



Creativo El Matador
Consulting Services

LOCAL TRAINING BROCHURE



2026

**Your Vision, Our Expertise — Together
Towards 2026 and Beyond**



2026 Capacity Building & Executive Training Programmes

Courses Fee

**₦700,000
Per head**

About Us

Creativo El Matador Consulting Services is a management consulting firm with proven experience in organizational development, capacity building, and public sector transformation. Over the year, we have partnered with ministries, agencies, and institutions to deliver training that is not only insightful but also practical and results-driven.

Our strength lies in taking global best practices and contextualizing them for the Nigerian environment, ensuring every participant leaves with knowledge that can be applied immediately.








Training Locations (2026)

- | | | |
|---|---|--|
|  Lagos |  Abuja |  Kano |
|  Port Harcourt |  Enugu |  |
|  Kaduna |  Nasarawa. |  |
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Training Schedule

To be advised

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GOVERNANCE, LEADERSHIP & PUBLIC ADMINISTRATION



1

GOVERNANCE, LEADERSHIP & PUBLIC ADMINISTRATION

A

Strategic Leadership in Government

B

Developing Effective Public Policy & Policy Delivery

C

Political/Administrative Alignment in the Public Sector

D

Performance Measurement in Government

E

Leadership Ethics and Accountability in Public Service



STRATEGIC LEADERSHIP IN GOVERNMENT

Course Overview

In today's governance environment, leaders are constantly confronted with increasing complexity, public expectations, and the need for reform-driven service delivery. This course explores the principles of strategic leadership necessary for transforming public institutions and ensuring that governance aligns with national priorities. Participants will learn to navigate political, administrative, and socio-economic challenges while maintaining accountability and efficiency.

By combining leadership theory with real-world public-sector scenarios, this programme empowers participants to lead teams, initiate reforms, and build resilient institutions that deliver lasting results. It positions leaders to think strategically, act decisively, and manage transformation in an inclusive and result-oriented manner.

This training will highlight:

- Strategic frameworks for leadership in government institutions.
- Policy alignment and execution within dynamic governance contexts.
- Decision-making and change management processes.
- Effective communication and stakeholder relationship building.
- Inspiring teamwork and fostering organisational excellence.

The participant will be able to:

- Apply strategic leadership principles to improve public performance.
- Lead institutional transformation with confidence and clarity.
- Strengthen accountability through inclusive governance approaches.
- Promote innovation and long-term planning within their organisations.

The expected delegates for this training include:

- Permanent Secretaries
- Directors-General
- Commissioners
- Senior Managers
- Policy Advisers

DEVELOPING EFFECTIVE PUBLIC POLICY & POLICY DELIVERY

Course Overview

Public policy is the engine that drives national development and institutional performance. This course provides participants with the technical and analytical competence required to formulate, implement, and evaluate public policies that respond to citizens' needs and developmental aspirations. It emphasises evidence-based policymaking, strategic alignment, and participatory governance as key drivers of successful policy outcomes.

Participants will explore real policy case studies and engage in practical exercises that demonstrate how effective policy planning can translate into improved service delivery. The course also reinforces the role of monitoring and evaluation in ensuring policy sustainability and long-term impact.

This training will highlight:

- Policy design frameworks and evidence-based analysis.
- Data collection, interpretation, and impact evaluation.
- Stakeholder engagement and public participation.
- Institutional coordination for policy coherence.
- Monitoring and feedback systems for effective implementation.

The expected outcome:

The participant will be able to:

- Develop and analyse effective policies guided by empirical data.
- Strengthen collaboration across government agencies and sectors.
- Translate strategic goals into achievable policy actions.
- Evaluate policy outcomes and improve future interventions.

The expected delegates for this training include:

- Policy Analysts
- Strategic Planners
- Senior Civil Servants
- Programme Managers
- Legislative and Executive Officers

POLITICAL / ADMINISTRATIVE ALIGNMENT IN THE PUBLIC SECTOR

Course Overview

The effectiveness of governance depends largely on the synergy between political office holders and the administrative structure that executes government policies. This course examines the interrelationship between political direction and bureaucratic execution, offering frameworks that promote cooperation, respect, and consistency in government operations.

Participants will gain a deeper understanding of how to maintain neutrality while remaining responsive to political objectives. The course provides insight into conflict resolution, communication enhancement, and maintaining institutional balance during leadership transitions. It equips participants to build trust and alignment in politically sensitive environments while safeguarding administrative professionalism.

This training will highlight:

- Understanding the political-administrative interface in governance.
- Leadership transition management and policy continuity.
- Effective communication and relationship building.
- Conflict management and consensus strategies.
- International perspectives on political-bureaucratic collaboration.

The expected delegates for this training include:

- Political Appointees
- Chief Executives
- Directors
- Senior Administrators
- Governance Advisers

The Expected Outcome:

The participant will be able to:

- Strengthen harmony between political and career leadership.
- Build mechanisms for smooth policy continuity.
- Resolve conflicts effectively while preserving institutional values.
- Enhance teamwork and trust across leadership boundaries.



PERFORMANCE MEASUREMENT IN GOVERNMENT

Course Overview

Modern governance thrives on measurable results. This course introduces participants to innovative frameworks for designing, monitoring, and evaluating performance at institutional and departmental levels. It helps leaders establish systems that link resources to results, ensuring accountability and continuous improvement in public service delivery.

Participants will explore tools for defining performance indicators, tracking outcomes, and using data to inform strategic decisions. The course focuses on creating performance-driven cultures that improve efficiency, transparency, and citizen satisfaction.

This training will highlight:

- Setting and aligning performance indicators with strategic goals.
- Building data-driven performance management systems.
- Integrating monitoring and evaluation in daily operations.
- Using performance reports for decision-making and improvement.
 - Embedding accountability and transparency in service delivery.

