As the premier Management Development Professional Service firm in the Nigerian Financial Services Sector, we provide learning solutions that meet the needs of our numerous stakeholders. Basic capacity building based on strategic curriculum design, training delivery and post delivery assessment, as well as reporting. In line with best practice adult learning concepts are features of our corporate brand promise.

Our learning interventions are evidence-based, delivered via:

- Lectures
- Syndicate Sessions
- Case Studies

These have been found to be practice impacting in workplaces.
Mission Statement
To provide best in class service quality and value to our stakeholders

Vision Statement
To be the preferred provider of training, consulting and research services to the Financial Services Sector in Sub-Sahara Africa by 2019

Our Core Values
Acronym [A-S-T-E-P]
- Accountability
- Services
- Teamwork
- Ethics
- Professionalism

[✓] = Programmes submitted for FAA’s accreditation

For further Information/Enquiries Contact
Head of Training, FITC
0802 315 3607

Please Note
All nominations must be received at least a week to the commencement date.

Kindly re-confirm the dates for the programmes you are interested in, one month to the scheduled date as the FITC reserves the right to change or cancel any part of its published programme as occasions demand.

Note: Online registration and updates on scheduled courses are available on our website: www.fitc-ng.com
FITC is a professional services organisation which provides cutting edge training, research and consultancy services to stakeholders within and outside Nigeria. Its delivery of world class services is made possible through its large stock of multidisciplinary, versatile professionals and high level strategic alliances it has built with similar institutions, over the years.

FITC was established in 1981, as a non-profit organization limited by guarantee. It is owned by the Bankers Committee, which comprises of the Central Bank of Nigeria (CBN), Nigeria Deposit Insurance Corporation (NDIC) and all deposit money banks in Nigeria.

FITC Training is Nigeria's apex human capacity building institution in the Financial Services Sector. It provides learning interventions to the needs of its numerous stakeholders through open enrolment, customized in-plant training intervention and collaboration with renowned international training outfits, to address perceived training gaps in the public and private sectors.

FITC Consulting was established as a service line in 1992, a decade after establishment of FITC. It provides best in class consulting services to stakeholders in diverse sectors of the local and sub regional; it uses a rare mix of competencies and experiences. FITC Consulting works with a team of seasoned professionals, to assist clients identify issues and challenges that constrain their performance, as well as undertake comprehensive and systematic diagnosis of such issues as a basis for resolving them, working with the client’s staff.

FITC Research is a fast growing think-tank whose sole aim is to provide solutions to business problems, through research. It has a track record of helping businesses to succeed, and has to its credit many successful research studies and reports published over the years. FITC Research uses a wide variety, innovative techniques, and has strong competence in market research, economic and business intelligence studies. FITC Research conducts researches aimed at improving the financial service industry; thereby finding solutions to the problems of the financial industry.

FITC has over the years, perfected a business model that gives it a high degree of flexibility, while delivering high quality services. The model entails retaining professional, associate and auxiliary staff categories, while partnering with stakeholders to create implementable solutions in training, research and consulting.

FITC demographics as at 31st December 2016 indicates that its people consist of young people, with 43% aged between 20 and 40 years old; 57% are 41 to 50 years old. In terms of gender, 61.1% of FITC’s employees are male and 38.8% are females. In terms of working experience, 14.5% have 5-10 years post qualification working experience, while 66.4% have 10-30 years post qualification working experience. FITC has 55 full time employees and over 350 subject matter associates, across Nigeria and Internationally.

