

# 2024

Training Calendar



*InterAfrica Group*



*... building people, transforming organisations*



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## **About InterAfrica Group**

The InterAfrica Group specializes in helping private and public sector organisations measurably improve individual and organizational performance

Our comprehensive approach to helping organisations achieve results integrates consulting, research, strategic communication and affiliate capabilities with training and conferences to help you identify, address and measure all of the influences within your organisation that impact your success.

Our vision is to motivate people to deliver great service and achieve great results through organisational effectiveness and corporate culture

Our goal is to help you develop employees at all levels who demonstrate accountability and responsibility, and have an unequalled proficiency in working together to achieve organisational goals and objectives.

## **LIST OF TRAINING PROGRAMMES**

- Advanced Programme for Secretaries & Personal Assts
- Advanced Programme in Facilities Management
- Advanced Records Management
- Behavioural Management and Emotional Intelligence
- Coaching & Mentoring for Improved Performance
- Effective Compensation & Benefits Management
- Electronic Document & Records Management
- Facilities Management in Practice
- Finance For Non-Financial Managers
- Leading & Managing Strategic Change.
- Management Programme for Secretaries & Ex. Assts
- Managing Organisational Change & Transformation
- Pension Fund & Investment Management
- Performance Management Masterclass
- Leadership & Team Development
- Programme in Organisational Leadership
- Project Management Masterclass
- Public Private Partnership (PPP) Masterclass
- Budgeting & Expenditure Management
- Results-Based Monitoring & Evaluation
- Strategic Finance & Value Creation
- Strategic Human Resource Management
- Strategic Planning & Change Management
- Strategic Planning & Performance Management
- Strategic Procurement & Supply Chain Management
- Strategic Public Relations Management
- Talent Management, Retention & Succession Planning
- The Strategy Masterclass

### **TWO-WEEK PROGRAMMES**

- Advanced Human Resources & Workforce Planning
- Advanced Management & Strategic Leadership
- Advanced Procurement & Contract Management
- Advanced Project Management Programme
- Financial Management in the Public Sector
- Reform, Restructuring, Transformation and Improving Service Delivery
- Performance Management in the Public Sector,
- Senior Executives' Leadership Programme
- Strategy Formulation & Transformational Leadership
- Strategic Management in the Public Sector
- The Senior Management Programme

### **BOARD OF DIRECTORS' PROGRAMMES**

- Audit, Risk & Compliance for Board Members
- Company Secretary Masterclass
- Advanced Programme For Board Secretaries
- Developing Effective Audit Committees
- Enhancing Board Effectiveness
- Corporate Governance & Board Development
- Governance & Risk Based Internal Audit
- Leadership, Value Creation & The Board
- Leading The Board
- Programme in Organisational Leadership
- Strategic Leadership & Organisational Transformation
- Strategic Thinking & Decision Making for Board Members
- Strategy, Risk & The Board: Directors As Strategists
- The Complete Board of Directors' Programme
- The Executive Directors' Programme

## JANUARY 2024

### 8-12 January

Managing The Board Secretariat For Effectiveness	South Africa	US\$2,495.00
Strategic Thinking & Decision Making For Boards	South Africa	US\$2,595.00

### 15-19 January

Company Secretary Masterclass	South Africa	US\$2,595.00
Corporate Governance & Board Development	South Africa	US\$2,695.00
Strategic Planning & Performance Management	South Africa	US\$2,495.00
Strategic Leadership & Organisational Transformation	Cape Town, S/Africa	US\$2,595.00

### 15-26 January

Advanced Programme For Board Secretaries	Port Louis, Mauritius	US\$4,895.00
Advanced Management & Strategic Leadership	Port Louis, Mauritius	US\$4,895.00
Chief Executive Officers' Programme	Port Louis, Mauritius	US\$4,895.00

### 22-26 January

Enhancing Board Effectiveness	Port Louis, Mauritius	US\$2,595.00
Strategic Thinking & Decision Making for Boards	Port Louis, Mauritius	US\$2,595.00
Strategic Leadership & Organisational Transformation	Dubai, UAE	US\$2,595.00
Strategic Planning & Performance Management	Johannesburg, S/Africa	US\$2,595.00
Transfer Pricing Masterclass	Johannesburg, S/Africa	US\$2,495.00

### 29 January - 2 February

Strategic Thinking & Decision Making for Boards	Dubai, UAE	US\$2,595.00
Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Governance, Strategy & Value Creation	Dubai, UAE	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Kigali, Rwanda	US\$2,495.00
Strategic Planning & Performance Management	Port Louis, Mauritius	US\$2,595.00

## FEBRUARY 2024

### 5-9 February

Enhancing Board Effectiveness	London, UK	US\$2,595.00
Governance & Risk Based Internal Audit	London, UK	US\$2,595.00
Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00
Strategic Planning & Performance Management	Dubai, UAE	US\$2,595.00
Transfer Pricing Masterclass	Mombasa, Kenya	US\$2,495.00

### 12-16 February

Strategy, Risk & The Board	Cape Town, S/Africa	US\$2,595.00
Programme in Organisational Leadership	Cape Town, S/Africa	US\$2,595.00
Company Secretary Masterclass	Kigali, Rwanda	US\$2,495.00
Audit, Risk & Compliance for Board Members	Dubai, UAE	US\$2,595.00

### 12-23 February

Strategic Management in the Public Sector	London, UK	US\$4,995.00
Advanced Programme For Board Secretaries	London, UK	US\$4,895.00

### 19-23 February

Strategy, Risk & The Board: The Board as Strategists	London, UK	US\$2,595.00
Enhancing Board Effectiveness	London, UK	US\$2,595.00
Governance, Strategy & Value Creation,	Dubai, UAE	US\$2,595.00
Strategic Finance & Value Creation	Istanbul, Turkey	US\$2,595.00

### 26 February-1 March

The Strategy Masterclass	Washington DC, USA	US\$2,595.00
Strategic Planning & Performance Management	Washington DC, USA	US\$2,595.00
Leading Strategic Change & Transformation	Dubai, UAE	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Dubai, UAE	US\$2,595.00
Building Effective Finance Committees	London, UK	US\$2,595.00

### 26 February-8 March

Strategic Management in the Public Sector	Washington DC, USA	US\$4,895.00
Strategy Formulation & Transformational Leadership	Washington DC, USA	US\$4,895.00

## MARCH 2024

### 4-8 March

Enterprise Risk Management.	Washington DC, USA	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Washington DC, USA	US\$2,595.00
Behavioural Management & Emotional Intelligence	Washington DC, USA	US\$2,495.00
Leading & Managing Strategic Change	Washington DC, USA	US\$2,595.00
Corporate Governance & Board Development.	London, UK	US\$2,595.00
Enhancing Board Effectiveness	London, UK	US\$2,595.00
Programme in Organisational Leadership	London, UK	US\$2,595.00