The expected delegates for this training include:

- Monitoring and Evaluation Officers
- Departmental Heads
- Directors
- Project Supervisors
- Public-Sector Managers

The expected outcome:

The participant will be able to:

- Design measurable performance frameworks for institutions.
- Link organisational objectives to measurable results.
- Analyse and report performance outcomes effectively.
- Build a culture of continuous improvement in governance.



LEADERSHIP ETHICS AND ACCOUNTABILITY IN PUBLIC SERVICE

🔗 Course Overview

Ethical governance is the backbone of credible public administration. This course provides public officials with a practical understanding of ethical conduct, integrity frameworks, and accountability mechanisms that ensure fairness and transparency in governance. It also addresses common ethical dilemmas in the workplace, helping participants develop the judgment needed to lead responsibly in sensitive environments.

Through interactive discussions and case studies, participants will learn how to institutionalise ethics, promote transparency, and prevent misconduct. The course inspires leaders to model the behaviour expected of others and to create governance systems that encourage openness and trust.

🔗 **This training will highlight:**

- Ethics and integrity frameworks in public administration.
 - Preventing corruption through organisational design.
 - Accountability mechanisms and reporting structures.
- Managing ethical dilemmas in complex situations.
- Fostering transparency and fairness in decision-making.

🔗 **The expected delegates for this training include:**

- Public Servants
- Compliance Officers
- Department Heads
- Ethics and Integrity Officers
- Governance Professionals

The expected outcome:

The participant will be able to:

- Uphold ethical standards and accountability in leadership.
- Strengthen compliance and governance systems.
- Create transparent work processes that discourage corruption.
- Build public confidence through ethical service delivery.

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RISK, AUDIT, COMPLIANCE & CORPORATE GOVERNANCE



2

RISK, AUDIT, COMPLIANCE & CORPORATE GOVERNANCE

A

Governance Arms of Risk Management (Internal Audit, Compliance & AML/CTF)

B

Risk Management, Control & Compliance

C

Fraud and Forensic Auditing

D

Value for Money Audit

E

Corporate Governance and Accountability Frameworks



GOVERNANCE ARMS OF RISK MANAGEMENT (INTERNAL AUDIT, COMPLIANCE & AML/CTF)

Course Overview

Modern organisations operate within complex financial and regulatory landscapes that demand strong oversight systems. This course provides an integrated understanding of the three major pillars of governance assurance—internal audit, compliance, and anti-money-laundering/counter-terrorism-financing (AML/CTF). Participants will explore how these units collaborate to protect institutional integrity, manage exposure, and meet international regulatory expectations.

The programme blends practical frameworks with case-based learning, enabling participants to design efficient internal controls and establish transparent reporting relationships across governance lines. It promotes a proactive rather than reactive approach to managing organisational risk.

This training will highlight:

- Relationship between internal audit, compliance, and risk governance.
- Establishing integrated assurance frameworks and reporting structures.
- International standards on AML/CTF obligations.
- Tools for detecting, investigating, and mitigating emerging risks.
- Strengthening board oversight and accountability culture.

The participant will be able to:

- Build effective coordination among audit, compliance, and risk functions.
- Identify and respond to AML/CTF risks within organisational processes.
- Implement control frameworks aligned with global best practices.
- Promote transparency and continuous assurance for decision-makers.

The expected delegates for this training include:

- Chief Internal Auditors
- Compliance Managers
- Risk and Control Officers
- Financial Controllers
- Regulatory and Governance Professionals

RISK MANAGEMENT, CONTROL & COMPLIANCE

Course Overview

Unmanaged risk can cripple even the best-run institution. This course equips participants with a structured methodology for identifying, assessing, controlling, and monitoring risks across strategic, operational, and financial dimensions. Emphasis is placed on embedding risk awareness into daily decision-making and linking compliance to overall corporate strategy.

Participants will gain hands-on experience using risk registers, heat maps, and control self-assessment tools. They will also learn how to create a compliance culture that reinforces accountability and reduces losses.

This training will highlight:

- Enterprise risk management (ERM) frameworks and ISO 31000 principles.
- Control design and risk mitigation strategies.
- Integrating risk management with corporate planning.
- Compliance monitoring and reporting techniques.
- Building a risk-aware organisational culture.

The participant will be able to:

- Develop and implement risk registers and response plans.
- Evaluate and strengthen internal control systems.
- Integrate risk considerations into policy and budget decisions.
- Build institution-wide ownership of risk and compliance functions.

The expected delegates for this training include:

- Risk Managers
- Internal Auditors
- Compliance and Quality Assurance Officers
- Departmental Heads
- Project and Finance Supervisors

FRAUD AND FORENSIC AUDITING

Course Overview

Economic crimes and internal fraud continue to challenge both public and private entities. This course develops participants' forensic auditing skills to detect, prevent, and investigate financial irregularities. It introduces the principles of forensic accounting, evidence gathering, and digital audit trails while maintaining professional and legal standards.

Through simulated investigations and practical exercises, participants learn how to identify red flags, preserve evidence, and report findings objectively. The course also addresses ethical expectations and whistle-blower protection mechanisms that reinforce transparency.

This training will highlight:

- Fundamentals of forensic auditing and fraud risk assessment.
- Tracing transactions and documenting audit evidence.
- Interviewing techniques and investigation protocols.
- Reporting fraud findings and recommendations.
- Preventive controls and ethics in fraud management.

The participant will be able to:

- Detect irregularities through systematic audit approaches.
- Conduct investigations and prepare legally defensible reports.
- Design and implement fraud-prevention controls.
- Strengthen institutional resilience against financial misconduct.

The expected delegates for this training include:

- Internal Auditors
- Accountants and Finance Managers
- Compliance Officers
- Investigation and Security Personnel
- Legal and Risk Advisers

VALUE FOR MONEY AUDIT

Course Overview

Citizens and shareholders increasingly demand proof that resources are used efficiently and effectively. This course equips participants with the competencies to assess economy, efficiency, and effectiveness—the three “E’s” of Value for Money (VFM). It emphasises performance-based auditing that connects expenditures to tangible outcomes and public benefit.