How to reach us:

LAGOS OFFICE:
FITC
FITC House,
164/166, Murtala Muhammed Way, Ebute-Metta,
P. M.B. 1115, Yaba, Lagos.
Tel: +234 - 805 020 0041, +234 - 816 620 6182
E-mail: info@fitc-ng.com
website: www.fitc-ng.com

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FITC Liaison Office
Ahmadu Coomassie House,
Plot 777, Muhammadu Buhari Way
Central Business Area, Abuja
Tel: +234 8118895694
Helen: +234 - 803 348 0113 (FITC Consulting)
TUNJI: + 234 802 315 3607 (FITC Training)
SEYI: + 234 803 348 0113 (FITC Consulting)
ANJORIN: + 234 802 370 1325 (FITC Research)
## PROGRAMME

<table>
<thead>
<tr>
<th>PROGRAMME</th>
<th>MONTHS</th>
<th>FEES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A Accounting &amp; Auditing</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Best Practice Audit Reporting</td>
<td>22 - 27 Sep</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Basic Financial Statements Analysis</td>
<td>9 - 13 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Audit and Internal Control</td>
<td>26 Sep - 2 Mar</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Corporate Frauds Detection, Prevention and Control</td>
<td>12 - 16 Oct</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Advanced Financial Statements Analysis</td>
<td>10 - 18 Oct</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Advanced Audit and Internal Control</td>
<td>3 - 7 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• IT Audit for Internal Auditors</td>
<td>8 - 12 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Risk-Based Auditing [✓]</td>
<td>5 - 9 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Forensic Auditing and Investigation [✓]</td>
<td>2 - 6 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• IFRS 9 Financial Instrument (New)</td>
<td>5 - 9 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td><strong>B Banking Operations</strong></td>
<td></td>
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</tr>
<tr>
<td>• Effective Management of Branch Offices</td>
<td>19 - 23 Feb</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• AML/CFT Compliance Course [✓]</td>
<td>22 - 26 Nov</td>
<td>$123,465.00</td>
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<tr>
<td>• Retail Banking Fundamentals</td>
<td>27 - 31 Nov</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Trade-Based Money Laundering (New)</td>
<td>9 - 13 Feb</td>
<td>$123,465.00</td>
</tr>
<tr>
<td><strong>C Corporate Governance</strong></td>
<td></td>
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<tr>
<td>• International Programme for Directors of Banks and other Financial Institutions</td>
<td>14 - 18 Feb</td>
<td>$5,200.00</td>
</tr>
<tr>
<td>• Continuous Education Programme for Directors of Mortgage Banks</td>
<td>19 - 20 Feb</td>
<td>$20,000.00</td>
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<tr>
<td>• IFC-FITC Board Leadership Series</td>
<td>13 - 14 Feb</td>
<td>$30,000.00</td>
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<tr>
<td>• CBN-FITC Continuous Education Programme for Directors of Banks</td>
<td>18 - 19 Feb</td>
<td>$30,000.00</td>
</tr>
<tr>
<td>• Corporate Governance and Business Ethics (for Senior Management Staff)</td>
<td>27 - 28 Feb</td>
<td>$180,000.00</td>
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<tr>
<td><strong>D Credit and Loan Structuring</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Basic Credit Analysis and Management [✓]</td>
<td>19 - 23 Feb</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>• Syndicated Lending Techniques and Management</td>
<td>27 - 30 Feb</td>
<td>$108,775.00</td>
</tr>
<tr>
<td>• Problem Loans: Warning Signals, Assessment &amp; Recovery [✓]</td>
<td>23 - 26 Feb</td>
<td>$108,775.00</td>
</tr>
<tr>
<td>• Loan Documentation</td>
<td>4 - 7 Nov</td>
<td>$108,775.00</td>
</tr>
<tr>
<td>• Loan Portfolio Management</td>
<td>27 - 31 Nov</td>
<td>$123,465.00</td>
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</tbody>
</table>

