriculum meets your learning and development needs and prepares you to adequately deliver on your professional, business and personal responsibilities.

For information on our tailored training programmes or general inquiries about what we do, visit our webpage https://www.pwc.com/gh/en/about-us/business-school.html. You can also speak to our core team members whose details you can find on page 18 of this document.

Sincerely,

A Gyan-Quansah

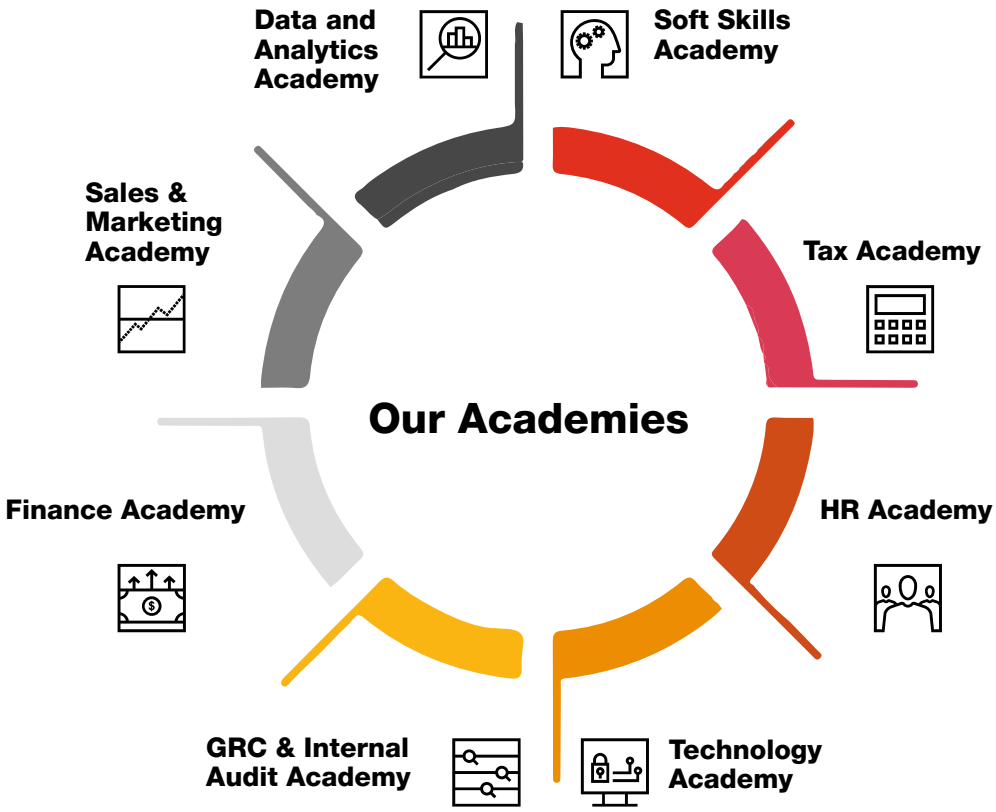
Abeku Gyan-Quansah
Business School Leader

Overview of academies

We are constantly growing

Over the last ten years, we have grown from three academies which were anchored on our main Lines of Service, to eight academies. We are proud to announce the inclusion of Governance Risk, Compliance and Internal Audit Academy (GRC & Internal Audit Academy) and the Technology Academy.

These new academies will look after client needs in the areas of cyber security, cyber forensics, governance, risk and compliance, data visualisation and Environmental, Social and Governance (ESG).



How we are delivering training

From experience in the previous year, post the pandemic, we have seen the value of delivering training using a hybrid model. Hybrid training programmes have empowered our clients in Ghana and other regions outside Ghana with the flexibility to participate in training programmes regardless of their geographical location.

We continue to 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 2023

Tax Academy

24 January 2023

Changes to Ghana's tax landscape - Preparing for year 2023

Course overview
Non-compliance with tax laws and practice have led to substantial losses for businesses; a situation that is easily avoidable by keeping abreast with the changing tax landscape, the practice and the impact on individuals and businesses.

