PwC Business School

Shaping leaders, Driving results

Business School Curriculum

Helping you grow and develop talent through provision of tailored training programs relevant your needs.

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Contents

PwC Business School

The School is a training and development concept created by PwC. It supports personal and professional development both from an individual as well as an entity perspective. It assists organisations to enhance the value of their human capital resources.

About us

Reflecting PwC's day to day commitment to quality, the School provides a distinctive service by translating PwC's expertise and specialisation into relevant and innovative, learning and development programs that cater for specific client and industry needs.
PwC's Business School offers a varied training programme that includes a mix of technical and business skills. Sessions go beyond theory and aim to be as practical and business oriented as possible.
All our courses are taught by full-time PwC Partners and staff. Across our network, our people have a firm grasp of business principles and processes. Our wide range of services is designed to assist a diverse client base to solve complex business problems. This enhances their ability to build value, manage risk and improve performance.

Our expertise at a glance:

Finance and Accounting	**Audit and Assurance**	**Financial Reporting and IFRS**
Human Resources Management	**Valuation and Strategy**	**AMI, and Regulatory Compliance**
Tax and Legal	**Information Security**	**Sustainability**
Management and Leadership Skills	**IT Consultancy and Implementation**	**EU Funds**
Business and Performance Improvement	**Company Administration**	**Marketing**
Training for Board of Directors and Entrepreneurship	**Governance, Risk and Compliance**	**Company Administration**

Why choose PwC Business School?

Our training programmes are designed to provide participants with an active and relevant learning experience. We take time to listen, question and understand your business environment and your training needs.

Our training solutions are provided in a range of delivery formats to suit your needs. We work together with you to understand your strategic goals, objectives and training needs. We then leverage our resources, knowledge and experience through our global network of professionals to tailor our course content and training session materials to meet your needs.

Our training methodology

We strongly belive that if participants are actively enaged and course material is made relevant to their own experiences, their ability to absorb and retain knowledge more succesfully is increased. We listen to feedback from our clients and constantly update our training methodolgy and approach to maximise knowledge transfer.

Our training methodologies include:

The use of technical and subject matter experts.

Relevant and concise course material for each participant

Interactive group exercises and discussions

Participant led presentations

Customised case studies, business simulations and role plays

E-learning

Mentoring - one to one and group

For our professional qualification courses, progress tests, mock exams, and personalised feedback for each student

Our thought leadership

Our thought leadership enables us to provide our clients with our points of view on the broad environment in which they operate and on specific issues impacting them, now and in the future. A well-developed information sharing system within the PwC global community enables us to utilize industry-specific intellectual capital anywhere in the world.

We are in constant dialogue with our clients and the wider business community in Uganda about the issues affecting them. We invest a great deal of time and resources in exploring underlying challenges and opportunities and bringing them to the attention of government, organisations, regulators and the community as a whole.

Continued Professional Development ("CPD")

Many of the courses offered through PwC Business School qualify as CPD as they meet professional body standards **Continued** such as those required by ACCA, ICPAU, ULS, ICGU and IIA among others. Our learning management system serves as a basis for recording participants' verifiable CPD so that members can certify their own CPD compliance.

Open training courses

We work with you to understand your business strategy, goals and objectives. Our courses can be exclusive to the organisation and follow an in depth training needs analysis.

At PwC's Business School we:

1. Listen to and understand your training needs

- Meet with you to understand yout organisational goals and objectives.

- Assess the participants' current competencies; identify knowledg and skills gaps to be addressed in order to meet organisational goals.

2. Design and develop your training programme

- We build the solution that you need in order to address the knowledge and skills gaps.

- Customise and contextualise the learning material; working together to develop workshops, case studies and business simulations based on your business, to keep the material focused and within context.

- Agree the delivery format and schedule.

3. Assist you with applying for funding

- Inform you about local training incentives.