[✓] programmes submitted for FAA's accreditation
<table>
<thead>
<tr>
<th>Programme</th>
<th>Months</th>
<th>Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Finance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intermediate Credit Analysis and Management</td>
<td>Feb - May</td>
<td>5 - 9 LOS</td>
</tr>
<tr>
<td>Advanced Credit Analysis and Management</td>
<td>Feb - May</td>
<td>5 - 9 LOS</td>
</tr>
<tr>
<td>Effective Project Finance</td>
<td>26 May - 1 June</td>
<td>9 - 13 LOS</td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>15 - 19 June</td>
<td>9 - 13 LOS</td>
</tr>
<tr>
<td>Financial Modelling</td>
<td>26 May - 1 June</td>
<td>9 - 13 LOS</td>
</tr>
<tr>
<td>Effective Budgeting &amp; Cost Control</td>
<td>26 May - 1 June</td>
<td>9 - 13 LOS</td>
</tr>
<tr>
<td>Real Estate Financing</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Movable Asset Financing (New)</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td><strong>Human Resource</strong></td>
<td></td>
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<tr>
<td>Human Resources Analytics (New)</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Basic Train-The-Trainers</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Leading Strategic HR Transformation</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Essentials of Human Resources Management for Line Managers</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Employee Performance Management</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td><strong>Information Technology</strong></td>
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<tr>
<td>System Contingency Planning &amp; Disaster Recovery Strategies</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Cyber Security for Financial Services Professionals</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
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<tr>
<td><strong>Management Development</strong></td>
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<tr>
<td>International Executive Programme for Personal and Special Assistants</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Improving Personal Effectiveness</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Developing Leadership Competencies</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Business Writing and Communication Skills</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Building and Leading Effective Teams</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Building Strategies for Breakthrough Performance</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Conceptualising and Executing Organisational Strategy (New)</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
<tr>
<td>Workshop for Company Secretaries</td>
<td>12 - 16 July</td>
<td>10 - 14 LOS</td>
</tr>
</tbody>
</table>

(*) Programmes submitted for FAA's accreditation
<table>
<thead>
<tr>
<th>PROGRAMME</th>
<th>MONTHS</th>
<th>FEES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I  Marketing Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic Marketing for Competitive Advantage</td>
<td>21 - 25 LOS</td>
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<tr>
<td>Achieving Excellence in Customer Service</td>
<td>24 - 28 LOS</td>
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<td><strong>J  Risk Management</strong></td>
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<tr>
<td>Enterprise Risk Management</td>
<td>5 - 9 LOS</td>
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<tr>
<td>Basel II &amp; III with Risk Management for Professionals</td>
<td>16 - 19 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Credit Risk Management</td>
<td>13 - 16 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Managing Risk Management</td>
<td>8 - 12 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Embedding Liquidity Risk</td>
<td>21 - 25 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Measuring and Managing Operational Risk</td>
<td>23 - 27 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Market Risk Management</td>
<td>3 - 7 LOS</td>
<td>$123,465.00</td>
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<tr>
<td>Risk-Based Supervision</td>
<td>30 July - 2 Aug</td>
<td>$108,775.00</td>
</tr>
<tr>
<td>Compliance Risk Management</td>
<td>9 - 13 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Managing Risk in Electronic Banking</td>
<td>7 - 11 LOS</td>
<td>$123,465.00</td>
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<tr>
<td>Risk-Based Approach to AML</td>
<td>4 - 8 LOS</td>
<td>$123,465.00</td>
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<tr>
<td><strong>K  Treasury Management</strong></td>
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<tr>
<td>Corporate Treasury Management</td>
<td>5 - 9 LOS</td>
<td>$123,465.00</td>
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<tr>
<td>Strategic Asset and Liability Management</td>
<td>6 - 10 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Investment Analysis &amp; Portfolio Management</td>
<td>7 - 11 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Selling Treasury and Corporate Banking Products</td>
<td>16 - 20 LOS</td>
<td>$123,465.00</td>
</tr>
<tr>
<td>Mastering ICAAP: Internal Capital Adequacy and Assessment Process (New)</td>
<td>26 - 30 LOS</td>
<td>$150,000.00</td>
</tr>
<tr>
<td><strong>L  Certification Course</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Training Professional (CTP) (New)</td>
<td>16 - 24 July</td>
<td>$2,500</td>
</tr>
<tr>
<td></td>
<td>22 - 30 July</td>
<td></td>
</tr>
</tbody>
</table>

\[✓\] programmes submitted for FAA's accreditation

Please note:
All courses listed are available as open programmes, but can also be designed and delivered as institution specific customised programmes, based on request.
FITC has commenced the process of accrediting fifteen of its core courses with the Finance Accreditation Agency (FAA), Malaysia. Ten of the courses are currently being assessed for accreditation by FAA, while the remaining five will be accredited at the beginning of 2018. The basis for the accreditation is to align FITC course offering to international best practices, as well as promote the banking industry with globally accredited courses for their requirements under the Competency Framework for the Nigerian Banking industry, especially as it relates to the control functions, which impact quality of banks and banking practice.

