



2020 PwC Ghana Business School Curriculum



Minds meet, minds change

Contents

Welcome Note	1
About Us	2
Training Calendar	3
Training Schedule	4
Training Methodology	8
Contact Us	10



Welcome note



George Arhin
Business School Leader

It is a new year! In 2020, we are excited about exploring fresh perspectives and new goals to challenge ourselves. These decisions are focused on new development goals which form the basis from which we desire to make improvements and additions to our skills and capabilities in the workspace and on a global scale.

We would like to welcome you to 2020, which promises to be an exciting year for us. This year, which marks our ninth year of operating as a learning and development centre, will see us move to our new learning and development hub in our state of the art office in cantonments.

Looking back at 2019, we delivered training on accounting, finance and consulting, tax and regulatory issues as well as human resources management. Some of our key learning outcomes include the significance of the roles of human resources in the growth of businesses in an age where employees are key stakeholders in the development process and where client satisfaction with service delivery serves as a marker for success.

On this note, we would like to extend our gratitude to all our participants and clients who patronised our training programmes. Your active participation, referrals and feedback have helped us put together a curriculum that seeks to address critical concerns of individuals and businesses and at the same time create an atmosphere conducive for learning. We are particularly excited for this year also

because we have modified our mode of presentation to include modern techniques of adult education which promises to make learning at the PwC Business School fun, less stressful and yet highly impactful.

We look forward to meeting you all this year and establishing new and exciting relationships.

George Arhin



About us

Overview

PwC firms provide industry-focused assurance, tax and advisory services to enhance value for clients. We are a network of firms in 157 countries with more than 276,000 people who are committed to delivering quality in assurance, advisory and tax services.

PwC Ghana has over 300 employees, with offices in Accra and Takoradi and a branch in Sierra Leone.

Our purpose

To build trust in society and solve important problems.

Our values

- Act with integrity
- Make a difference
- Care
- Work together
- Reimagine the possible

Industries we serve

- Consumer and industrial products and services
- Energy, utilities and resources
- Financial services
- Government and public sector



Training Calendar



January

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

March

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

July

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November

M	T	W	T	F	S	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

February

M	T	W	T	F	S	S
					1	2
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	

April

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

June

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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

August

M	T	W	T	F	S	S
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January

23 – Practical application of IFRS 9 (financial instruments)

28 – Updates to Ghana's regulatory tax environment

February

18 and 19 – Finance and accounting for non-finance professionals

March

18 and 19 – Technical skills for selling unsought, high-value and difficult products

April

16 April – Transfer pricing masterclass

May

19 and 20 – Planning, budgeting and management reporting

July

28 – Appreciating Ghana's energy tax sector

August

18 – Managing tax audits

September

17 – Employment tax masterclass

October

20 – General consumption tax masterclass

Accounting, Audit and Risk

Tax and Regulatory

Finance and Business Consulting

Blended

Training schedule

Date	Topic	Course overview
January		
23	Practical application of IFRS 9 (financial instruments)	<p>IFRS 9 fundamentally changes how businesses account for financial instruments. It considers business model analysis and tests for specific payments of principal and interest that drive the classification of financial instruments.</p> <p>IFRS 9 also moves from an incurred loss model under IAS 39 to an expected credit loss model, which considers forward-looking information and multi-scenario analysis in assessing impairment provisions on financial assets.</p> <p>The training will cover the practical IFRS 9 implementation requirements and common application challenges of the standard.</p>
28	Updates to Ghana's regulatory tax environment	<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>
February		
18 and 19	Finance and accounting for non-finance professionals	<p>Participants will have a better understanding of the fundamentals of accounting and finance: financial statements, double-entry accounting, accounting systems, financial vs. management accounting. This training will enable attendees to understand how a typical finance function operates and prepares information, and be better equipped to speak in finance language, while providing an understanding of how technical accounting knowledge is relevant to their day-to-day work and awareness of key trends in finance today.</p>