This session will provide key insights on taxes, provoke discussions on the impact of the changes that have occurred in the tax environment over the past year, and provide guidance to minimise losses from non-compliance with current tax laws and practice. The training will also highlight new tax policy proposals to allow participants to avoid surprises and do business with the required confidence.

February 2023

Tax Academy

7 February 2023

Tax implications of cross border investments and trade

Course overview
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 now have significant business interactions with foreign partners in the areas of finance, partnerships and marketing. Despite this growth in conducting cross-border transactions, the tax implications of such arrangements are all too often overlooked and fraught with challenges.

This training will highlight the compliance obligations and the various contentious issues and practical challenges posed by doing business across border from a tax perspective.

Training schedule

February 2023

GRC & Internal Audit Academy

21 - 23 February 2023

Enterprise risk management fundamentals and framework

Course overview
The modern corporate organisation faces a host of risks that can have adverse impacts ranging from operational inefficiency to regulatory non-compliance. Simple awareness of these risks is not enough to stay ahead of the game.

This training programme has been carefully designed to help participants identify and assess the risks impacting strategic and operational objectives. It will enable participants to develop a detailed risk profile, adequate mitigation strategies and best-in-class monitoring techniques.

March 2023

Sales & Marketing Academy

7 - 8 March 2023

Design thinking

Course overview
The training programme has been developed to expose participants to the problem-solving methodology of design thinking and the art of putting the customer at the heart of providing business solutions.

The training module is structured to provide a practical approach to responding to and anticipating external influences on clients, promoting a mindset of collaboration, innovation, and impact.

Training schedule

March 2023

HR Academy

28 - 30 March 2023

The whole manager programme

Course overview
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 deliver consistently superior returns on investment remains non-negotiable. The rules of the game require every manager to demonstrate purposeful leadership by leading their teams to deliver peak performance even in the face of mounting odds.

The whole manager programme is a three-day intensive experience, designed to equip professionals at every level in your organisation with contemporary and high performing leadership skills.

April 2023

GRC & Internal Audit Academy

18 - 19 April 2023

Performing governance reviews

Course overview
This training programme is structured to aid participants understand how reviewing and improving an organisation's governance system can reduce the risk of failure and improve the overall financial performance of the organisation.

The course will take participants through the process of conducting governance review using regulatory requirements and leading practices in corporate governance.

Training schedule

April 2023

Technology Academy

25 - 27 April 2023

Foundation in digital cyber forensics

Course overview
Cyber forensics and digital investigations focus on effectively identifying, acquiring, preserving, analysing, and reporting on data stored on digital devices involved in cybercrime.

This training is tailored to equip participants with the hands-on skills required to apply digital forensics investigation techniques to identify, collect, examine, and report evidence of cyber-attacks within the information technology infrastructure of an organisation.

May 2023

Technology Academy

9 - 11 May 2023

Foundation in network vulnerability assessment and penetration testing

Course overview
To properly secure any organisation's information infrastructure and assets, a periodic review of the current security posture of internal systems and networks is crucial.

This course covers the tools, tactics, and procedures for identifying cyber threats and infrastructure vulnerabilities as part of a stand-alone cybersecurity audit or standards compliance procedure.

It further places a strong emphasis on the use of well-developed methodologies to demonstrate, document, report on, and provide a clear roadmap for remediation of exposed security issues.

Training schedule

May 2023

HR Academy

23 - 24 May 2023

Maximising your personal effectiveness

Course overview
In today's competitive work environment, performance expectations are higher than ever before. People are required to demonstrate initiative and capability with minimal supervision and less resources.

Maximising your personal effectiveness is a two-day programme designed to help participants manage self, time and resources to achieve maximum results both in the workplace and in their personal lives.

June 2023

Finance Academy

6 June 2023

Financial statement analysis and interpretation

Course overview
Financial statement analysis and interpretation are key for decision making as they help business leaders and their stakeholders to understand the health of their organisations, evaluate organisational overall financial performance and business value.

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.