FAA is an independent quality assurance accreditation body supported by Bank Negara Malaysia (Central Bank of Malaysia) and Securities Commission Malaysia. FAA is responsible for raising the standards and quality of professional learning and development in the financial services industry. As an advocate of the highest quality in international benchmarked standards for learning programmes, individuals and institutions, FAA aims to create highly skilled and internationally mobile professionals for the global financial services industry. Headquartered in Kuala Lumpur, FAA is sought out by institutions across the globe as the first institution to have developed learning standards for the financial services industry and to offer learning programme accreditation.

The courses that FITC has commenced accreditation with FAA include:

- Basic Credit Analysis;
- Intermediate Credit Analysis;
- Advanced Credit Analysis;
- Problem Loans: Warning Signals, Assessment & Recovery;
- Enterprise Risk Management;
- Operational Risk Management;
- Credit Risk Management;
- Liquidity Risk Management;
- Compliance Risk Management;
- AML/CFT Compliance;
- Risk Based Approach to AML/CFT;
- Risk Based Auditing;
- Forensic Auditing & Investigation;
- Corporate Treasury Management; and
- Financial Modelling.
FITC is proud to have achieved this milestone and appreciates the professional support and constructive engagement that FAA is providing throughout the rigorous and demanding accreditation process. For FITC, the accreditation will help ensure the continued relevance of its courses, and for FITC’s clients, beyond Nigerian shores because, the FAA accreditation will provide an independent assurance of the quality of FITC’s programmes.

In furtherance to this accreditation:
(a) All applicable certificates for the FAA accredited courses will bear both the FITC and FAA Logos.

(b) FITC now has an Exclusivity Agreement with FAA on Certified Training Professional (CTP)

On Monday, 13 November, 2017, FITC signed an exclusivity agreement with FAA on the Certified Training Professionals (CTP) programme for Nigeria. The FAA Certified Training Professional (CTP) course provides a holistic view of the training profession through the process of design, development and delivery. The course enhances the capabilities and knowledge of learning and development professionals, by applying proven theories supported by effective practical approaches.

Participants are given a solid foundation in instructional design methodologies that will enable them to facilitate and deliver impactful training, and to design and develop comprehensive and outcome-based learning programmes based on internationally benchmarked best practices.

**Who Should Attend?**

This course has been designed for human resources, learning and development, and training professionals who want to enhance their skills, knowledge and results. The course is also suitable for financial services industry practitioners who want to transfer their knowledge and experience through training. Successful participants will be recognised as a Certified Training Professional, and will receive a certificate upon completion of the course, and related follow up actions as part of the requirements for certificate.

The course enhances trainers’ capabilities through: tools such as the FAA Learning Standards and FAA Quality Framework; by applying proven theories and models; constructive activities build on participants’ prior knowledge; hands-on activities provide opportunities for active and meaningful involvement through self-reflection/input and on-the-job assessments to ensure the application of knowledge in the workplace.
Sometimes, you may find that attending or sending your staff to one of our public courses is not feasible, due to date and timing or you may find a need to train a group of staff from your organisation. The In-plant training option, is meant to help you solve challenges like these.

In some cases, designing an in-house training programme simply involves modifying existing workshop programmes to fit the specific needs of the stakeholder’s company, while at other times, a complete customized solution is required.

Such trainings are usually developed in partnership with you, ensuring your expectations are met and possibly even exceeded with the option of additional follow up training sessions, to ensure that learning has been fully applied into your business.

We always welcome the opportunity of working closely with our stakeholders, and in-plant trainings is one of those times when we can show stakeholders another level of skill and expertise in helping them to achieve individual, team and business objectives.