Participants will engage in step-by-step exercises on planning, evidence collection, and report writing for VFM audits. The course also explores the linkage between performance audit, financial accountability, and service improvement.

This training will highlight:

- Principles and scope of VFM auditing.
- Establishing audit criteria and performance indicators.
- Fieldwork techniques for data collection and verification.
- Analysing and reporting audit findings.
- Communicating recommendations to management and oversight bodies.

The participant will be able to:

- Conduct comprehensive VFM and performance audits.
- Assess the impact of budgetary allocations on service outcomes.
- Prepare clear, evidence-based audit reports.
- Recommend measures to enhance efficiency and accountability.

The expected delegates for this training include:

- Audit Officers and Managers
- Budget and Planning Directors
- Finance Supervisors
- Performance Analysts
- Oversight and Accountability Agencies

CORPORATE GOVERNANCE AND ACCOUNTABILITY FRAMEWORKS

Course Overview

Sound corporate governance is the anchor of organisational credibility and investor confidence. This course deepens participants' understanding of governance principles, board responsibilities, and transparency requirements. It focuses on aligning governance frameworks with ethical standards and risk management to sustain long-term organisational success.

Participants will examine codes of corporate governance, board dynamics, and mechanisms for enforcing accountability. Real-life case studies illustrate how governance failures occur and how effective boards restore trust and performance.

This training will highlight:

- Fundamentals and pillars of corporate governance.
- Roles of boards, committees, and executive management.
- Governance codes and regulatory compliance requirements.
- Disclosure standards and stakeholder communication.
- Integrating ethics and risk oversight into governance frameworks.

The participant will be able to:

- Establish robust governance and accountability structures.
- Define roles and responsibilities for boards and management.
- Implement effective oversight and disclosure mechanisms.
- Promote ethical conduct and sustainable corporate performance.

The expected delegates for this training include:

- Board Members and Company Secretaries
- Chief Executive and Financial Officers
- Risk and Governance Managers
- Internal Auditors
- Compliance and Legal Advisers

3

DATA ANALYTICS & DIGITAL TRANSFORMATION



3

DATA ANALYTICS & DIGITAL TRANSFORMATION

A

Analytical and Auditing Skills

B

HR Analytics for Strategic Decision-Making

C

Data Analysis Techniques for Managers

D

Data Visualisation and Dashboard Reporting

E

Enterprise Content Management Masterclass

ANALYTICAL AND AUDITING SKILLS

Course Overview

Today's decision-makers rely heavily on evidence and analytics to guide performance improvement. This course helps participants strengthen their ability to analyse data, interpret trends, and translate audit findings into actionable insights. It bridges the gap between traditional audit practices and modern analytical techniques, ensuring that professionals can identify inefficiencies, detect anomalies, and support fact-based management decisions.

By integrating practical spreadsheet analysis, data interrogation, and risk-based audit planning, participants will leave equipped to evaluate information critically and communicate their conclusions clearly to management and stakeholders.



This training will highlight:

- Principles of analytical thinking in auditing and management.
- Tools for quantitative and qualitative data interpretation.
- Using analytics to support audit planning and risk assessment.
- Communicating analytical results through visual and written reports.
 - Leveraging digital tools for continuous audit monitoring.

The participant will be able to:

- Apply analytical techniques to strengthen audit quality.
 - Identify performance gaps using data evidence.
 - Present findings in a clear and impactful format.
 - Support strategic management decisions with reliable analytics.

The expected delegates for this training include:

- Internal Auditors
- Accountants and Finance Officers
- Risk and Performance Analysts
- Monitoring and Evaluation Officers
- Project and Operations Managers

HR ANALYTICS FOR STRATEGIC DECISION-MAKING

Course Overview

Human-resource data, when properly analysed, provides a powerful lens into workforce performance, productivity, and retention. This course introduces HR professionals and line managers to data-driven methods for making better talent and organisational decisions. Participants will learn how to collect, interpret, and present workforce metrics that align with corporate objectives.

Through interactive sessions and case examples, the training emphasises practical dashboards and scenario modelling that connect HR metrics to business outcomes such as turnover, training impact, and succession planning.



This training will highlight:

- Key HR metrics and measurement frameworks.
- Techniques for workforce data collection and cleaning.
 - Predictive analytics for talent management and retention.
 - Designing HR dashboards and performance scorecards.
- Communicating analytical insights to top management.

The participant will be able to:

- Use HR data to forecast and solve workforce challenges.
- Link HR initiatives directly to organisational performance.
- Develop and interpret HR dashboards.
- Influence strategic decisions with accurate workforce analytics.

The expected delegates for this training include:

- HR Managers and Directors
- HR Analysts and Data Officers
- Organisational Development Specialists
- Line Managers and Supervisors
- Strategy and Planning Officers

DATA ANALYSIS TECHNIQUES FOR MANAGERS

Course Overview

Managers often make critical decisions daily; the quality of those decisions depends on their ability to interpret data accurately. This course equips non-technical professionals with the essential statistical and analytical skills needed to draw valid conclusions from reports, surveys, and performance data. It focuses on demystifying analytics so that participants can make confident, evidence-based decisions.

Real-life exercises help delegates practise simple statistical reasoning, identify trends, and transform raw data into concise management reports that drive improvement and accountability.



This training will highlight:

- Understanding data types, sampling, and reliability.
 - Descriptive and inferential statistical methods.
 - Using spreadsheets and business-intelligence tools for analysis.
 - Converting raw data into management information.
 - Avoiding bias and ensuring analytical integrity.

The participant will be able to:

- Interpret quantitative and qualitative data accurately.
 - Apply statistical reasoning to operational issues.
 - Produce concise, meaningful analytical reports.
 - Make evidence-based management decisions confidently.