### 4-15 March

Chairing The Board of Directors	London, UK	US\$4,995.00
Strategic Management in The Public Sector	London, UK	US\$4,895.00
The Complete Board of Director's Programme	London, UK	US\$4,995.00
Advanced Programme For Board Secretaries	London, UK	US\$4,895.00

### 11-15 March

Enterprise Risk Management	London, UK	US\$2,595.00
Strategic Thinking & Decision Making for Boards	London, UK	US\$2,595.00
Enhancing Audit Committee Effectiveness	Dubai, UAE	US\$2,595.00
Building Effective Finance Committees	Istanbul, Turkey	US\$2,595.00

### 18-22 March

Audit, Risk & Compliance for Board Members	Dubai, UAE	US\$2,595.00
Building Effective Board Committees	Dubai, UAE	US\$2,595.00
Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Governance, Strategy & Value Creation for Boards	Port Louis, Mauritius	US\$2,595.00
Programme in Organisational Leadership	Port Louis, Mauritius	US\$2,595.00

### 18-30 March

The Complete Board of Director's Programme	Port Louis, Mauritius	US\$4,995.00
Chairing The Board of Directors	Port Louis, Mauritius	US\$4,895.00
Strategic Management in The Public Sector	Port Louis, Mauritius	US\$4,895.00

### 25-30 March

Strategic Thinking & Decision Making for Boards	Port Louis, Mauritius	US\$4,995.00
Board Communication & Stakeholder Engagaemeng	Port Louis, Mauritius	US\$4,895.00
Managing The Board Secretariat For Effetiveness	Port Louis, Mauritius	US\$2,495.00

## APRIL 2024

### 2-6 April

Audit, Risk & Compliance For Board Members	Cape Town, S/Africa	US\$2,595.00
IT Governance For Board Members	Cape Town, S/Africa	US\$2,595.00
Finance for Non-Financial Directors & Managers	Cape Town, S/Africa	US\$2,595.00

### 8-12 April

Corporate Governance & Board Devepment	Dubai, UAE	US\$2,595.00
Company Secretary Masterclass	Dubai, UAE	US\$2,595.00
IT Governance For Board Members	London, UK	US\$2,595.00
Strategy, Risk & The Board	Dubai, UAE	US\$2,595.00
Managing The Legal & Regulatory Compliance Function	London, UK	US\$2,595.00

### 15-19 April

Advanced Operations Management	Washington DC, USA	US\$2,595.00
Governance, Strategy & Value Creation for Boards	Washington DC, USA	US\$2,595.00
Programme in Organisational Leadership	Washington DC, USA	US\$2,595.00

### 15-26 April

The Directors' Programme	Washington DC, USA	US\$4,895.00
Advanced Management & Strategic Leadership	Washington DC, USA	US\$4,895.00
Chief Executive Officers' Programme	Washington DC, USA	US\$4,895.00

### 22-26 April

Emotional Intelligence in Management & Leadership	Washington DC, USA	US\$2,595.00
Leading & Managing Strategic Change & Transformation	Washington DC, USA	US\$2,595.00
Enterprise Risk Management	Washington DC, USA	US\$2,595.00



## MAY 2024

### 6-10 May

Strategic Human Resource Management	London, UK	US\$2,595.00
Managing The Training & Development Function	London, UK	US\$2,595.00
Developing Effective Audit Committees	London, UK	US\$2,595.00
Finance For Non-Financial Board Members	London, UK	US\$2,595.00

### 13-17 May

Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Dubai, UAE	US\$2,595.00
Strategic Human Resource Management	Washington DC, USA	US\$2,595.00

### 13-24 May

The Chief Executive Officers Programme	Washington DC, USA	US\$4,995.00
Chairing The Board Of Directors	Washington DC, USA	US\$4,995.00
The Public Policy Programme	Washington DC, USA	US\$4,995.00
The Complete Board of Directors' Programme	Washington DC, USA	US\$4,995.00
Advanced Human Resources & Workforce Planning	Washington DC, USA	US\$4,895.00
Performance Management in The Public Sector.	Washington DC, USA	US\$4,895.00
The Senior Management Programme.	Washington DC, USA	US\$4,895.00

### 20-24 May

Enhancing Board Effectiveness.	Washington DC, USA	US\$2,595.00
Leading & Managing Strategic Change For Boards.	Washington DC, USA	US\$2,595.00
Impact Assessment of Policies, Projects and Programs	Dubai, UAE	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Washington DC, USA	US\$2,595.00
Coaching & Mentoring For Improved Performance.	Washington DC, USA	US\$2,595.00
Results Based Monitoring & Evaluation	Washington DC, USA	US\$2,495.00
Managing The Training & Development Function.	Washington DC, USA	US\$4,895.00
Developing Strategic Negotiation Skills	Washington DC, USA	US\$2,595.00

### 27-31 May

Managing The Training & Development Function	Kigali, Rwanda	US\$2,595.00
The Strategy Masterclass	London, UK	US\$2,595.00

### 27 May-7 June

Advanced Management & Strategic Leadership.	London, UK	US\$4,995.00
Strategic Management in the Public Sector.	London, UK	US\$4,995.00
The Senior Management Programme	London, UK	US\$4,895.00
The Public Policy Programme	London, UK	US\$4,895.00

## JUNE 2024

### 3-7 June

Strategic Finance & Value Creation	London, UK	US\$2,595.00
Strategic Human Resource Management	Johannesburg, S/Africa	US\$2,495.00

### 3-14 June

Strategic Financial Management in the Public Sector	London, UK	US\$4,995.00
Advanced Procurement & Contract Management	London, UK	US\$4,895.00
Developing Effective Public Private Partnerships (PPP)	London, UK	US\$4,895.00
Chairing The Board of Directors Programme	London, UK	US\$4,995.00
The Complete Board of Directors' Programme	London, UK	US\$4,995.00
Advanced Programme for Board Secretaries	London, UK	US\$4,895.00

### 10-14 June

Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00
Public Sector Budgeting & Expenditure Management	London, UK	US\$2,595.00
Strategic Leadership & Organisational Transformation	London, UK	US\$2,595.00

### 17-21 June

Strategic Finance & Value Creation	Dubai, UAE	US\$2,595.00
Governance & Risk-Based Internal Audit	Dubai, UAE	US\$2,595.00

### 17-28 June

Strategic Financial Management in the Public Sector	Dubai, UAE	US\$4,995.00
Advanced Procurement & Contract Management	Dubai, UAE	US\$4,895.00
The Public Policy Programme	Dubai, UAE	US\$4,895.00

### 24-28 June

Public Sector Budgeting & Expenditure Management	Dubai, UAE	US\$2,595.00
Strategic Negotiation in Practice	Dubai, UAE	US\$2,595.00

