

# PwC's HR Academy Calendar 2018



## Strategic Human Resources Management

### Description:

Modern organisations have realised that Human Resources (HR) cannot limit itself to merely an implementation role. Its approach to managing the function needs to expand in order to truly become a strategic partner in the business.

This programme is developed to equip HR leaders to strengthen the alignment with the organisation's objectives, drive strategic change and enhance organisational performance.

### Date:

February, 2018

### Target Audience

Mid to senior level HR Professionals  
HR Managers and Leaders

### Location:

Lagos

### Days

3 days

## Human Resource Essentials for Line Managers

### Description:

In today's world, a line manager is a new HR manager. As organisations grow in size and complexity, the line manager in the fore front in providing support, coaching and career management.

This programme is designed to help you understand the role and responsibility of a line manager in delivering HR best practice.

### Date:

May, 2018

### Target Audience

Line Managers  
HR Leaders

### Location:

Lagos

### Days

3 days

## Leading HR Transformation

### Description:

The expectations for HR as a function and the individuals who work within it have been in a state of continuous transition. There has been and will continue to be an ever increasing pressure to do more with less.

Mastering your functional expertise within HR is important, but equally vital is the business partnering and strategic aspect of HR roles. Leaders expect their HR colleagues to participate in business discussions, adding value through insights and innovative solutions based on their unique understanding of the business and of human capital.

This programme is designed to equip HR leaders to focus on implementing change to the way in which their organisation as a whole delivers HR.

### Date:

March, 2018

### Target Audience

HR Leaders  
HR Managers

### Location:

Abuja

### Days

3 days

## Talent Management Fundamentals

### Description:

High performing organisations depend on a deliberate discipline of attracting, developing and placing the right talent in the right roles at the right time. An effective Talent Management strategy ensures that businesses focus on managing high performance and high potential individuals as well as filling pivotal roles and key skill needs.

The PwC Talent Management Programme is an intensive three-day experience to equip HR and line managers to identify, attract, develop, retain and deploy the right people for now and the future.

### Date:

June, 2018

### Target Audience

Line Managers  
Business Managers  
HR leaders and Managers  
Team leads

### Location:

Abuja

### Days

3 days

### About PwC

At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 158 countries with more than 236,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more by visiting us at [www.pwc.com/ng](http://www.pwc.com/ng)

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## Leading teams

### Description:

In modern organizations, most of the work is done in teams, yet the results of teamwork are exceptionally mixed. Many teams are poorly designed and structured, fraught with dysfunctional conflict, experience coordination breakdowns and serious motivation challenges. As a result, many teams fail to realize their potential and frequently under perform even individuals working on similar tasks.

This programme will help participants understand the many facets of team leadership they can use to build a cohesive and high performing team. They will also learn how to manage critical team processes such as conflict resolution and building trust that have a profound impact on your team's performance.

### Date:

August, 2018

### Target Audience

Heads of Departments  
Team leads  
Line Managers  
Business leaders

### Location:

Lagos

### Days

3 days

## Unlocking the power of HR Analytics and Data

### Description:

Many business leaders have complained that their HR function cannot communicate in the language they understand or justify how the proposed initiatives /programmes have any other outcomes apart from increasing operating expenses.

The course will also introduce them to:

1. tools and methods for linking HR and business strategies,
2. assessing organisational readiness for analytics initiatives,
3. building the business case for analytics,
4. demonstrating the credibility and value added by HR.

It will help participants learn how to define measures for HR initiatives and use the analytical insights gained to improve talent management processes. It will also help in defining roles, capabilities, and structures required for maximising analytics effectiveness.

### Date:

November, 2018

### Target Audience

HR Leaders  
HR Managers

### Location:

Lagos

### Days

3 days

## Managing People Performance

### Description:

People are the backbone of any organisation and people management is crucial for ensuring business performance.

This programme is designed to equip managers with the knowledge required to bring out the best in the people you manage.

Participants will have the opportunity to assess their strengths and development areas. This will make them better at communicating, giving feedback, motivating the varying personalities in their team, and managing change.

### Date:

September, 2018

### Target Audience

Line Managers  
HR Leaders  
Business Managers  
Team leads  
Senior Executives

### Location:

Abuja

### Days

3 days

## Managing Compensation and Benefits

### Description:

Compensation remains a fundamental tool for attracting new employees, and motivating and retaining current employees in a dynamic environment.

The course will provide participants with the knowledge to enable them support strategy execution through their organisation's reward structure and practices.

Participants will learn:

1. how to engage with stakeholders to articulate a reward and compensation philosophy,
2. the critical elements of a robust reward structure (incorporating compensation and non-pay reward elements)
3. This helps to build a strategy-aligned compensation structure that will not only reward performance, but will support the organisation's ability to reward current employees equitably and position itself externally as an employer of choice in a sustainable manner.

### Date:

December, 2018

### Target Audience

HR Leaders and Managers  
Reward Specialists

### Location:

Abuja

### Days

3 days

### What our participants say

*"The most effective HR training I have ever attended"*

- Participant from the FMCG sector

*"Well thought through. Relevant and in line with current realities"*

- Participant from the legal sector

### Lead Faculty



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