The expected delegates for this training include:

- Departmental and Project Managers
- Analysts and Data Officers
- Monitoring and Evaluation Staff
- Administrative Professionals
- Business Development Managers

DATA VISUALISATION AND DASHBOARD REPORTING

Course Overview

Communicating complex information visually enhances clarity and decision-making speed. This course introduces participants to data-visualisation principles and tools that transform raw data into compelling charts, dashboards, and storyboards. It blends design thinking with technical know-how, teaching how to present data that informs, persuades, and drives results.

Participants will practise creating dynamic dashboards and interactive visual reports using modern software, improving transparency and accountability across projects and departments.



This training will highlight:

- Principles of effective data visualisation and storytelling.
- Choosing appropriate chart types and formats.
- Designing real-time dashboards for performance tracking.
- Tools and software for dashboard creation.
- Interpreting and communicating data insights visually.

The participant will be able to:

- Build professional dashboards for monitoring KPIs.
- Simplify complex datasets through visual presentation.
- Communicate analytical insights effectively to stakeholders.
- Support evidence-based decisions with visual data narratives.

The expected delegates for this training include:

- Data Analysts and Report Officers
- Planning and Budget Staff
- Project and Programme Managers
- IT and MIS Professionals
- Communications and Strategy Officers

ENTERPRISE CONTENT MANAGEMENT MASTERCLASS

Course Overview

In a data-driven world, the volume of information organisations handle can overwhelm existing systems. This course provides the knowledge and skills required to design, implement, and maintain an effective Enterprise Content Management (ECM) framework that organises information throughout its life cycle—from creation to archiving or disposal.

Participants learn to combine governance, technology, and user behaviour to create secure, searchable, and compliant digital-information environments. The course demonstrates how ECM enhances efficiency, reduces duplication, and ensures adherence to legal and regulatory requirements.



This training will highlight:

- Principles and components of ECM systems.
- Document classification, metadata, and version control.
- Integration of records management and workflow automation.
- Information-security and compliance requirements.
- Planning and implementing ECM solutions using modern tools.

The participant will be able to:

- Develop and implement an ECM policy suited to their organisation.
- Manage digital records and documents efficiently.
- Improve collaboration and knowledge-sharing processes.
- Strengthen information governance and compliance.

The expected delegates for this training include:

- Records and Information Managers
- IT and Data Officers
- Document Control Specialists
- Compliance and Legal Officers
- Administrative Executives

4

OIL, GAS & EXTRACTIVE INDUSTRY MANAGEMENT



4

OIL, GAS & EXTRACTIVE INDUSTRY MANAGEMENT

A

Petroleum Policy, Governance and Regulatory Frameworks

B

Upstream Oil and Gas Operations Management

C

Health, Safety and Environmental (HSE) Management in Oil & Gas

D

Local Content Development and Community Relations

E

Financial, Contractual and Risk Management in Oil and Gas Projects



PETROLEUM POLICY, GOVERNANCE AND REGULATORY FRAMEWORKS

Course Overview

The upstream segment of the oil and gas industry encompasses exploration, drilling, and production; the most capital-intensive and technically demanding aspects of petroleum operations. This course offers a detailed understanding of the processes, technologies, and management systems involved in upstream activities. It enables participants to coordinate technical, financial, and environmental aspects for efficient project execution.

Participants will also examine global trends in exploration, production sharing contracts, and digital innovations transforming the upstream sector. The training emphasises operational efficiency, safety, and sustainability.

This training will highlight:

- Overview of petroleum sector governance and institutional roles.
- Policy and legal frameworks regulating oil and gas operations.
 - Transparency and accountability mechanisms in extractive governance.
 - Stakeholder engagement and policy harmonisation.
- International best practices in petroleum governance.

The participant will be able to:

- Understand and interpret petroleum policy and legal frameworks.
- Align organisational operations with regulatory compliance.
 - Strengthen governance and accountability in extractive projects.
- Promote transparent and sustainable petroleum sector management.

The expected delegates for this training include:

- Energy Policy Makers
- Legal and Regulatory Officers
- Petroleum Economists
- Compliance and Risk Managers
 - Corporate Affairs and Governance Executives.



UPSTREAM OIL AND GAS OPERATIONS MANAGEMENT

Course Overview

The upstream segment of the oil and gas industry encompasses exploration, drilling, and production – the most capital-intensive and technically demanding aspects of petroleum operations. This course offers a detailed understanding of the processes, technologies, and management systems involved in upstream activities. It enables participants to coordinate technical, financial, and environmental aspects for efficient project execution.

Participants will also examine global trends in exploration, production sharing contracts, and digital innovations transforming the upstream sector. The training emphasises operational efficiency, safety, and sustainability.

This training will highlight:

- Exploration, drilling, and production processes.
- Project planning and execution in upstream operations.
- Reservoir management and production optimisation.
- Technology and innovation in oilfield operations.
- Environmental and safety considerations in upstream projects.

The participant will be able to:

- Understand key elements of exploration and production operations.
- Manage resources, timelines, and budgets effectively.
- Strengthen collaboration between technical and managerial teams.
- Ensure operational compliance with safety and environmental standards.

The expected delegates for this training include:

- Petroleum Engineers
- Project Managers and Supervisors
- Exploration and Production Staff
- Regulatory and Compliance Officers
- Technical and Contract Executives.



HEALTH, SAFETY AND ENVIRONMENTAL (HSE) MANAGEMENT IN OIL & GAS

Course Overview

Safety and environmental performance are critical to the reputation and sustainability of oil and gas operations. This course equips participants with modern principles of HSE management systems applicable across upstream, midstream, and downstream operations. It focuses on risk prevention, emergency preparedness, and the integration of environmental protection into core business strategies.

Participants will engage with case-based exercises on hazard identification, incident investigation, and HSE auditing. The course aligns with international standards such as ISO 14001 and ISO 45001 to ensure compliance with industry best practices.