Why choose FITC’s In-plant Training service?

You save money: cost per person is lower than sending staff to a public course. In addition, we will select the best trainers from our team of more than 350 subject matter experts to meet your needs, as we will always aim to exceed your expectations.

The in-plant training provides flexibility for you and your team in selecting a date and location that suits you. Thus, enabling you to avoid peak times of activity in your business.

We aim to make all training courses as practical as possible, to ensure that you can apply what your staff have learnt into the business, whilst ensuring that the training is both interactive and engaging throughout.

We will discuss situations and cases specific to your organisation in confidentiality and tailor the topics to your organisation’s needs. Because of the flexibility of in-plant programmes, there is enough room to accommodate special needs such as when and where you want to be trained.

Our in-plant engagements also provide a chance to build team-spirit and lead to bring your staff together in a common learning environment. We will invariably bring your staff face-to-face with knowledgeable and experienced speakers, who are keen to impart their knowledge to your staff in an intellectually safe environment.

What topics do FITC in-plant programmes cover?

We can arrange a wide range of topics that will fit what you are looking for. All the public courses that you see in our Open Programme Training Calendar can be provided as an in-house course as well as:

- Understanding Financial markets
- Exceptional Customer Service for Tellers
- Corporate governance
- Talent Management
- Customer Care and Retention Strategies
- Risk management
- Negotiation Skill
- Balanced Score Card
- Management and leadership Development skills, and much more... if you can't find what you’re looking for, feel free to contact us with the topic you need

Can FITC organise training in the city/country of your choice?

We can organise in-house training courses for you anywhere you choose, whether at your office or our own facility or off-site on residential basis. We can also organize to take your delegates outside the country, especially for very senior executives. FITC is also capable of delivery any of these trainings at any internal and subsidiary of your organisation.
Where are FITC trainers located?

The benefit of choosing FITC for your in-plant is that we have a large pool of multi-disciplinary subject matter experts/trainers located in Nigeria, the rest of Africa, Europe, United States, Middle-East, etc.

We'll source the right trainer for your organisation, as well as the topic you choose for the training, on negotiable terms.

How many people does your organisation need to have an in-house course?

From our experience, we usually recommend a minimum of 20 and a maximum of 30 people per in house training session. You can invite colleagues from other locations and/or your clients. However, for more intensive courses, we limit class size to 15 at the maximum.

Why should your organisation train with FITC?

Here are three reasons why:

1. You have a busy job. You are asked to do so much in your day-to-day work; you do not have the time to spend on organising the logistics of internal in-plant training. FITC will help take the load off you.
2. Take advantage of FITC’s pool of expert instructors located in Nigeria and across the globe. We source the right instructor for you so that you don’t have to.
3. Once you become our client, we ensure you become a consumer of our training programmes and remain with us as long as possible.

Other Design Development Services

To maximize the return on your training investment, FITC can also work with your learning academy team, to develop a comprehensive long-term training plan for your organisation. By doing so, we put you in touch with all of the required training resources, monitor the development of your employees and take a considerable burden of effort off your management team’s shoulders.

Whether large or small, your organization can benefit from this service. The following steps are involved:

1. Audit of training needs - carried out through shop-floor observation, interviews with employees and management.
2. Programme design - identifying types of training required and for which employees, timing and frequency, delivery methods, and evaluation mechanisms.
3. Implementation - training carried out by FITC, associates and external contractors as required.
4. Regular monitoring and review of employee skills development, review and modification of training plan based upon results.
5. Regular reports to management team on training results and training ROI.

Discussing the Possibilities:

You have nothing to lose, if you and your company have in-plant training needs, request a free proposal, there is no obligation.

To learn more about working with FITC on custom programmes please contact Tunji Ajiboye, Associate Director and Head, FITC Training on 0802 315 3607 or by email on jajiboye@fitc-ng.com or the Managing Director/CEO by email on lnewman@fitc-ng.com
Being a special purpose professional services organisation of over three and a half decades, comes with many advantages; we have lived through various seasons of the operating environment, while making our own internal adjustments and helping our stakeholders navigate their own paths, with demonstrated successes.