Training schedule

June 2023

GRC & Internal Audit Academy

13 - 14 June 2023

Conducting compliance, risk management and internal control reviews

Course overview
The risk and control landscape is ever evolving, with compliance risks at its pinnacle. Management is required to have in place well equipped professionals to manage the compliance, internal control, and risk management functions in their organisations.

This course will take participants through the fundamentals of performing compliance checks, monitoring risks, and performing internal control reviews.

June 2023

Soft Skills Academy

27 June 2023

Managing team dynamics

Course overview
Teamwork brings about diversity of opinions and plays a critical role in organisational development. Embedded in this strength of diversity is also the most important challenge which can mitigate the potential benefits organisations get from teamwork. Team leaders who have mastered the skills of managing team dynamics are those harnessing the full potential of their teams, ensuring the execution of projects and empowering team members.

This course is designed to support team leaders and managers to explore innovative ways of achieving efficient working teams, where each team member is valued and empowered to give their best.

Training schedule

July 2023

HR Academy

11 - 12 July 2023

Managing your key talent pool

Course overview
In the evolving world of work, high performing organisations depend on a deliberate discipline of attracting, developing, and placing the right talent in the right roles at the right time. Managing your key talent pool ensures that businesses focus on managing high performance and high potential individuals as well as filling pivotal roles and key skill needs.

This programme is an intensive two-day experience to equip HR and business leaders with the skills to identify, attract, develop, retain and deploy the right people for now and the future.

July 2023

Technology Academy

25 - 26 July 2023

Auditing emerging technologies: AI, blockchain, and cloud

Course overview
Artificial intelligence (AI), blockchain and the cloud are emerging technologies that have and will continue to have a lasting impact on the operations and information technology (IT) environments of businesses and organisations around the world. Organisations need to evaluate the risks that arise from using these technologies in their environment and how audits can help mitigate these risks.

This course covers an understanding of these emerging technologies and the essential IT audit procedures needed to effectively address the risks in an IT environment that has a heavy use of artificial intelligence, blockchain and cloud. The programme will also be focused on helping institutions evaluate and consider how they can draw benefits from these technologies for their IT operations and internal IT audits.

Training schedule

August 2023

Tax Academy

8 - 9 August 2023

Tax and regulatory requirements for the extractive sector

Course overview
Due to its contribution to Ghana's economy, the extractive sector is one of the most regulated sectors not just Ghana, but all other jurisdictions that are blessed with natural resources. The regulation of these sectors come in the form of special licensing regimes, local content requirements, special tax regimes and dedicated statutory bodies with oversight roles, to name a few.

This training is meant to provide participants with an overview of the special tax regimes that apply to mining and upstream petroleum sectors as well as the local content and other regulatory requirements relevant to these sectors.

August 2023

Tax Academy

22 - 23 August 2023

Tax audits and planning

Course overview
The Revenue Administration Act 2016, (Act 915) empowers the Commissioner-General of the Ghana Revenue Authority (GRA) to audit the tax affairs of taxpayers. Whereas the GRA may target some taxpayers in line with the strategic plan, to some taxpayers, tax audits may be triggered as a result of a refund or tax clearance certificate request. Whatever the trigger may be, the objective of the GRA is to conduct procedures to satisfy themselves that the target taxpayer has complied with their obligations under the tax laws.

This course is aimed at creating awareness of tax audits to equip participants with the requisite skills to handle GRA audits from start to finish.

Training schedule

September 2023

Tax Academy

12 September 2023

Navigating VAT hurdles

Course overview
Value Added Tax (VAT) is one tax regime that has seen the most rampant and arguably very significant changes in recent past. It is also one of the tax types that, due to its very nature, could have a cascading effect through the different levels of the supply chain down to the final consumer.

Apart from the already existing complications in the VAT Act that this training is seeking to help participants navigate in a smooth and simple fashion, it will also explore the impact of significant changes to the VAT regime including the intended and unintended consequences on business expenses, cash flow management and reporting obligations.