This training will highlight:

- HSE policies, frameworks, and international standards.
- Risk assessment, hazard control, and accident prevention.
- Emergency response planning and crisis management.
- Environmental monitoring and reporting.
- Building a strong safety culture within the organisation.

The participant will be able to:

- Design and implement robust HSE management systems.
- Conduct safety audits and hazard analysis.
- Reduce incidents through proactive safety leadership.
- Promote compliance with national and international HSE standards.

The expected delegates for this training include:

- HSE Managers and Coordinators
- Operations and Field Supervisors
- Engineers and Maintenance Staff
- Environmental and Compliance Officers
- Facility Managers



LOCAL CONTENT DEVELOPMENT AND COMMUNITY RELATIONS

Course Overview

Local content policies are central to sustainable development in resource-rich nations. This course provides a comprehensive guide to implementing local content frameworks that maximise national participation in the oil and gas value chain. Participants will explore strategies for capacity development, stakeholder engagement, and corporate-community partnerships that foster mutual benefit and social stability.

The programme also highlights practical approaches for managing community expectations, preventing conflict, and delivering social investment initiatives aligned with corporate goals and regulatory requirements.

This training will highlight:

- Principles of local content policy and implementation.
- Community engagement and stakeholder mapping.
 - Conflict resolution and corporate-community relations.
 - Enterprise and supplier development for local participation.
 - Monitoring, evaluation, and reporting of local content performance.

The participant will be able to:

- Implement effective local content and community engagement programmes.
- Build trust and cooperation with host communities.
 - Design local capacity-building and empowerment strategies.
 - Enhance corporate reputation through social responsibility initiatives.

The expected delegates for this training include:

- Local Content Managers
- CSR and Community Relations Officers
- Project and Operations Managers
- Procurement and Supply Chain Executives
 - Government Liaison and Regulatory Officers.

FINANCIAL, CONTRACTUAL AND RISK MANAGEMENT IN OIL AND GAS PROJECTS

Course Overview

Oil and gas projects are complex, high-stakes investments that require robust financial, contractual, and risk management frameworks. This course develops participants' competence in evaluating project financing options, managing contractual obligations, and mitigating risks across the project lifecycle. It integrates practical tools for financial modelling, cost control, and contract administration specific to the oil and gas sector.

Participants will examine real-world cases of cost overruns, project delays, and contractual disputes to learn how to apply strategic solutions that protect value and ensure compliance with international best practices.

This training will highlight:

- Financial structuring and project funding models.
- Contractual frameworks and performance management.
- Risk assessment and mitigation in oil and gas operations.
- Cost control, budgeting, and project accounting.
- Negotiation and dispute-resolution strategies.

The participant will be able to:

- Evaluate and structure financing for oil and gas projects.
- Manage contracts efficiently to ensure compliance and value.
- Identify and mitigate financial and operational risks.
- Improve project outcomes through strategic financial control.

The expected delegates for this training include:

- Project Finance Officers
- Contract and Legal Managers
- Risk and Audit Executives
- Operations and Engineering Managers
- Planning and Budget Officers



5

INFORMATION TECHNOLOGY, CYBERSECURITY & DIGITAL INNOVATION



5 INFORMATION TECHNOLOGY, CYBERSECURITY & DIGITAL INNOVATION

A Digital Transformation and e-Governance

B Cybersecurity and Information Assurance

C Artificial Intelligence (AI) and Data-Driven Decision-Making

D ICT Project Management and System Implementation

E Cloud Computing, Data Privacy and Digital Compliance

DIGITAL TRANSFORMATION AND E-GOVERNANCE

Course Overview

As technology reshapes the global landscape, institutions must reimagine how they deliver services, manage data, and engage stakeholders. This course explores how digital transformation and e-governance enhance efficiency, transparency, and citizen engagement. Participants will learn to design and manage digital initiatives that simplify processes, improve access, and drive organisational innovation.

The course blends strategy with technology by focusing on leadership roles in digital transitions, data governance, and citizen-centred service design. Through global case studies, participants will understand how successful governments and organisations leverage digital tools to improve accountability and service outcomes.

This training will highlight:

- Frameworks for digital transformation in public and private sectors.
- Designing and implementing e-governance systems.
- Digital identity, interoperability, and data sharing.
- Change management and leadership in digital transitions.
- Monitoring and evaluating digital projects.

The participant will be able to:

- Lead institutional digital transformation projects effectively.
- Integrate technology solutions for better service delivery.
- Strengthen governance, transparency, and data security.
- Align digital initiatives with strategic organisational goals.

The expected delegates for this training include:

- ICT Directors and Managers
- Policy Makers and Project Leaders
- Digital Transformation Officers
- e-Governance and Innovation Specialists
- Systems and Data Administrators

CYBERSECURITY AND INFORMATION ASSURANCE

Course Overview

In today's interconnected world, cyber threats are among the most serious risks facing organisations. This course equips participants with the knowledge and tools to safeguard information systems, detect vulnerabilities, and implement preventive and corrective measures against cyber incidents. It focuses on the integration of cybersecurity into enterprise governance to ensure business continuity and data integrity.

Participants will engage in simulated threat analysis and learn to design layered defence systems that protect digital assets. The course also highlights international cybersecurity frameworks, regulatory compliance, and the importance of cultivating a security-aware culture within the organisation.

This training will highlight:

- Fundamentals of cybersecurity and information assurance.
- Threat identification, vulnerability assessment, and incident response.
- Risk management and security architecture design.
- Legal, ethical, and compliance requirements.
- Building organisational resilience and security culture.

The participant will be able to:

- Identify and manage cybersecurity risks effectively.
- Design robust policies for information protection and response.
- Implement data-security standards and compliance frameworks.
- Promote awareness and accountability in cybersecurity practices.

