

PwC Ghana Business School

2024 training curriculum



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

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Welcome message

A message from the PwC Ghana Business School Leader

Dear Reader,

We are excited to share our 2024 training schedule with you. This year's curriculum has been compiled based on the feedback received from our surveys and conversations with you, our cherished and prospective attendees. The responses on what your training needs are and what keeps you up at night in business have provided us with insights into what and where we need to improve on and the emerging upskilling needs of the workforce.

As part of the continuous improvement journey in developing an all-rounded professional for today's fast-paced corporate world, we have included topics on strategy, presentation skills and leadership to our curriculum this year. This is to meet clients' request to understand how to modify their business strategies for growth and survival in the business environment, among others. Additionally, we have included forensics training sessions in our line-up, targeted at the government/public sector and not-for-profit organisations.


We invite you to sign-up for training programmes which adequately address you and your people's learning needs and provide you with the resources, technical know-how and confidence to engage competitively in the business space.

If you are unable to identify any scheduled training sessions in the curriculum that align with your requirements, and require a tailored training for your team, please speak to any of our Business School team members to make enquiries about how best we can find and customise a solution for you.

We recommend exploring our website <https://www.pwc.com/gh/en/about-us/business-school.html> for more information about us and to follow @PwCGhana on LinkedIn, Twitter and Facebook for notifications about our training programmes and webinars.

Thank you for your patronage over the years and for partnering with us to help bridge very essential professional skills gaps. We look forward to welcoming new members on board, and wish you all the best of luck in your professional development journey.

Sincerely,



Abeku Gyan-Quansah
Business School Leader



Overview of academies

Contributing to growth of knowledge

PwC Ghana Business School's academies have been the driving force in contributing to the building of knowledge and the development of technical and soft skills for clients within West Africa. The strategy of our academies is to create inclusive learning environments which nurture the development of business professionals who pass through the business school.



How we are delivering training

We deliver in-person, online and hybrid training programmes. Our learning sessions are delivered through either open sessions which are available to organisations from different industries, or bespoke training sessions which are tailored and structured for teams or groups of workforce with a common interest or within the same organisation.

Our bespoke training programmes are organised to be delivered on site at our training facility within the PwC Tower or off-site at a location of the client's choice.

We know the importance of theory for learning, however we also understand the value of translating real life business scenarios into practical and applicable learning. Our case studies for each training session have been developed by our subject matter experts to be relevant and hands-on, to increase the learning absorption rate and positively impact the skillset with which attendees improve their work output using the skills acquired in the classroom.

With our training approach, we can promise you a memorable learning experience - a programme structure that ensures that attendees not only grasp concepts in the most practical way, but have fun while doing it.



Training schedule

January 2024

Tax Academy

23 January

Navigating recent tax updates -
Approaching 2024 with confidence

Course overview

Ghana's tax landscape is constantly evolving, and as a result, several businesses are falling behind when it comes to tax compliance. This risk stems from the constant changes in tax laws and practices and the inability of businesses to keep abreast with the changes. Given the risks businesses in this evolving tax environment are exposed to, periodic interactive sessions with inquiring minds is a game changer.

This session will examine the impact of recent tax law changes and key tax policy modifications, how they impact businesses across sectors, and provide comprehensive guidance and techniques for navigating the changing tax landscape. The training will also unravel the complexities of tax policy and give participants a deeper understanding and confidence to make informed decisions.



Training schedule

February 2024

Technology Academy

13-15 February

Data science for business professionals 1

Course overview

The Data science for business professionals (DSBP) 1 training programme is a comprehensive course that provides a foundation in data analytics and an introduction to Power BI, a scalable enterprise data visualisation and business intelligence tool.

Participants will learn essential concepts and skills for data analysis, visualisation, and its transforming impacts on business reporting.

GRC & Internal Audit Academy

27-29 February

Risk-based internal audit

Course overview

The International Professional Practices Framework (IPPF) standards require internal audits to be performed using a risk-based approach. This course is designed to provide participants with a comprehensive understanding of risk-based internal auditing, a critical function in ensuring organisational success and compliance.

Participants will learn how to assess risks, plan audits, and conduct internal audits that are targeted at addressing the most significant risks an organisation faces.

Training schedule

March 2024

**Sales and
Marketing
Academy**

12-13 March

Problem solving skills for business executives:
Cases and stories

Course overview

People go to work to solve problems: essentially trying to serve our clients and generating value for our organisations is what we do at work on a daily basis.

This course is meant to enhance problem solving skills for business executives to enable them to efficiently achieve more, leading to enhanced productivity and competitiveness as well as a motivated workforce. It involves honing analytical thinking, fostering creativity and promoting strategic decision making. Additionally the programme explores critical thinking, root cause analysis and adaptive problem solving to empower executives to navigate complex challenges and drive organisational success.