September 2023

Sales & Marketing Academy

26 - 28 September 2023

Masterclass for mastering the selling process

Course overview
The selling function continues to be one of the most important functions for business organisations particularly with the recent global economic challenges which is characterised by high inflation and rising costs of living. Both individuals and organisational buyers are reviewing their spending patterns and value for money has gained more prominence ahead of brand loyalty. This means that salespeople can no longer approach selling from a business-as-usual standpoint.

This course has been designed to enable salespeople navigate their way through these challenges by providing practical guides to improve performance.

Training schedule

October 2023

HR Academy

10 - 11 October 2023

HR business partnering essentials

Course overview
Many organisations use business partnering as their key Human Resource (HR) operating model. Business partners are aligned to and work closely with business leaders to enhance workforce performance, foster and nurture strategic people enablers as well as develop people solutions, to achieve the organisation's objectives.

This programme will help HR professionals learn why organisations use business partnering, how it's implemented and how it can help shape effective HR strategies and programmes across the organisation.

Certification

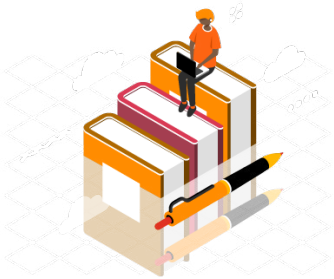
We understand that providing certification is key to you. At the successful completion of a training programme, each participant is provided with a certificate of participation. These certificates are CPD eligible with professional bodies including ACCA, ICA, ICAG, ITAG, ICAEW and ISACA.

Bespoke training

Our training programmes are not limited to the courses outlined in our 2023 curriculum. We deliver bespoke or tailored training to teams and organisations on topics across our eight academies, including the following areas:

Data and analytics

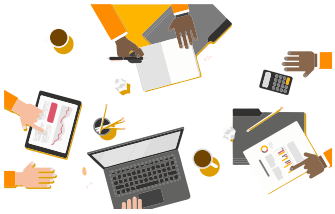
Leadership



Applied research techniques

Technical skills for selling unsought and difficult products/ services

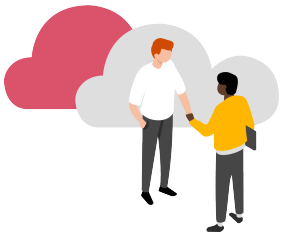
International Financial Reporting Standards (IFRS)



International Accounting Standards (IAS)

International Public Sector Accounting Standards (IPSAS)

Budgeting and budgetary control



Negotiation skills

Accounts receivables and account payables

Environment, Social and Governance (ESG)

Academy leads

Gifty Andzie
Associate Director
Tax Academy

Johnny Mensah
Associate Director
Soft Skills Academy

Desmond Daniel Koomson
Senior Manager
Finance Academy

David Tsey
Senior Manager
HR Academy

Elsie Ankuma
Senior Manager
Governance Risk Compliance
and Internal Audit Academy

Edem Diaba
Manager
Data & Analytics Academy

Maapa Quansah
Manager
Sales & Marketing Academy

Frank Tetteh
Manager
Technology Academy

Enquiries & information

For information about our business school, training course fees or how we can curate bespoke training programmes for your organisation, please reach out to our team members.

Manager, PwC Business School
maapa.kwame.quansah@pwc.com

Senior Associate, PwC Business School
salome.a.duse@pwc.com

PwC Ghana Business School team

gh_businessschool@pwc.com
+233 (0) 302761500

Our PwC Ghana offices

Accra
PricewaterhouseCoopers (Ghana) LTD
Plot no. A4, Rangoon Lane
Cantonments City
PMB CT 42, Accra, Ghana
Tel: +233 30 276 1500
Fax: +233 30 276 1544

Sierra Leone
PricewaterhouseCoopers (Ghana) LTD
Number 117 Jomo Kenyatta Road
Freetown, Sierra Leone
Tel: +232 79 998 321

www.pwc.com/gh/en/about-us/business-school.html

© 2023 PricewaterhouseCoopers (Ghana) LTD. All rights reserved. PwC refers to the PricewaterhouseCoopers (Ghana) LTD member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details.