## JULY 2024

### 1-5 July

Project Management Masterclass	Johannesburg, S/Africa	US\$2,595.00
Leading Organisational Change & Transformation	Istanbul, Turkey	US\$2,595.00
Strategic Leadership & Organisational Transformation	Istanbul, Turkey	US\$2,595.00

### 8-12 July

Public Private Partnership Masterclass	Johannesburg, S/Africa	US\$2,595.00
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### 8-19 July

Chairing The Board of Directors Programme	Dubai, UAE	US\$4,995.00
The Complete Board of Directors' Programme	Dubai, UAE	US\$4,995.00
Advanced Programme for Board Secretaries	Dubai, UAE	US\$4,895.00

### 15-19 July

Leading & Managing Strategic Change	Dubai, UAE	US\$2,595.00
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### 15-26 July

Senior Executives Leadership Programme	Dubai, UAE	US\$4,895.00
Advanced Management & Strategic Leadership	Dubai, UAE	US\$4,895.00

### 22-26 July

Strategic Leadership & Organisational Transformation	Dubai, UAE	US\$2,595.00
Strategic Planning & Performance Management	Dubai, UAE	US\$2,595.00
Strategic Thinking & Decision Making	Dubai, UAE	US\$2,595.00

### 22 July-2 August

Advanced Management & Strategic Leadership	Mauritius	US\$4,995.00
Senior Executives' Leadership Programme	Mauritius	US\$4,995.00
The Chief Executive Officers' (CEO) Programme	Mauritius	US\$4,995.00

### 29 July - 2 August

Strategic Human Resources Management	Johannesburg, S/Africa	US\$2,495.00
Electronic Document & Records Management	Dubai, UAE	US\$2,495.00
Strategic Leadership & Organisational Transformation	Port Louis, Mauritius	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Port Louis, Mauritius	US\$2,595.00

## AUGUST 2024

### 5-9 August

Programme in Organisational Leadership	Dubai, UAE	US\$2,595.00
Strategic Leadership & Organisational Transformation	Dubai, UAE	US\$2,595.00
The Strategy Masterclass	Dubai, UAE	US\$2,595.00

### 5-16 August

Advanced Management & Strategic Leadership	London, UK	US\$4,995.00
Strategic Management in the Public Sector	London, UK	US\$4,895.00
The Complete Board of Directors Programme	London, UK	US\$4,995.00
Advanced Programme For Board Secretaries	London, UK	US\$4,895.00

### 12-16 August

Advanced Business Process Management	London, UK	US\$2,595.00
Impact Assessment of Policies, Projects & Programs	London, UK	US\$2,595.00
Enhancing Board Effectiveness	London, UK	US\$2,595.00

### 19-23 August

IT Governance For Board Members	Washington DC, USA	US\$2,595.00
Company Secretary Masterclass	Washington DC, USA	US\$2,495.00

### 19-30 August

Advanced Management & Strategic Leadership	Washington DC, USA	US\$4,895.00
Senior Executives Leadership Programme	Washington DC, USA	US\$4,895.00
The Complete Board of Directors' Programme	Washington DC, USA	US\$4,995.00
Chairing The Board Of Directors	Washington DC, USA	US\$4,995.00
The Chief Executive Officers' (CEO) Programme	Washington DC, USA	US\$4,895.00

### 26-30 August

Enhancing Board Effectiveness	Washington DC, USA	US\$2,595.00
Leading & Managing Strategic Change & Transformation	Washington DC, USA	US\$2,595.00

## SEPTEMBER 2024

### 2-6 September

Enhancing Audit Committee Effectiveness	Cape Town, S/ Africa	US\$2,595.00
Building Effective Board Committees	Cape Town, S/ Africa	US\$2,595.00

### 2-13 September

Performance Management in the Public Sector	Dubai, UAE	US\$4,895.00
Strategic Financial Management in the Public Sector	Port Louis, Mauritius	US\$4,895.00
The Complete Board of Directors' Programme	Port Louis, Mauritius	US\$4,995.00
The Chief Executive Officers' Programme	Port Louis, Mauritius	US\$4,895.00

### 9-13 September

Audit, Risk & Compliance Programme	Cape Town, S/ Africa	US\$2,595.00
Governance & Risk Based Internal Audit	Cape Town, S/ Africa	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Port Louis, Mauritius	US\$2,595.00
Governance & Risk Based Internal Audit	Port Louis, Mauritius	US\$2,595.00
Governance, Strategy & Value Creation For Boards	Dubai, UAE	US\$2,595.00

### 9-20 September

The Complete Board of Directors' Programme	Dubai, UAE	US\$4,995.00
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### 16-27 September

Advanced Project Management Programme	Dubai, UAE	US\$4,895.00
Advanced Procurement & Contract Management	Dubai, UAE	US\$4,895.00
Strategic Financial Management in the Public Sector	Dubai, UAE	US\$4,895.00

### 23-27 September

Managing Project Risks	Dubai, UAE	US\$2,595.00
Project Monitoring & Evaluation	Dubai, UAE	US\$2,595.00

### 30 September - 4 October

Managing The Legal & Regulatory Compliance Function	Dubai, UAE	US\$2,595.00
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## OCTOBER 2024

### 7-11 October

Risk-Based Internal Auditing	Washington DC, USA	US\$2,595.00
Project Management Masterclass	Washington DC, USA	US\$2,595.00
Strategic Planning & Change Management	Washington DC, USA	US\$2,595.00
Leading Strategic Change & Transformation	Washington DC, USA	US\$2,595.00
Board Communication & Stakeholder Engagement,	Washington DC, USA	US\$2,595.00
Programme in Organisational Leadership	Washington DC, USA	US\$2,595.00
Finance For Non-Financial Directors & Managers	South Africa	US\$2,495.00

### 7-18 October

Enhancing Company Secretary & Board Effectiveness	Washington DC, USA	US\$4,895.00
The Executive Directors' Programme	Washington DC, USA	US\$4,895.00
The Strategy Programme	Washington DC, USA	US\$4,895.00
Advanced Project Management Programme	Washington DC, USA	US\$4,895.00
Leadership, Strategy, Risk & Value Creation	Washington DC, USA	US\$4,895.00
The Public Policy Programme	Washington DC, USA	US\$4,895.00

### 14-18 October

Managing Project Risks	Washington DC, USA	US\$2,595.00
Project Monitoring & Evaluation	Washington DC, USA	US\$2,595.00
Managing The Legal & Regulatory Compliance Function	London, UK	US\$2,595.00

### 21-25 October

Programme in Organisational Leadership	London, UK	2,595.00
Board Communication & Stakeholder Engagement,	London, UK	US\$2,595.00