**Strategy
Academy**

26-27 March

Essentials for effective strategic planning

Course overview

A well-crafted strategic plan serves as an organisation's compass, guiding it toward its objectives and enabling it to seize new opportunities and adjust to changing conditions.

This course is intended to give participants the fundamental skills and information required to master the craft of strategic planning, as well as the insights and tactics needed to carry out plans successfully.

Participants will gain knowledge on how to establish specific goals, analyse internal and external variables that influence strategic choices, and the process of creating workable plans to get there.

Training schedule

April 2024

Tax Academy

9 April

Employment tax and pension masterclass:
navigating payroll complexities

Course overview

Personal income tax is one of the major sources of direct tax revenue for the government. Recently, we have witnessed several fiscal policy changes targeted at increasing revenue mobilisation from personal income taxes.

This masterclass is a comprehensive workshop designed to help you navigate the pertinent payroll issues and provide you with valuable insights on how to manage employment taxes and pensions effectively. Participants will also learn about the most recent tax regulations, best practices for calculating and reporting employment taxes and strategies for managing pension schemes effectively.

Strategy Academy

23-24 April

Management and leadership skills for innovative managers

Course overview

The management and leadership skills for innovative managers programme is a comprehensive training initiative aimed at improving the leadership qualities of managers while supporting an innovative culture within their organisations.

Managers will gain the skills necessary to successfully negotiate the opportunities and difficulties of working in a dynamic corporate environment from this course.

Supervisors will gain knowledge on how to foster an atmosphere which inspires their team members to think creatively, approach problems in novel ways, and support the expansion and success of the company.

Training schedule

May 2024

Technology Academy

7-9 May

HR analytics

Course overview

Analysing human resource (HR) data to gain insights on workforce, policies and practices can ultimately inform more evidence-based decision making.

The HR analytics course covers the core concepts of HR analytics and reporting. This course delivers the basic requirements for HR professionals and aspiring HR analysts to make a business impact. It covers the core concepts of analytics and reporting with introduction to a visualisation tool (PowerBI) to enhance the work of HR practitioners.

GRC & Internal Audit Academy

21-23 May

Data analytics for internal auditors

Course overview

Data analytics for internal auditors is a comprehensive training program designed to equip internal auditors with the essential knowledge and skills required to leverage data analytics in their audit work.

This course is tailored to meet the specific needs of internal auditors, helping them harness the power of data to enhance audit effectiveness by using data analytics to augment traditional audit methodologies, identify risks, and uncover insights.

Training schedule

June 2024

**Finance
Academy**

11-13 June

Finance for non-finance professionals

Course overview

Finance for non-finance professionals training is an intensive three-day programme designed to give non-finance professionals an introduction to basic finance and accounting concepts so they can contribute to their organisation's success.

After completing our programme, participants can more confidently participate in financial conversations at their workplace and collaborate with leadership to strive towards common strategic and financial goals.

Tax Academy

25 June

Essential toolkits to managing VAT

Course overview

Indirect tax is used by many countries to generate revenue and minimise tax evasion due to the relative ease of application and wide coverage of this tax type. Value Added Tax (VAT) together with its associated levies as a consumption tax contributed to more than 50% of the indirect tax revenue of the government in 2022 and is expected to grow in subsequent years.

This programme expounds on the principles behind VAT (and associated levies), the scope of VAT, and VAT compliance requirements. Participants will be positioned to confidently navigate the complexities of VAT, ensure compliance with the VAT Act as well as minimise the risk of errors and non-compliance.

Training schedule

July 2024

**Assurance
Academy**

9 July

IFRS 9 and Domestic Debt Exchange
impact on companies

Course overview

The recently concluded domestic debt exchange programme by the Government of Ghana had an impact on the financial results of many companies. This course is designed to provide an overview of International Financial Reporting Standard (IFRS) 9 - Financial Instruments - the classification and measurement, and disclosure requirements.

The course will further examine the accounting for bonds, the accounting implications of changes to the contractual terms of financial instruments and how companies should account for the modified instruments.

**Finance
Academy**

23-25 July

Financial modelling (intermediate)

Course overview

This course is aimed at equipping participants with intermediate excel and financial modelling skills needed for success at the workplace and in making relevant decisions as key management and finance personnel.

The course is designed for chief finance officers, finance managers, accountants and staff who are involved in financial analysis and budgeting at various institutions.

This course presumes that participants already have a basic working knowledge of Microsoft Excel and can navigate their way around when working with excel spreadsheets.