- Assist you with the necessary documentation when applying for of EU / government funding

4. Delivery of your training programme, using the best facilitators and resources

- Roll-out the training solution; manage training delivery, admimistration and logistics.

- Review the effectiveness of the training delivery, test learning and understanding throughout the training period.

5.Evaluate outcomes and effectiveness of your training

- Carry out course evaluation.

- Review participant feedback and assessment results.

- Update and adapt material to maximise the outcome of your future training programmes.

Customised training courses

Our open programmes are designed in response to learner's needs, employer's priorities and industry requirements. The School provides two extensive learning programmes from January to June and July to December. Our courses are delivered by experienced trainers and subject matter experts, and are open for all to attend.

We have an ongoing programme of training courses and seminars organised for their relevance to current issues and market needs.

Whether preparing for a professional qualification or looking to improve your skills in technical or non technical areas, our open courses will allow you to progress and develop.

Training directory

Our directory of training courses gives an overview of PwC's Business School course offerings. We understand that each client has different training needs and objectives. If you require training that does not appear in this directory, please do not hesistate to contact us.

Finance and Accounting courses

The Accounting and Finance Centre at PwC's Business School provides regular courses on the latest developments in IFRS, as well as offering client-specific training events. Our approach to training goes beyond the theoretical requirements of accounting standards and provides insight into the practical challenges of financial reporting, compliance, the perspectives of accounting regulators, and the views of investors.

Course	Course content description	Course Duration
International Financial Reporting Standards (IFRS)	This course provides a deep understanding and practical application of all IFRSs (Recognition, measurement, disclosures and examples) and updates on new/amended accounting standards and hot topics in financial reporting.	1 day
Fundamentals of finance and accounting for non finance managers.	Guides participants through the maze of financial terms, theories and techniques surrounding business finance and accounting, doing so in a logical, meaningful and easy-to-follow style.	2 days
Working capital management	The course provides an understanding of the practical techniques that can be utilised to manage working capital, improving both profitability and cash flow.	1 day
Cashflow analysis, budgeting and forecasting	The course highlights cash flow and working capital management techniques to maximize the use of cash. You will also learn how to prepare cash flow statements under direct and indirect methods in addition to accurate cash flow forecasting and analysis techniques.	2 days
Interpretation of Financial Statement Analysis and Interpretation	The objective of this course is to determine how business managers can use financial statement analysis and interpretation to aid management decisions. It widely involves review of financial ratios (liquidity, efficiency, investment ratios etc.) and their interpretations as well as issues pertaining to earnings management and business risk evaluations.	1 day
International Public Sector Accounting Standards (IPSAS) training	Understand and obtain practical application skills for International Public Sector Accounting Standards (IPSAS) training including updates on new/ amended accounting standards.	1 day

Governance Risk and Compliance courses

PwC's Business School helps directors effectively meet the challenges of their critical roles. We do this by sharing governance leading practices, publishing thought leadership and offering forums on current issues where we can share our insights into significant governance challenges and developments. This helps directors comply with evolving expectations and regulations. Some of the governance courses we offer include:

Course	Course content description	Course Duration
Introduction to Board Governance	Develop and understand corporate governance core concepts and best practices Gain insight into the principles and theories of corporate governance and how they influence the success and failure of organisations	6 hours
Board effectiveness, what works best.	The programme covers the skills, knowledge and behaviour needed to improve competence in governance. It helps provide Board members with a more meaningful measure of assessing Board accountability.	1 day
Building a risk resilient enterprise	Understanding what your business needs are in order to survive unexpected events and plan ahead for uncertainities.	2 days
Introduction to Enterprise Risk Management	The course goes through the steps management needs to consider in order to identify and assess risk and decide on proper risk responses and controls. The course ends with how to monitor, communicate and report risk. In addition, the course looks at risk in different organizational areas such as strategy, reporting, compliance, operations, financial or physical risk as well as risk in different industries.	1 day
Internal Audit for Information Technology systems	This course is intended to sharpen the skills of internal auditors in assisting in the prevention, detection, deterrence and reporting of IT fraud. It covers a wide range of topics such as the abilities of the IT fraud auditor, computer fraud and control, predication, the type and nature of common IT frauds, and the auditors' legal skills.	1 day
Internal audit – State of the profession	This course unpacks the results of the Annual PwC "State of the Internal Audit Profession" Survey focusing on key development areas for your Internal Audit function.	3 hours
Internal Audit Work Documentation and Report Writing	In today's environment, the audit department is frequently measured on the quality of its primary output: the audit report. In many cases the effectiveness of the audit itself can be impacted by the quality of the audit report. This course will enable auditors to write and structure persuasive and impactful audit reports that will call their readers to action.	1 day
Risk Based Internal Audit Methodology	The course provides methodology guidelines for the professional practice of Internal Auditing.	1 day