### 21 October - 1 November

The Public Policy Programme	London, UK	US\$4,995.00
Strategy Formulation & Transformational Leadership	London, UK	US\$4,995.00
Strategic Management in The Public Sector	London, UK	US\$4,995.00
Advanced Human Resource & Workforce Planning	London, UK	US\$4,895.00

### 28 October - 1 November

Leading Strategic Change & Transformation	Port Louis, Mauritius	US\$2,595.00
Programme in Organisational Leadership	Port Louis, Mauritius	US\$2,595.00



## NOVEMBER 2023

### 4-8 November

Pension Fund & Investment Management.	Dubai, UAE	US\$2,595.00
Strategic Planning & Performance Management	Dubai, UAE	US\$2,595.00
Finance For Non Financial Board Members	Port Louis, Mauritius	US\$2,595.00
Programme in Organisational Leadership	Port Louis, Mauritius	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Port Louis, Botswana	US\$2,595.00

### 4-15 November

Senior Executives' Leadership Programme	Dubai, UAE	US\$4,895.00
Performance Management in The Public Serctor.	Dubai, UAE	US\$4,895.00
Strategy Formulation & Transformational Leadership	Dubai, UAE	US\$4,895.00
The Public Policy Programme	Dubai, UAE	US\$4,895.00

### 11-15 November

Strategic Finance & Value Creation	Dubai, UAE	US\$2,595.00
Finance For Non-Financial Directors & Managers	Dubai, UAE	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Johannesburg, S/Africa	US\$2,595.00
Leading Strategic Change & Transformation	Johannesburg, S/Africa	US\$2,595.00
Programme in Organisational Leadership	Johannesburg, S/Africa	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Johannesburg, S/Africa	US\$2,595.00

### 18-22 November

The Strategy Masterclass	London, UK	US\$2,595.00
Strategic Planning & Performance Management	London, UK	US\$2,595.00
Programme in Organisational Leadership	London, UK	US\$2,595.00
Company Secretary Masterclass	London, UK	US\$2,595.00
Managing The Board Secretariat For Effectiveness	London, UK	US\$2,595.00

### 18-29 November

Senior Executives Leadership Programme	London, UK	US\$4,895.00
Strategy Formulation & Transformational Leadership	London, UK	US\$4,895.00
Strategic Management in The Public Serctor.	London, UK	US\$4,995.00
The Public Policy Programme.	London, UK	US\$4,995.00

### 25-29 November

Enhancing Board Effectiveness	London, UK	US\$2,595.00
Company Secretary Masterclass	London, UK	US\$2,595.00
Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00

## DECEMBER 2024

### 4-8 December

Strategic Thinking & Decision Making for Boards	Istanbul, Turkey	US\$2,595.00
Programme in Organisational Leadership	Istanbul, Turkey	US\$2,595.00
Leadership, Strategy & Value Creation For Boards	Istanbul, Turkey	US\$2,595.00

### 4-15 December

Senior Executives Leadership Programme	Dubai, UAE	US\$4,895.00
Advanced Management & Strategic Leadership	Dubai, UAE	US\$4,995.00
Strategic Management in the Public Sector	Dubai, UAE	US\$4,995.00
Advanced Human Resources & Workforce Planning	Dubai, UAE	US\$4,895.00

### 11-15 December

Governance & Strategic Leadership for Boards	Dubai, UAE	US\$2,595.00
Strategic Planning & Change Management	Dubai, UAE	US\$2,595.00
Company Secretary Masterclass	Dubai, UAE	US\$2,495.00

### 11-22 December

The Complete Board Of Directors' Programme	Dubai, UAE	US\$4,995.00
The Executive Directors' Programme	Dubai, UAE	US\$4,895.00

### 18-22 December

Enhancing Board Effectiveness	Dubai, UAE	US\$2,695.00
Chairing The Board	Dubai, UAE	US\$2,695.00
Strategic Thinking & Decision Making For Boards	Dubai, UAE	US\$2,595.00

## CUSTOMISED TRAINING SOLUTIONS

Many of our courses can also be run on in-house basis. In addition we also assist organisations by designing customised training solutions. Customised training programmes are designed to consolidate and integrate the key issues of the learning objectives, which are then linked to organisational strategy and culture, in order to be fully effective. Programmes can be followed-up to ensure that the needed change takes place.

*A customized programme can be designed to address issues faced by a single organization, and, if carefully managed, can become a powerful agent for change.*

## **Our Approach**

Our approach to tailored learning and development consists of designing and delivering the appropriate solution for each client.

To be successful across both of these elements, we work in partnership with our clients. Our solutions will seek to address the developmental needs of individuals as well as any relevant organisational challenges.

Our tailored approach, adopting a rigorous and successful design methodology, ensures we are able to produce a range of engaging learning programmes which aim to stimulate behavioural change in the workplace.

Our customisation approach is based on the principle of a partnership between us and your organization in which we are both involved. In this partnership the partners co-design and co-present the learning intervention.

This requires the InterAfrica Group to also research the strategic direction of the company and the strategic issues they face in order to ensure that the programme develops the competencies required to fulfill the goal of the organisation.

## **Tailored Training Solutions**

### **Bespoke services based on proven solutions and professional input.**

InterAfrica Group has a strong track record of working with 'single clients' to develop new solutions from scratch; bespoke existing programmes or run events for single client organisations.

The range of what we offer is extensive. Our reputation is strong in this area as clients demand training and development solutions that are timely, delivered on their site or other choice of location and set within their context.

The added benefit is that single client solutions develop your leaders together.

We have an extensive team of consultants and associates drawn from across different industries and sectors who can work on specific topics seen through our organisational lenses.

All of our 'Leading edge programmes' are also available to be run on-site for single organisations from single day events to short sessions. These workshops bring leading thinkers to your organisation to help you guide organisational conversations and to stimulate new ideas and possibilities.



## Different organisations have different needs

Sometimes an off the shelf or public course will not be entirely relevant. In order to meet your specific needs our training consultants will work closely with you to design learning solutions which address both the developmental needs of the individual as well as being practical and relevant for day to day business.

Tailoring can be simply a matter of altering an existing course but may involve developing from scratch to be totally bespoke to your requirements.

### Often critical components involved may include :

- Length of course. (Typically courses can vary from 2 days to 5 days )
- Choosing examples which impact your business the most
- Using a range of learning tools
- Using client terminology to ensure the message is consistent
- Worked examples and case studies

A customised training course from InterAfrica Group is designed from the ground up to meet the needs of your organisation in all its uniqueness. This is the best way of ensuring that you get maximum value out of your investment in training.

## When we say customised training ...

We have developed a tried and tested approach to the development of in-house programmes, namely one where it customises programmes according to the specific needs of both the organisation involved as well as the needs of the target group. This approach is in sharp contrast to the conventional approach where existing programmes are taken as the point of departure, and minor changes are brought about.