The expected delegates for this training include:

- ICT and Security Officers
- Systems Administrators
- Risk and Compliance Managers
- Data Protection and Privacy Officers
- Information Governance Specialists

ARTIFICIAL INTELLIGENCE (AI) AND DATA-DRIVEN DECISION-MAKING

Course Overview

Artificial Intelligence is transforming industries by enabling smarter decisions, predictive analytics, and automation. This course introduces participants to the core concepts, tools, and applications of AI and data-driven decision-making within organisational settings. It bridges the gap between technical innovation and strategic application, empowering leaders to harness AI responsibly for improved efficiency and service delivery.

Participants will explore real-world AI use cases, from predictive modelling to process automation, while also addressing ethical implications, data privacy, and bias management. The course offers practical insights on integrating AI into planning, monitoring, and performance systems for sustainable growth.

This training will highlight:

- Fundamentals and trends in Artificial Intelligence and Machine Learning.
- Data collection, modelling, and algorithmic decision systems.
- Applications of AI in governance, finance, and service delivery.
- Ethics, bias management, and responsible AI frameworks.
- Building AI-ready organisational structures.

The participant will be able to:

- Apply AI insights for data-informed decisions.
- Understand and evaluate AI tools relevant to their institution.
- Develop strategies for safe and ethical AI adoption.
- Improve operational efficiency through automation and analytics.

The expected delegates for this training include:

- Data Analysts and ICT Professionals
- Strategy and Innovation Officers
- Project Managers and Policy Makers
- Research and Planning Executives
- Technology Integration Specialists

ICT PROJECT MANAGEMENT AND SYSTEM IMPLEMENTATION

Course Overview

ICT projects often fail due to poor planning, communication, and execution oversight. This course provides the frameworks and practical skills required to manage ICT-related projects successfully from initiation to completion. Participants will learn to apply project management principles within technical environments, balancing time, cost, and quality expectations.

Through hands-on exercises and simulations, participants will strengthen their ability to manage system rollouts, vendor relationships, and stakeholder expectations while maintaining risk control and documentation standards.

This training will highlight:

- ICT project lifecycle and methodologies (Agile, PRINCE2, PMBOK).
- Planning, budgeting, and resource allocation for ICT initiatives.
- Vendor and stakeholder management strategies.
- Quality assurance, documentation, and project reporting.
- Post-implementation review and lessons learned.

The participant will be able to:

- Plan, monitor, and evaluate ICT projects effectively.
- Manage technical teams and vendors with professionalism.
- Minimise project risks through structured methodologies.
- Deliver ICT solutions that meet functional and strategic goals.

The expected delegates for this training include:

- ICT Managers and Project Coordinators
- Systems and Network Engineers
- Procurement and Technical Officers
- Programme Supervisors
- Implementation Consultants

CLOUD COMPUTING, DATA PRIVACY AND DIGITAL COMPLIANCE

Course Overview

Cloud computing has revolutionised how data and services are managed, stored, and accessed. However, it also introduces new regulatory and compliance challenges. This course provides an integrated understanding of cloud infrastructure, data privacy regulations, and digital governance. It guides participants in balancing the benefits of cloud adoption with the responsibility to protect sensitive information and comply with data-protection laws.

Participants will gain insight into cloud security standards, vendor risk management, and cross-border data flow considerations. The course blends technical and policy perspectives to help decision-makers adopt secure, compliant, and cost-effective digital solutions.

This training will highlight:

- Fundamentals of cloud computing and service models (IaaS, PaaS, SaaS).
- Cloud security, encryption, and data protection mechanisms.
- Compliance frameworks including GDPR, NDPR, and ISO 27001.
- Vendor management and service-level agreement (SLA) essentials.
- Digital governance, policy formulation, and audit readiness.

The participant will be able to:

- Evaluate cloud deployment models for organisational suitability.
- Implement data-privacy and digital compliance measures.
- Strengthen cybersecurity and resilience within cloud ecosystems.
- Ensure regulatory compliance in data management and governance.

The expected delegates for this training include:

- ICT and Data Governance Officers
- Compliance and Legal Professionals
- Risk and Security Managers
- Systems Administrators
- Policy and Technology Advisers

An aerial photograph of a vast solar farm. The solar panels are arranged in neat, parallel rows that stretch across the landscape. In the center of the farm, there is a large, rectangular pond surrounded by greenery and a few small buildings. The overall scene is a mix of industrial infrastructure and natural elements.

6

ENVIRONMENTAL MANAGEMENT, ENERGY & SUSTAINABILITY

6

ENVIRONMENTAL MANAGEMENT, ENERGY & SUSTAINABILITY

A

Environmental Impact Assessment (EIA) and Environmental Audit

B

Waste Management and Pollution Control Strategies

C

Renewable Energy Systems and Sustainable Power Solutions

D

Climate Change Adaptation, Mitigation and Policy Frameworks

E

Corporate Social Responsibility (CSR) and Environmental Stewardship

ENVIRONMENTAL IMPACT ASSESSMENT (EIA) AND ENVIRONMENTAL AUDIT

Course Overview

Development projects carry both opportunities and environmental risks. This course equips participants with the technical and regulatory knowledge to conduct Environmental Impact Assessments (EIA) and Environmental Audits that meet national and international standards. It emphasises proactive environmental planning as a core part of sustainable development.

Participants will explore environmental risk identification, impact prediction, mitigation planning, and post-implementation monitoring. The course also familiarises attendees with Nigerian environmental laws, international conventions, and reporting protocols, ensuring full compliance and ecological accountability.

This training will highlight:

- Principles and procedures of EIA and environmental audit.
- Screening, scoping, and baseline environmental studies.
- Methods for impact prediction and mitigation design.
- Legal and institutional frameworks guiding EIA in Nigeria.
- Monitoring, reporting, and stakeholder engagement techniques.

The participant will be able to:

- Conduct comprehensive environmental impact studies.
- Design mitigation and management plans for project sustainability.
- Ensure compliance with environmental standards and regulations.
- Integrate environmental accountability into development planning.