Tax and Legal courses

Course	Course content description	Course Duration
Indirect Tax - Managing VAT	This course helps you to master the key concepts and principles of managing VAT and apply these principles to improve awareness of transactions liable to VAT and how to ensure effective compliance.	1 day
Looking into 2017 - Strategic tax and reporting issues	This course provides a high level overview of legislative changes in tax and other important tax developments going into 2017 to include key implications to your organisation's strategy.	5 hours
Indirect Tax - Customs & Excise Duty	This couse helps you to master the key concepts and principles of managing Customs & Excise duty and apply these principles to improve awareness of transactions liable to Customs & Excise duty and how to ensure effective compliance.	1 day
Tax Pitfalls in Contracting	This course will help you determine transactions and commercial arrangements which require written contracts and identify common pitfalls in contract structuring.	6 hours
Managing transfer pricing audits: Common risks and recent developments	Understand the compliance requirements and challenges under Uganda's TP regulations. Identify TP risks and steps required to address them.	6 hours
Addressing your Tax reporting obligations (VAT, WHT, PAYE ETC)	Master the key concepts and principles of WHT, PAYE and VAT and apply these principles to improve awareness of transactions liable to WHT and VAT tax and how to ensure effective compliance. Understanding withholding taxes on payment for supplies in relation to business activities and PAYE of employees.	5 hours
Taxation of retirement contributions and benefits, special dispensation for international assignees	Understand the tax implications of the different types of retirement benefits, mandatory and voluntary Social Security Contributions, Life Insurance, Pensions etc.	4 hours
Transfer of Assets - Re-organisation, structuring and tax strategies	Determine the tax consequences of major transactions such as re-organisations, mergers and acquisitions	5 hours
Regulatory framework for small and medium sized businesses (covering employment law, company law, labour law, tax etc)	Overview of current legal and regulatory framework governing operations of small and medium sized businesses.	6 hours

People and Change courses

Course	Course content description	Course Duration
Job Profiling and Job Evaluation	As an HR professional you have to use job descriptions to evaluate jobs objectively and determine their relative values to the organization. We will provide you with the principles of job evaluation. In this course, you will learn how to conduct a thorough job analysis in order to write a comprehensive job description focused on the key result areas of the job.	2 days
Organisational Effectiveness Change Management	This course provides insights on the different theories related to (organisational) change as well as practical tools and templates that can be used to manage change.	2 days
Business Process Re-Engineering / transformation	The course provides the critical thinking skills, conceptual knowledge and best practice techniques that enable your team to deliver sustainable transformation of business processes across your organization.	2 days
Creating HR Policy Frameworks and Strategies	The course is designed to build participants' awareness and knowledge of the major functions that make up a modern HR department. Its modules are considered fundamental and include basic knowledge as well as latest trends and keys to effectiveness.	2 days
Performance Management Policy and System Development	This course takes an in-depth view at setting the right measures to manage employees, measures that are primarily objective in nature. The course also describes how to conduct effective performance appraisal meetings and emphasizes the importance of coaching as a means of improving performance.	1 day
Organisational Leadership	The course uses a mix of interactive approaches from roundtable discussions concerning different business cases to challenging arguments around the role of leadership when it comes to motivation, empowerment, culture, conflict management and a lot more.	1 day