Training schedule

Date	Topic	Course overview
March		
18 and 19	Technical skills for selling unsought, high-value and difficult products	Selling products which are unsought, of high value or generally difficult to sell can be challenging for even the most experienced salespersons, because they are considered tricky and somewhat career-threatening. Early-career salespeople tend to be discouraged when confronted with products with these characteristics. This course is designed to empower salespeople with practical hands-on skills to navigate difficult selling situations. It is recommended for sales directors, sales practitioners and sales teams managing complex, high-value and technical products and will also cover useful insights for practitioners in the insurance and real estate industries.
April		
16	Transfer pricing masterclass	Transfer pricing (TP) remains a leading and challenging issue for finance and tax practitioners and tax officials. This masterclass explores the TP issues confronting both multinational or local group companies. The course will also cover new requirements in executing important transfer pricing transactions. Participants will receive interactive assignments and case studies to take them through the various dimensions of the operational TP model. This is meant to ensure that participants are acquainted with global best practices.
May		
19 and 20	Planning, budgeting and management reporting	This training programme covers the typical reasons why business plans fail. It also considers the concepts of plans, forecasts and goals and how they assist in developing effective strategies. Concepts and practical illustrations of why and how to undertake forecasting and how to undertake working capital management will be explored.

Training schedule

Date	Topic	Course overview
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July

28	Appreciating Ghana's energy tax sector	<p>Appreciating Ghana's energy tax sector will be a refresher on the taxation of Ghana's upstream oil and gas sector. The course will consider current developments in the tax landscape and their impacts on the special tax regime governing most upstream petroleum sector operations. Other areas of focus include taxation of services companies, value-added tax, transfer pricing, employment taxes, visa and immigration as well as local content as they apply to the upstream oil and gas sector.</p> <p>This session will be useful to all players in the sector, including contractors, subcontractors, key stakeholders and other service providers down the supply chain.</p>
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August

18	Managing tax audits	<p>Managing tax audits is tailored to create an awareness of tax audits to equip participants with the requisite skills to handle Ghana Revenue Authority (GRA) tax audits from start to finish and their usefulness under any audit and investigations.</p> <p>The training will also address technical issues at the beginning 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.</p>
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Training schedule

Date	Topic	Course overview
September		
17	Employment tax masterclass	<p>Government's focus on employment income tax for mobilising revenue has increased in recent times and thus many companies have come under comprehensive audits and investigations by the Ghana Revenue Authority. These investigations have resulted in additional financial costs and reputational risks for companies which had not been sufficiently compliant with the tax laws.</p> <p>This training aims to refresh taxpayers' knowledge of the employment tax landscape and also equip taxpayers on how they can adequately prepare for employment tax audits and investigations.</p>
October		
20	General consumption tax masterclass	<p>With Government's increased focus on consumption taxes to achieve its revenue mobilisation targets, it has become increasingly important for taxpayers to stay abreast with the tax law requirements of these taxes and appreciate the consequences of non-compliance.</p> <p>The focus of this training will be on VAT, a key consumption tax tool, that tends to pose challenges to taxpayers as a result of the known complexities around its implementation. The training will equip taxpayers to understand their VAT obligations, explore the contentious and practical issues in complying with these obligations, and properly position them to effectively manage their tax costs with respect to VAT.</p>

Training methodology

Customised content, practical application and quality delivery

Our training sessions are structured to combine theory, practice, scenario-based activities and case studies relevant to the people and businesses we interact with. We focus on providing each training participant with tools to analyse what is learned. Each training is delivered using customised content created and delivered by our well-trained resource persons. We develop tailored training manuals which are combined with software, spreadsheets, databases and other electronic tools to give our participants a hands-on study approach.

We understand the significance of fusing learning with interaction for workers in the business environment, as it increases retention and also creates an atmosphere of engagement. To support this interactive learning approach, all our training sessions for 2020 are infused with innovative learning polls, group work, presentations and break-out sessions. Our objective is to ensure that the methods of learning employed will determine the success of every training session and, ultimately, client satisfaction.

Tailored / Client-specific training

Considering the speed with which the business environment is changing, PwC Business School invests in knowledge and skills building for organisations and their people to upskill trainees and prepare them for a complex future.

Training format

- Follows a presentation style with practical illustrations
- Allows for structured discussions among participants and the sharing of experiences
- Provide the opportunity to meet our experts on a one-on-one clinic session after the training
- Provide distribution of quality materials to participants for future reference
- Hands-on learning with case studies
- Infusion of training impact assessment programmes for bespoke trainings to evaluate training outcomes

Benefits to you

- Get equipped to solve important business problems in a cost-effective way
- Have access to and build mutually beneficial relationships with our resource persons
- Networking opportunities among participants for future business prospects
- Empowerment of the company and staff through learning
- Get introduced to resource tools and materials for future reference



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Learning is not attained by chance, it must be sought for with ardor and attended to with diligence.

— Abigail Adams

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PwC Ghana

Banking Survey, CR FY19 Report, Budget Highlights report, Tax Facts and Figures etc...



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