When we prepare a customised training course, we ensure that all key aspects of the course are tailored to your individual needs. These aspects include:

**Scope** – you decide what topics and issues are to be covered, as well as the duration of the course

**Theory** – we provide the exact amount and type of theoretical back-ground needed to make the most of the practical training

**Practical training** – this is tailored precisely to your own plant and to the scope of the training course

**Case studies** – these are carefully selected to ensure they apply to your operations

**Materials** – we provide expertly developed materials that reinforce your learning

**Cultural aspects** – we consider more than just the equipment, also tailoring our training to the way you operate your plant

This amounts to a training course that is truly customised, meeting your exact needs.



## **We speak your language.**

Each customised workshop is the product of hours of research into how your company does business, the risks and issues it faces, the sort of contracts it encounters.

Relevant case-studies and topical exercises ensure that delegates can instantly relate their new learning to their everyday working environment. And the confidential environment means that delegates can obtain answers to difficult business questions that a public course would not allow.

## **Value for money**

Customised training is often the best solution for plants acquiring new equipment or facing specific challenges with existing lines.

Focusing exclusively on the topics agreed between you and FLSmith Institute, every minute of a customised training course helps you meet the challenges you face. This ensures unparalleled value for money and a very fast return on investment.

## **Consultancy and Training Need analyses**

Correctly identifying where leadership strengths and weaknesses lie can be deceptively difficult.

Understanding too the solution that will work requires an in-depth understanding of organisational development, systemic change and individual capabilities. Our team of consultants, from wide background of public and private sector services, cover a range of experience and skills. They are able to work with you on a consultancy basis to undertake diagnostic work on a variety of issues including leadership development at an organisational or team level.

## **Research**

Our range of consultants can undertake research that draws on our wide range of subject expertise and research capability. Research is provided in the form of qualitative and quantitative analysis delivered within strong methodological framework.



## Our Commitment To You...

When you choose InterAfrica Group as your customised training solutions provider you will get much more than just training.

Our aim is a simple one...to deliver training solutions to exceed your expectations!

We want you to be so pleased with your decision to buy our programmes, you'll recommend your contacts to us.

- You will receive a personalised service working with the same people from concept to delivery...we will create a partnership to better understand your needs.
- A thorough 'training needs analysis' will be carried out to enable us to deliver tailored solutions to your business and the very best possible results to your people.
- Your training programme will be managed completely by us, taking away the stresses and strains of designing your training programme, leaving you free to focus on your business.
- A structured training programme will be developed, providing your people with a logical approach to learning that's easy to follow and apply.
- Our programmes will include the development of action plans that your team can implement in the workplace to ensure long-term impact of their training.
- Regular evaluation and feedback on our performance is always welcomed and will be formally received, enabling us to constantly look for new ways to improve the service you receive.

## Want to talk?

If you're thinking about designing a custom executive program, we encourage you to give us a call.

We believe that the best way to begin this process is to have a conversation about your organization's challenges and goals. We can tell you whether a custom programme might be a good idea for your organization, and if so, we'd be happy to be part of the solution.





# *InterAfrica Group*

*... building people, transforming organisations*

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# *InterAfrica Group*

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# 2024

Training Calendar

## Board of Directors' Programmes 2024



*InterAfrica Group*



*... building people, transforming organisations*



# *InterAfrica Group*

*... building people, transforming organisations*

## About InterAfrica Group

The InterAfrica Group specializes in helping private and public sector organisations measurably improve individual and organizational performance

Our comprehensive approach to helping organisations achieve results integrates consulting, research, strategic communication and affiliate capabilities with training and conferences to help you identify, address and measure all of the influences within your organisation that impact your success.

Our vision is to motivate people to deliver great service and achieve great results through organisational effectiveness and corporate culture

Our goal is to help you develop employees at all levels who demonstrate accountability and responsibility, and have an unequalled proficiency in working together to achieve organisational goals and objectives.

## **LIST OF TRAINING PROGRAMMES**

- Advanced Programme for Board Secretaries
- Audit, Risk & Compliance for Board Members
- Board Communication & Stakeholder Engagement
- Building Effective Board Committees
- Company Secretary Masterclass
- Corporate Governance & Board Development
- Enhancing Audit Committee Effectiveness
- Enhancing Board Effectiveness
- Enhancing Company Secretary & Board Effectiveness
- Governance & Risk Based Internal Auditing
- Governance, Strategy & Value Creation for Board Members
- Chairing The Board of Directors
- IT Governance For Board members
- Leading Strategic Change & Transformation
- Programme in Organisational Leadership
- Public- Private Partnership (PPP) Masterclass for Board Members
- Strategic Leadership & Organisational Transformation
- Strategic Leadership, Value Creation & The Board
- Strategic Thinking & Decision Making for Board Members
- Strategy, Risk & The Board: Directors As Strategists
- The Chief Executive Officers' (CEO) Programme
- The Complete Board of Directors' Programme
- The Executive Directors' Programme

## JANUARY 2024

### 8-12 January

Strategic Thinking & Decision Making For Boards	Johannesburg	US\$2,595.00
Managing The Board Secretariat for Effectiveness	Johannesburg	US\$2,495.00

### 15-19 January

Company Secretary Masterclass	South Africa	US\$2,595.00
Corporate Governance & Board Development	South Africa	US\$2,595.00
Strategic Leadership & Organisational Transformation	Port Louis, Mauritius	US\$2,595.00

### 15-26 January

Advanced Programme for Board Secretaries	South Africa	US\$4,895.00
Chief Executive Officers' Programme	Port Louis, Mauritius	US\$4,895.00

### 22-26 January

Enhancing Board Effectiveness	Port Louis, Mauritius	US\$2,595.00
Strategic Thinking & Decision Making for Boards	Port Louis, Mauritius	US\$2,595.00
Strategic Leadership & Organisational Transformation	Dubai, UAE	US\$2,595.00

### 29 January - 2 February

Strategic Thinking & Decision Making for Boards	Dubai, UAE	US\$2,595.00
Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Governance, Strategy & Value Creation	Dubai, UAE	US\$2,595.00

## FEBRUARY 2024

### 5-9 February

Enhancing Board Effectiveness	London, UK	US\$2,595.00
Audit, Risk & Compliance for Board Members	London, UK	US\$2,595.00
Governance & Risk Based Internal Audit	London, UK	US\$2,595.00
Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00

### 12-16 February

Strategy, Risk & The Board	Cape Town, S/Africa	US\$2,595.00
Programme in Organisational Leadership	Cape Town, S/Africa	US\$2,595.00
Company Secretary Masterclass	Kigali, Rwanda	US\$2,495.00
Strategic Thinking & Decision Making for Boards	Cape Town, S/Africa	US\$2,595.00

### 19-23 February

Strategy, Risk & The Board: The Board as Strategists	Dubai, UAE	US\$2,595.00
Enhancing Board Effectiveness	Dubai, UAE	US\$2,695.00
Governance, Strategy & Value Creation,	Dubai, UAE	US\$2,595.00