The expected delegates for this training include:

- Environmental Officers and Consultants
- Project Managers and Engineers
- Regulatory and Compliance Officers
- Policy and Planning Executives
- Development Partners and Donor Representatives



WASTE MANAGEMENT AND POLLUTION CONTROL STRATEGIES



Course Overview

Improper waste management and pollution threaten environmental integrity, public health, and economic development. This course provides a practical understanding of modern waste management and pollution control systems that balance environmental responsibility with cost-effective solutions. Participants will learn to design, implement, and monitor integrated waste-management systems for various operational contexts.

The training explores strategies for waste segregation, recycling, treatment, and disposal while ensuring adherence to environmental standards. It also examines innovative technologies and policy tools for controlling industrial and municipal pollution.



This training will highlight:

- Waste classification and lifecycle management.
- Strategies for solid, liquid, and hazardous waste handling.
- Pollution control technologies and best practices.
- Environmental monitoring and reporting techniques.
- Policy instruments for sustainable waste governance.



The participant will be able to:

- Develop and manage comprehensive waste-management systems.
- Apply pollution control measures to reduce environmental impact.
- Promote recycling, reuse, and cleaner production processes.
- Strengthen organisational compliance with environmental regulations.



The expected delegates for this training include:

- Environmental Health Officers
- Facility and Operations Managers
- Industrial Engineers and Safety Officers
- Local Government Environmental Staff
- Corporate Sustainability Professionals



RENEWABLE ENERGY SYSTEMS AND SUSTAINABLE POWER SOLUTIONS

Course Overview

The global shift toward clean energy requires skilled professionals who understand how to design, evaluate, and manage renewable energy projects. This course introduces participants to key renewable energy technologies, including solar, wind, hydro, and biomass systems, and demonstrates their application within the African energy context.

Participants will learn how to assess energy needs, conduct feasibility studies, and design sustainable power systems that reduce carbon footprints and operating costs. The course also explores energy policy and financing models for renewable energy adoption in public and private sectors.

This training will highlight:

- Fundamentals of renewable energy technologies and systems.
- Project feasibility assessment and energy auditing.
- Energy efficiency and conservation strategies.
- Policy and regulatory frameworks for renewable energy deployment.
- Financing and investment models for sustainable energy projects.

The participant will be able to:

- Design and evaluate renewable energy projects.
- Apply energy efficiency solutions in organisational operations.
- Identify viable investment opportunities in clean energy.
- Contribute to achieving national and institutional energy goals.

The expected delegates for this training include:

- Energy and Power Engineers
- Environmental and Sustainability Officers
- Project Developers
- Policy Makers and Regulators
- Corporate Facility Managers

CLIMATE CHANGE ADAPTATION, MITIGATION AND POLICY FRAMEWORKS

Course Overview

Climate change is one of the defining challenges of the 21st century. This course provides a detailed understanding of climate science, global and national policy responses, and the practical steps institutions can take to adapt and mitigate climate risks. Participants will examine frameworks for climate resilience, green finance, and low-carbon development.

The course encourages a cross-sectoral approach by integrating environmental policy, energy efficiency, and sustainable urban planning. Participants will also gain skills in climate-risk assessment, emission reduction planning, and reporting mechanisms aligned with international conventions.

This training will highlight:

- Overview of climate change science and global impacts.
- National and international climate governance frameworks (UNFCCC, Paris Agreement).
- Tools for climate-risk assessment and adaptation planning.
- Low-carbon strategies and green investment opportunities.
- Climate finance, carbon trading, and reporting mechanisms.

The participant will be able to:

- Develop institutional climate adaptation and mitigation strategies.
- Integrate climate considerations into policy and planning.
- Identify funding opportunities for climate-related initiatives.
- Contribute to national commitments on emission reduction.

The expected delegates for this training include:

- Environmental and Climate Officers
- Policy and Development Planners
- Energy and Infrastructure Managers
- Researchers and NGOs
- Corporate Sustainability Executives

CORPORATE SOCIAL RESPONSIBILITY (CSR) AND ENVIRONMENTAL STEWARDSHIP

Course Overview

Corporate Social Responsibility (CSR) is no longer optional—it is a critical part of organisational reputation and community impact. This course equips participants with the frameworks for developing and implementing CSR programmes that are strategic, measurable, and environmentally conscious. It emphasises the alignment of social investments with business objectives and sustainable development priorities.

Participants will learn how to design CSR strategies that balance profitability with environmental protection and community development. The course also covers impact measurement, stakeholder engagement, and sustainable reporting practices.

This training will highlight:

- Principles and pillars of CSR and sustainability.
- Designing effective CSR policies and implementation frameworks.
- Environmental stewardship and social investment alignment.
- Stakeholder engagement and partnership building.
- CSR impact assessment and sustainability reporting.

The participant will be able to:

- Develop CSR strategies aligned with institutional missions.
- Manage and evaluate community development projects.
- Foster sustainable partnerships with stakeholders.
- Strengthen corporate reputation through responsible practices.

The expected delegates for this training include:

- CSR and Sustainability Managers
- Corporate Affairs Executives
- Project and Community Development Officers
- Policy and Advocacy Officers
- NGO and Development Practitioners

7

PUBLIC SECTOR REFORM, GOVERNANCE & POLICY LEADERSHIP



6

PUBLIC SECTOR REFORM, GOVERNANCE & POLICY LEADERSHIP

A

Public Sector Reform and Institutional Strengthening

B

Policy Design, Implementation and Evaluation

C

Strategic Planning and National Development Administration

D

Transparency, Accountability and Anti-Corruption Frameworks

E

Governance, Leadership and Public Service Delivery

PUBLIC SECTOR REFORM AND INSTITUTIONAL STRENGTHENING

Course Overview

Public sector reform remains a key driver of national development and service efficiency. This course provides participants with frameworks and strategies for redesigning institutions to be more transparent, accountable, and performance-oriented. It focuses on the essential elements of administrative reform—policy coherence, organisational structure, and workforce optimisation—to build sustainable institutions that can respond effectively to citizens' needs.