Project Management courses

Course	Course content description	Course Duration
Project monitoring and evaluation	The overall aim of this course is to provide participants with the necessary skills required to plan their projects by creating project scope statements and project work breakdown structures. Additionally, participants will be able to develop key performance indicators for monitoring and controlling their project schedule and budget. The course also aims at assisting participants in appraising the feasibility of their projects by applying capital budgeting techniques. Finally, participants will effectively plan project stakeholders' engagement and manage their expectations.	2 days
Proposal preparation and documentation	This course will help you learn how to write a proposal that competitively responds to the bid requirements and separates you from the competition. It helps you avoid costly mistakes when submitting government or donor funded contract proposals. It also contains an overview of how the proposal evaluation process.	1 day
IT Project Management	The overall aim of this course is to provide participants with the knowledge and the skills needed to successfully manage an IT project from inception to closure. Participants in this interactive course will learn all the critical tools and techniques required to play a leading role as an IT project manager in analyzing the requirements, preparing project plans, developing project budgets, leading the project team and evaluating the overall performance.	2 days
Administration of International Donor Funded Organisations	This program provides insights on the fundamentals for governance and administration of donor funded organisations.	1 day
Initial Public Offering (IPO) readiness	Going public is a chance to grow and to capture new market opportunities. However, with ever-changing regulatory requirements and extensive internal financial scrutiny now mandatory, it's clear that a successful IPO today takes more due diligence than ever. This course helps you understand the key aspects of IPO readiness that takes into account an in-depth look at your company and the sector in which you operate.	1 day
Introduction to Public Private Partnerships (PPPs)	This program covers PPP Strategies & Structuring, Financial and Contractual Planning, Managing PPP Transactions/Procurements and Managing PPP Contracts.	1 day

Information Technology courses

Course	Course content description	Course Duration
Formulation of a Digital Strategy	The digital world has evolved at a phenomenal rate. What was once a channel for information is now a blend of experiences and opportunities, including communication, entertainment and retail. With such a fast pace of change it can be difficult to create strategy for our brands rather than just "react" to circumstances. This course introduces you to digital communications, social customer service and helps you to develop a measured and well-considered strategy and coherent plan for your organisation, that will stand up to the rigor and scrutiny of board-level decision making.	2 days
IT Governance	Learn how COBIT 5 is used to promote effective alignment of IT with business goals in the management of value delivery and risk mitigation. Integrating research by the IT Governance Institute (ITGI) and ISACA's COBIT education courses, this comprehensive program highlights IT issues, governance concepts, risk management and control. It uses the most current COBIT information, as well as supporting components and related tools, to provide guidance in implementing an IT governance process.	1 day
Information security – eDiligence: future of InfoSec.	We live in the digital age. No matter the industry of the organisation you run, manage, or work for, digitized data, information, and communication are an integral part of your organization's successes. In this course, we will share the key elements of an effective security awareness training strategy, some of the major pitfalls that can render security awareness training ineffective, and additional information to consider when implementing a security awareness program to secure your organisation's digital property and information.	1 day

Anti-Money Laundering and Fraud courses

Course	Course content description	Course Duration
Anti-Money Laundering	This course provides a comprehensive and practical analysis of Money Laundering schemes, Anti-Money Laundering legislation, and counter-measure techniques and implementation. Participants will learn to understand the complexities associated with the prevention and the protection of their organizations. They will cover different types of schemes, the methods available to prove income, what records are required, how to analyze them, and how to identify leads.	1 day
Anti-fraud and Corruption (Fraud Awareness)	Identifying corruption within the organisation , how to detect fraud schemes, high risk structures, hidden parties and other questionable transactions.	1 day

Contact us

Please do not hesistate to reach out to us for more details on the PwC's Business School curriculum and events.

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