### 19 February - 1 March

Chairing The Board of Directors	Dubai, UAE	US\$4,995.00
The Complete Board of Directors' Programme	Dubai, UAE	US\$4,995.00
Company Secretary & Board Effectiveness Programme	Dubai, UAE	US\$4,895.00

### 26 February-1 March

Leading Strategic Change & Transformation	Dubai, UAE	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Dubai, UAE	US\$2,595.00
Building Effective Finance Committees	London, UK	US\$2,595.00
Governance, Leadership & Value Creation for Boards	Mombasa, Kenya	US\$2,595.00



## MARCH 2024

### 4-8 March

Corporate Governance & Board Development.	London, UK	US\$2,595.00
Enhancing Board Effectiveness	London, UK	US\$2,595.00
Programme in Organisational Leadership	London, UK	US\$2,595.00

### 4-15 March

The Complete Board of Directors' Programme	London, UK	US\$4,995.00
Chairing The Board of Directors'	London, UK	US\$4,995.00
Advanced Programme For Board Secretaries	London, UK	US\$4,895.00

### 11-15 March

Company Secretary Masterclass	London, UK	US\$2,595.00
Strategic Thinking & Decision Making for Boards	London, UK	US\$2,595.00
Audit, Risk & Compliance for Board Members	Dubai, UAE	US\$2,595.00
Building Effective Finance Committees	Istanbul, Turkey	US\$2,595.00

### 18-22 March

Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Governance, Strategy & Value Creation for Boards	Port Louis, Mauritius	US\$2,595.00
Programme in Organisational Leadership	Port Louis, Mauritius	US\$2,595.00
Building Effective Audit Committees	Port Louis, Mauritius	US\$2,595.00
Company Secretary Masterclass	Port Louis, Mauritius	US\$2,595.00

### 18-30 March

The Complete Board of Director's Programme	Port Louis, Mauritius	US\$4,995.00
Chairing The Board of Directors	Port Louis, Mauritius	US\$4,895.00
Advanced Programme For Board Secretaries	Port Louis, Mauritius	US\$4,895.00

### 25-30 March

Strategic Thinking & Decision Making for Board Members	Port Louis, Mauritius	US\$4,995.00
Board Communication & Stakeholder Engagemeng	Port Louis, Mauritius	US\$4,895.00

## APRIL 2024

### 2-6 April

Governance & Risk Based Audit	Cape Town, S/Africa	US\$2,595.00
Building Effective Board Committees	Cape Town, S/Africa	US\$2,595.00
Company Secretary Masterclass	Cape Town, S/Africa	US\$2,595.00

### 8-12 April

Enhancing Audit Committee Effectiveness	London, UK	US\$2,595.00
Company Secretary Masterclass	London, UK	US\$2,595.00
Strategy, Risk & The Board	Dubai, UAE	US\$2,595.00
Managing The Board Secretariat for Effectiveness	Dubai, UAE	US\$2,595.00

### 15-19 April

Company Secretary Masterclass	Washington DC, USA	US\$2,595.00
Corporate Governance & Board Development	Washington DC, USA	US\$2,595.00
Programme in Organisational Leadership	Washington DC, USA	US\$2,595.00
Governance, Strategy & Value Creation for Boards	Washington DC, USA	US\$2,595.00

### 15-26 April

The Complete Board Of Directors' Programme	Washington DC, USA	US\$4,995.00
Chairing The Board of Directors' Programme	Washington DC, USA	US\$4,995.00
Chief Executive Officers' Programme	Washington DC, USA	US\$4,895.00
Advanced Programme for Board Secretaries	Washington DC, USA	US\$4,895.00

### 22-26 April

Strategic Thinking & Decision Making For Boards	Washington DC, USA	US\$2,595.00
Leading Strategic Change & Transformation	Washington DC, USA	US\$2,595.00
Enhancing Audit Committee Effectiveness	Washington DC, USA	US\$2,595.00
CyberSecurity Masterclass for Board Members	Washington DC, USA	US\$2,595.00

## MAY 2024

### 6-10 May

Developing Effective Audit Committees	London, UK	US\$2,595.00
Finance For Non-Financial Board Members	London, UK	US\$2,595.00

### 13-17 May

Governance, Strategy & Value Creation For Boards	Washington DC, USA	US\$2,595.00
Strategic Leadership & Organisational Transformation	Washington DC, USA	US\$2,595.00
Company Secretary Masterclass	Washington DC, USA	US\$2,595.00

### 13-24 May

The Chief Executive Officers Programme	Washington DC, USA	US\$4,995.00
The Complete Board of Directors' Programme	Washington DC, USA	US\$4,995.00
Advanced Programme for Board Secretaries	Washington DC, USA	US\$4,895.00
Chairing The Board of Directors' Programme.	Washington DC, USA	US\$4,995.00

### 20-24 May

Enhancing Board Effectiveness.	Washington DC, USA	US\$2,595.00
Leading Strategic Change & Transformation.	Washington DC, USA	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Washington DC, USA	US\$2,595.00
Programme in Organisational Leadership.	Washington DC, USA	US\$2,595.00

### 27-31 May

Enhancing Audit Committee Effectiveness.	Dubai, UAE	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Istanbul, Turkey	US\$2,595.00
Governance, Strategy & Value Creation for Boards	Istanbul, Turkey	US\$2,595.00
Governance & Risk-Based Internal Audit	Johannesburg, S/Africa	US\$2,595.00

## JUNE 2024

### 3-7 June

Strategic Leadership & Organisational Transformation	Istanbul, Turkey	US\$2,595.00
Finance for Non-Financial Board Members	Istanbul, Turkey	US\$2,595.00
Governance, Strategy & Value Creation	London, UK	US\$2,595.00

### 3-14 June

Chairing The Board of Directors Programme	London, UK	US\$4,995.00
The Complete Board of Directors' Programme	London, UK	US\$4,995.00
Advanced Programme for Board Secretaries	London, UK	US\$4,895.00

### 10-14 June

Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00
Strategic Leadership & Organisational Transformation	London, UK	US\$2,595.00
Programme in Organisational Leadership	London, UK	US\$2,595.00

### 17-21 June

Governance, Strategy and Value Creation	Dubai, UAE	US\$2,595.00
Programme in Organisational Leadership	Dubai, UAE	US\$2,595.00
Company Secretary Masterclass	Dubai, UAE	US\$2,595.00

### 17-28 June

Chairing The Board of Directors Programme	Dubai, UAE	US\$4,995.00
The Complete Board of Directors' Programme	Dubai, UAE	US\$4,995.00
Advanced Programme for Board Secretaries	Dubai, UAE	US\$4,895.00