Training schedule

August 2024

Sales and Marketing Academy

13-14 August

Creating impactful presentations for business leaders

Course overview

Making effective presentations is an indispensable competency for personal growth and in today's business environment. Educating, persuading and capturing an audience's attention is an essential skill for every presenter, whether it's to a large group of people or a small team, or it's in-person or virtual.

The goal of this course is to provide participants with the practical knowledge and useful expertise needed to prepare and deliver presentations that captivate the intended audience.

GRC & Internal Audit Academy

27 August

Conducting compliance reviews in the financial services industry

Course overview

Compliance is a critical aspect of the ever-evolving landscape of risk and control. This comprehensive course is designed to equip professionals in the financial services industry with the knowledge and skills necessary to conduct effective compliance reviews. The course will cover the fundamental principles, methodologies, and best practices for conducting compliance reviews, ensuring that participants can contribute to a compliant and well-regulated financial environment.

Training schedule

September 2024

**Finance
Academy**

10-11 September

Fraud in contracting and procurement

Course overview

The supply chain process of some large organisations within the public sector and not-for-profit organisations can be susceptible to fraudulent activities during the procurement process.

The course is designed to equip relevant personnel and stakeholders in the contracting and procurement stage of the supply chain process with insights on identifying and avoiding economic crimes. The training will delve into the various risks in the order-to-pay processes and the techniques in which a professional can minimise and mitigate the risks of fraud in contracting and procurement

**Assurance
Academy**

24 September

IFRS 16 (Leases)

Course overview

IFRS 16 provides a single lessee accounting model, requiring lessees to recognise assets and liabilities for all leases. This course will provide participants insights on contracts which qualify for lease accounting, and the accounting implications of certain lease clauses on entities' financial statements.

Participants will be equipped with the requisite skills in modelling lease cashflows and how to account for renegotiation of lease terms.

Training schedule

October 2024

Tax Academy

8 October

Exploring the benefits of AfCFTA to businesses in Ghana

Course overview

The agreement establishing the African Continental Free Trade Area (“AfCFTA”) entered into force on 30 May 2019, with the main objective of boosting intra-african trade. So far, trading under the AfCFTA has been piloted among some participating member countries, including Ghana.

This training seeks to highlight the key requirements for businesses seeking to trade under the AfCFTA agreement and consider some practical challenges with trading under the agreement amongst others.

Participants will be equipped with the relevant knowledge to enable them to navigate their intra-african trade under the AfCFTA protocols.

Sales and Marketing Academy

15-17 October

The workshop for sales practitioners

Course overview

The course is designed to provide a 360 degree training on sales for participants who desire to excel in their selling enterprise. Deliberately designed to bring to life both the art and science of the selling architecture, this workshop has been carefully put together to support sales professionals, business leaders and individuals responsible for business growth, to gain the expertise needed to boost sales performance and cultivate and maintain long lasting client relationships.

Training schedule

November 2024

Finance Academy

5-6 November

Exploring practical approaches to fraud detection and prevention

Course overview

The forensics and fraud training programme is designed to equip participants with the knowledge, skills, and techniques necessary for awareness, to detect and prevent fraud within their organisations.

This comprehensive training programme will delve into various aspects of forensic analysis, fraud risk management, and ethical practices, providing attendees with actionable insights to assist in the combat against fraud.

Sales and Marketing Academy

12 -14 November

The complete business research programme

Course overview

This is a comprehensive training programme aimed to offer a deep dive into the intricacies of conducting impactful business research.

The course is designed to guide attendees through the entire research process, from conceptualisation through to formulating research questions, to presenting findings and fostering a robust skill set essential for informed decision-making in the dynamic business environment.

Certification

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



Bespoke and other training offerings

Our training competencies are extensive and therefore not all of them are outlined in this curriculum. Other areas of expertise we can deliver training with a tailored training module are:



Applied research techniques



Account receivables and account payables



Budgeting and budgetary control



Diversity and inclusion



Environmental, Social and Governance (ESG)



Financial statement analysis and interpretation



Marketing



International Financial Reporting Standards (IFRS)



International Public Sector Accounting Standards (IPSAS)



Leadership



Masterclass for mastering the selling process



Negotiation skills

Academy leads

Our academies are overseen by facilitators who are subject matter experts possessing both practical expertise and professional knowledge in their respective fields.



Gifty Appiah
Associate Director
Tax Academy



Johnny Mensah
Associate Director
Assurance Academy



Abeeku Entsua-Mensah
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Strategy Academy



David Tsey
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Desmond Daniel Koomson
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Finance Academy



Elsie Ankuma
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Governance, Risk, Compliance
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Norbert Asomani
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Inquiries & information

To inquire about our business school, training course costs, or to discuss tailored training programs for your organisation, please contact our team members.



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