Through policy case studies, practical tools, and peer learning, participants will explore reform design, implementation challenges, and monitoring mechanisms to ensure successful transformation of public institutions.

This training will highlight:

- Principles and objectives of public sector reform.
- Institutional capacity-building and change management.
- Organisational restructuring and service delivery improvement.
- Governance and accountability frameworks for reform.
- Monitoring and evaluating reform implementation.

The participant will be able to:

- Design and implement reform strategies tailored to local contexts.
- Strengthen institutional performance and service efficiency.
- Manage change and ensure staff ownership of reform processes.
- Promote integrity and citizen-centred governance.

The expected delegates for this training include:

- Directors and Permanent Secretaries
- Public Sector Reform Officers
- Policy Makers and Administrators
- Planning and Strategy Executives
- Governance and Institutional Consultants

POLICY DESIGN, IMPLEMENTATION AND EVALUATION

Course Overview

Effective policies are the foundation of governance and development. This course introduces participants to the full policy cycle—from agenda setting to evaluation—equipping them with analytical, technical, and managerial tools for evidence-based policymaking. It emphasises the importance of inclusivity, coordination, and results orientation in translating government vision into measurable outcomes.

The programme combines theoretical understanding with practical exercises in policy analysis, stakeholder consultation, and performance monitoring. It is designed to strengthen institutional policy capacity and improve responsiveness to developmental challenges.

This training will highlight:

- The policy formulation and decision-making process.
- Analytical tools and data-driven policymaking.
- Implementation planning and inter-agency coordination.
- Policy monitoring, evaluation, and learning mechanisms.
- Engaging stakeholders in the policy process.

The participant will be able to:

- Develop and implement coherent policy frameworks.
- Analyse social and economic issues using policy models.
- Coordinate and monitor policy implementation effectively.
- Conduct policy reviews and communicate evidence-based recommendations.

The expected delegates for this training include:

- Policy Analysts and Researchers
- Strategic Planners and Programme Managers
- Senior Civil Servants
- Legislative and Executive Officers
- Development and Governance Consultants

STRATEGIC PLANNING AND NATIONAL DEVELOPMENT ADMINISTRATION

Course Overview

Strategic planning enables governments and institutions to align goals, resources, and performance for sustainable growth. This course provides a deep understanding of planning frameworks and processes essential for national and organisational development. It emphasises visioning, policy integration, and performance measurement to ensure strategic objectives are effectively executed.

Participants will learn to design and manage development plans that are inclusive, data-driven, and aligned with global benchmarks such as the Sustainable Development Goals (SDGs).

This training will highlight:

- Principles and frameworks for strategic and development planning.
- Linking long-term vision with annual performance goals.
- Data analysis and forecasting for development policy.
- Intergovernmental coordination and stakeholder alignment.
- Monitoring, evaluation, and reporting of development outcomes.

The participant will be able to:

- Design strategic and operational development plans.
- Align national priorities with institutional actions.
- Strengthen coordination between government agencies.
- Monitor progress and measure performance effectively.

The expected delegates for this training include:

- Planners and Policy Directors
- Development Administrators
- Project and Programme Officers
- Monitoring and Evaluation Experts
- Strategic Management Consultants

TRANSPARENCY, ACCOUNTABILITY AND ANTI-CORRUPTION FRAMEWORKS

Course Overview

Building integrity systems in governance is fundamental to sustainable national development. This course equips participants with practical tools for promoting transparency, preventing corruption, and strengthening public accountability mechanisms. It examines both preventive and corrective measures that ensure institutional credibility and ethical governance.

Participants will explore national anti-corruption strategies, whistleblower mechanisms, and performance-reporting systems that improve compliance and restore public trust. The course also discusses the role of technology and citizen engagement in advancing open governance.

This training will highlight:

- Frameworks and principles of transparency and accountability.
- Anti-corruption laws, ethics, and compliance mechanisms.
- Risk-based approaches to corruption prevention.
- Open data, e-governance, and public participation tools.
- Institutional ethics and leadership accountability.

The participant will be able to:

- Strengthen integrity systems within public institutions.
- Apply anti-corruption and compliance frameworks effectively.
- Promote ethical behaviour and transparency across teams.
- Build public confidence through accountable leadership.

The expected delegates for this training include:

- Ethics and Compliance Officers
- Anti-Corruption Agency Personnel
- Senior Public Servants and Auditors
- Policy and Legal Advisers
- Governance and Accountability Advocates



GOVERNANCE, LEADERSHIP AND PUBLIC SERVICE DELIVERY

Course Overview

Public service delivery reflects the credibility of government institutions. This course provides a comprehensive framework for improving governance systems, leadership effectiveness, and service delivery mechanisms. It focuses on developing leaders who are ethical, people-centred, and performance-oriented, capable of driving reforms that directly benefit citizens.

Participants will learn practical strategies for redesigning processes, reducing bureaucratic delays, and enhancing accountability. The course integrates leadership development with service excellence, ensuring that governance remains inclusive, efficient, and results-driven.

This training will highlight:

- Governance principles and leadership ethics.
- Public service delivery models and performance indicators.
- Institutional reforms for efficiency and responsiveness.
- Citizen engagement and participatory governance.
- Communication and accountability in public management.

The participant will be able to:

- Improve governance systems for effective service delivery.
- Lead reform initiatives that enhance public sector performance.
- Promote ethical and transparent leadership practices.
- Foster citizen satisfaction through responsive governance.

The expected delegates for this training include:

- Senior Civil Servants and Administrators
- Governance Reform Officers
- Leadership Development Managers
- Project and Service Delivery Coordinators
- Institutional Policy Executives



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