### 24-28 June

Strategic Thinking & Decision Making For Boards	Dubai, UAE	US\$2,595.00
Strategic Leadership & Organisational Transformation	Dubai, UAE	US\$2,595.00

## JULY 2024

### 1-5 July

Strategic Leadership & Organisational Transformation	Istanbul, Turkey	US\$2,595.00
PPP Masterclass For Board Members	Johannesburg, S/Africa	US\$2,595.00

### 8-12 July

Corporate Governance & Board Development	London, UK	US\$2,595.00
Strategy, Risk & The Board	London, UK	US\$2,595.00

### 8-19 July

The Chief Executive Officers' (CEO) Programme	London, UK	US\$4,995.00
The Executive Directors' Programme	London, UK	US\$4,895.00
Chairing The Board of Directors	London, UK	US\$4,995.00

### 15-19 July

Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00
Leading Strategic Change & Transformation	London, UK	US\$2,595.00

### 22 July - 2 August

Chairing The Board of Directors	Port Louis, Mauritius	US\$4,995.00
The Executive Directors' Programme	Port Louis, Mauritius	US\$4,895.00
Advanced Programme for Board Secretaries	Port Louis, Mauritius	US\$4,895.00

### 29 July-2 August

Strategic Leadership & Organisational Transformation	Port Louis, Mauritius	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Port Louis, Mauritius	US\$2,595.00

### 29 July-9 August

The Chief Executive Officers' (CEO) Programme	Dubai, UAE	US\$4,895.00
The Executive Directors' Programme	Dubai, UAE	US\$4,895.00

## AUGUST 2024

### 5-9 August

Strategic Thinking & Decision Making For Board Members	Dubai, UAE	US\$2,595.00
Strategic Leadership & Organisational Transformation	Dubai, UAE	US\$2,595.00
Governance, Strategy & Value Creation for Boards	London, UK	US\$2,595.00

### 5-16 August

The Complete Board of Directors Programme	London, UK	US\$4,995.00
Advanced Programme For Board Secretaries	London, UK	US\$4,895.00

### 12-16 August

Enhancing Board Effectiveness	London, UK	US\$2,595.00
Strategic Thinking & Decision Making For Board Members	London, UK	US\$2,595.00
IT Governance For Board Members	London, UK	US\$2,595.00

### 19-23 August

Company Secretary Masterclass	Washington DC, USA	US\$2,495.00
Governance, Strategy & Value Creation for Boards	Washington DC, USA	US\$2,595.00
IT Governance For Board Members	Washington DC, USA	US\$2,595.00

### 19 - 30 August

The Complete Board of Directors' Programme	Washington DC, USA	US\$4,995.00
Chairing The Board Of Directors	Washington DC, USA	US\$4,995.00
The Chief Executive Officers' (CEO) Programme	Washington DC, USA	US\$4,895.00

### 26-30 August

Enhancing Board Effectiveness	Washington DC, USA	US\$2,595.00
Leading & Managing Strategic Change	Washington DC, USA	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Washington DC, USA	US\$2,595.00

## SEPTEMBER 2024

### 2 - 6 September

Enhancing Audit Committee Effectiveness	Cape Town, S/ Africa	US\$2,595.00
Building Effective Board Committees	Cape Town, S/ Africa	US\$2,595.00
Governance & Risk Based Internal Audit	Cape Town, S/ Africa	US\$2,595.00
Governance, Strategy & Value Creation For Boards	Port Louis, Mauritius	US\$2,595.00

### 2 -13 September

The Complete Board of Directors' Programme	Port Louis, Mauritius	US\$4,995.00
The Chief Executive Officers' Programme	Port Louis, Mauritius	US\$4,895.00

### 9 -13 September

Enhancing Board Effectiveness	Port Louis, Mauritius	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Port Louis, Mauritius	US\$2,595.00
Governance & Risk Based Internal Audit	Port Louis, Mauritius	US\$2,595.00
Governance, Strategy & Value Creation For Boards	Dubai, UAE	US\$2,595.00

### 9-20 September

The Complete Board of Directors' Programme	Dubai, UAE	US\$4,995.00
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### 16-20 September

Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Building Effective Board Committees	Dubai, UAE	US\$2,595.00
Governance & Risk Based Internal Audit	Dubai, UAE	US\$2,595.00

### 23-27 September

Audit, Risk & Compliance for Board Members	London, UK	US\$2,595.00
Building Effective Board Committees	London, UK	US\$2,595.00
Governance & Risk Based Internal Audit	London, UK	US\$2,595.00

## OCTOBER 2024

### 7-11 October

Leading Strategic Change & Transformation	Washington DC, USA	US\$2,595.00
Board Communication & Stakeholder Engagement,	Washington DC, USA	US\$2,595.00
Programme in Organisational Leadership	Washington DC, USA	US\$2,595.00

### 7-18 October

Enhancing Company Secretary & Board Effectiveness	Washington DC, USA	US\$4,895.00
The Executive Directors' Programme	Washington DC, USA	US\$4,895.00

### 14-18 October

Strategic Thinking & Decision Making for Boards	Washington DC, USA	US\$2,595.00
<b>Strategy, Risk &amp; The Board:</b> The Board as Strategists	Washington DC, USA	US\$2,595.00

### 21-25 October

Programme in Organisational Leadership	London, UK	US\$2,595.00
Board Communication & Stakeholder Engagement,	London, UK	US\$2,595.00
Leading Strategic Change & Transformation	London, UK	US\$2,595.00

### 21 October - 1 November

Enhancing Company Secretary & Board Effectiveness	London, UK	US\$4,895.00
The Executive Directors' Programme	London, UK	US\$4,895.00

### 28 October - 1 November

<b>Strategy, Risk &amp; The Board:</b> The Board as Strategists	London, UK	US\$2,595.00
Governance Strategy & Value Creation for Boards	Istanbul, Turkey	US\$2,595.00
Strategic Leadership & Organisational Transformation	Istanbul, Turkey	US\$2,595.00
PPP Masterclass for Board Members	London, UK	US\$2,595.00



## NOVEMBER 2024

### 4 - 8 November

Finance For Non Financial Board Members	Port Louis, Mauritius	US\$2,595.00
Programme in Organisational Leadership	Port Louis, Mauritius	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Port Louis, Botswana	US\$2,595.00

### 11-15 November

Leading Strategic Change & Transformation	Johannesburg, S/Africa	US\$2,595.00
Programme in Organisational Leadership	Johannesburg, S/Africa	US\$2,595.00
Managing The Board Secretariat For Effectiveness	Johannesburg, S/Africa	US\$2,595.00

### 18-22 November

Programme in Organisational Leadership	London, UK	US\$2,595.00
Company Secretary Masterclass	London, UK	US\$2,595.00
Managing The Board Secretariat For Effectiveness	London, UK	US\$2,595.00

### 18 - 29 November

Chairing The Board of Directors	London, UK	US\$4,995.00
Enhancing Company Secretary & Board Effectiveness	London, UK	US\$4,895.00

### 25 - 29 November

Enhancing Board Effectiveness	London, UK	US\$2,595.00
Strategic Thinking & Decision Making For Boards	London, UK	US\$2,595.00
Leading Strategic Change & Transformation	London, UK	US\$2,595.00

## DECEMBER 2024

### 2-6 December

Strategy Thinking & Decision Making for Boards	Istanbul, Turkey	US\$2,595.00
Programme in Organisational Leadership	Istanbul, Turkey	US\$2,595.00
Leadership, Strategy & Value Creation For Boards	Istanbul, Turkey	US\$2,595.00
Leading Strategic Change & Transformation	Dubai, UAE	US\$2,595.00

### 9-13 December

Governance & Strategic Leadership for Boards	Dubai, UAE	US\$2,595.00
Company Secretary Masterclass	Dubai, UAE	US\$2,495.00
Programme in Organisational Leadership	Dubai, UAE	US\$2,595.00

### 9-20 December

The Complete Board Of Directors' Programme	Dubai, UAE	US\$4,995.00
Chairing The Board of Directors	Dubai, UAE	US\$4,995.00
Enhancing Company Secretary & Board Effectiveness	Dubai, UAE	US\$4,895.00

### 16-20 December

Enhancing Board Effectiveness	Dubai, UAE	US\$2,595.00
Strategic Thinking & Decision Making For Boards	Dubai, UAE	US\$2,595.00

## CUSTOMISED TRAINING SOLUTIONS

Many of our courses can also be run on in-house basis. In addition we also assist organisations by designing customised training solutions. Customised training programmes are designed to consolidate and integrate the key issues of the learning objectives, which are then linked to organisational strategy and culture, in order to be fully effective. Programmes can be followed-up to ensure that the needed change takes place.

*A customized programme can be designed to address issues faced by a single organization, and, if carefully managed, can become a powerful agent for change.*



## Different organisations have different needs

Sometimes an off the shelf or public course will not be entirely relevant. In order to meet your specific needs our training consultants will work closely with you to design learning solutions which address both the developmental needs of the individual as well as being practical and relevant for day to day business.

Tailoring can be simply a matter of altering an existing course but may involve developing from scratch to be totally bespoke to your requirements.

Often critical components involved may include :

- Length of course. (Typically courses can vary from 2 days to 5 days )
- Choosing examples which impact your business the most
- Using a range of learning tools
- Using client terminology to ensure the message is consistent
- Worked examples and case studies

A customised training course from InterAfrica Group is designed from the ground up to meet the needs of your organisation in all its uniqueness. This is the best way of ensuring that you get maximum value out of your investment in training.

## When we say customised training ...

We have developed a tried and tested approach to the development of in-house programmes, namely one where it customises programmes according to the specific needs of both the organisation involved as well as the needs of the target group. This approach is in sharp contrast to the conventional approach where existing programmes are taken as the point of departure, and minor changes are brought about.

When we prepare a customised training course, we ensure that all key aspects of the course are tailored to your individual needs. These aspects include:

**Scope** – you decide what topics and issues are to be covered, as well as the duration of the course

**Theory** – we provide the exact amount and type of theoretical back-ground needed to make the most of the practical training

**Practical training** – this is tailored precisely to your own plant and to the scope of the training course

**Case studies** – these are carefully selected to ensure they apply to your operations

**Materials** – we provide expertly developed materials that reinforce your learning

**Cultural aspects** – we consider more than just the equipment, also tailoring our training to the way you operate your plant

This amounts to a training course that is truly customised, meeting your exact needs.

## **Our Approach**

Our approach to tailored learning and development consists of designing and delivering the appropriate solution for each client.

To be successful across both of these elements, we work in partnership with our clients. Our solutions will seek to address the developmental needs of individuals as well as any relevant organisational challenges.

Our tailored approach, adopting a rigorous and successful design methodology, ensures we are able to produce a range of engaging learning programmes which aim to stimulate behavioural change in the workplace.

Our customisation approach is based on the principle of a partnership between us and your organization in which we are both involved. In this partnership the partners co-design and co-present the learning intervention.

This requires the InterAfrica Group to also research the strategic direction of the company and the strategic issues they face in order to ensure that the programme develops the competencies required to fulfill the goal of the organisation.

## **Tailored Training Solutions**

### **Bespoke services based on proven solutions and professional input.**

InterAfrica Group has a strong track record of working with 'single clients' to develop new solutions from scratch; bespoke existing programmes or run events for single client organisations.

The range of what we offer is extensive. Our reputation is strong in this area as clients demand training and development solutions that are timely, delivered on their site or other choice of location and set within their context.

The added benefit is that single client solutions develop your leaders together.

We have an extensive team of consultants and associates drawn from across different industries and sectors who can work on specific topics seen through our organisational lenses.

All of our 'Leading edge programmes' are also available to be run on-site for single organisations from single day events to short sessions. These workshops bring leading thinkers to your organisation to help you guide organisational conversations and to stimulate new ideas and possibilities.



## **We speak your language.**

Each customised workshop is the product of hours of research into how your company does business, the risks and issues it faces, the sort of contracts it encounters.

Relevant case-studies and topical exercises ensure that delegates can instantly relate their new learning to their everyday working environment. And the confidential environment means that delegates can obtain answers to difficult business questions that a public course would not allow.

## **Value for money**

Customised training is often the best solution for plants acquiring new equipment or facing specific challenges with existing lines.

Focusing exclusively on the topics agreed between you and FLSmith Institute, every minute of a customised training course helps you meet the challenges you face. This ensures unparalleled value for money and a very fast return on investment.

## **Consultancy and Training Need analyses**

Correctly identifying where leadership strengths and weaknesses lie can be deceptively difficult.

Understanding too the solution that will work requires an in-depth understanding of organisational development, systemic change and individual capabilities. Our team of consultants, from wide background of public and private sector services, cover a range of experience and skills. They are able to work with you on a consultancy basis to undertake diagnostic work on a variety of issues including leadership development at an organisational or team level.

## **Research**

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## Our Commitment To You...

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- A structured training programme will be developed, providing your people with a logical approach to learning that's easy to follow and apply.
- Our programmes will include the development of action plans that your team can implement in the workplace to ensure long-term impact of their training.
- Regular evaluation and feedback on our performance is always welcomed and will be formally received, enabling us to constantly look for new ways to improve the service you receive.

## Want to talk?

If you're thinking about designing a custom executive program, we encourage you to give us a call.

We believe that the best way to begin this process is to have a conversation about your organization's challenges and goals. We can tell you whether a custom programme might be a good idea for your organization, and if so, we'd be happy to be part of the solution.





# *InterAfrica Group*

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