At FITC, our clients and stakeholders’ successes fulfil our mandate. As such, we will support you in identifying the challenges that can potentially constrain your performance. We will also partner with you to undertake systematic diagnosis of your organisation and markets, as a basis of addressing these challenges. Then, we support your people to deliver the aspired outcomes, thus enhancing your internal capacity.

Traditionally, we approach issues holistically through our three service units. This approach enables a 360 degree view of issues.

Overall, we partner to enhance our clients’ capacity to succeed through all seasons and organisational life cycles to stages.

Our awards speak for us.....

FITC House 164/166, Murtala Muhammed Way, Ebute Metta, P.M.B. 1115, Yaba, Lagos. Tel: (234)-8050200041, 8166206182 E-mail: info@fitc-ng.com website: www.fitc-ng.com
FITC Liaison Office, Ahmadu Coomassie House, Plot 777, Mohammed Buhari Way, Central Business Area, Abuja Tel: 08118895694

Follow us on twitter @ FITCNIGERIA www.facebook.com/FITCNIGERIA www.youtube.com/FITCNIGERIA

www.fitc-ng.com
FITC Corporate Governance Products

FITC’s corporate governance products present a unique platform to enhance the capacity of directors of Financial Institutions to effectively carry out their roles, and discharge their responsibilities in accordance with global best practices and relevant regulatory requirements. FITC strives to ensure that its board leadership curricula address contemporary issues and challenges facing the financial institutions in particular, and the economy at large. The programmes are designed and delivered in accordance with international standards, while deploying high quality resource persons, and engaging only seasoned resource persons with the requisite experience to lead discussions. Case studies are also a healthy mix of local and international samples.

Our corporate governance capacity building initiatives started 32 years ago, when FITC organised the maiden edition of the Annual Bank Directors Seminar in 1985, as an accomplishment of FITCs mandate for capacity enhancement in the Nigerian Financial Services Sector. The essence of the series, was to ensure that bank directors especially, are continuously availed with the requisite knowledge and skills which their onerous responsibilities demand.

FITC’s Range of Corporate Governance Products

Today, FITC leverages on a number of initiatives to deliver specially designed board leadership training programs, in line with global standards, yet contextualized to domestic and regional issues, using empirically based practice impacting adult learning methodologies. For more details on these range of training, please ask for the Board Leadership and Corporate Governance Calendar.

Highlights of sessions include:

1. FITC/CBN Continuous Education Programmes for Directors of Banks & Other Financial Institutions
2. FITC/IFC/GCGF Corporate Governance Board Leadership Programme Series
3. FITC’s International Programme for Directors of Banks and other Financial Institutions
4. FITC/CBN-OFISD for training of Directors of Microfinance Banks
5. FITC/MBAN Continuous Education Programme for Directors of Mortgage Bank Institutions
6. FITC Corporate Governance and Business Ethics Programme for AGM to GM grades

Number of participants trained

From 1985, when the Directors seminar commenced to September, 2017, FITC had trained 6,722 directors of the financial and other sectors locally and internationally. FITC has cumulatively, recorded a total of 60,644 participants on all programmes from inception in 1981 to September, 2017.

![Cumulative Number of participants Trained 1981 - September 2017](image_url)
Background

Traditionally, FITC training interventions are either open programmes, or in-plant engagements. Due to institutional growth, brand enhancement, and increased market visibility within and outside Nigeria, FITC started leveraging collaborations with reputable local and international institutions to deliver special programmes. This necessitated the expansion of the Corporate Governance (CG) Training Unit to include creation of the Special and Derivative Programmes which entail:

- Developing collaborative businesses that are congruous with FITC mandate;
- Facilitating the FITC Training's partnering deals and processes; and
- Coordinating the implementation of approved collaborative programmes.
- Design of learning interventions as components of designs and implement Transformation Consulting projects.

Apart from its involvement in short term project-specific partnership relationships, FITC Training is also favourably disposed to strategic or long term relationships as long as the partnership complements the mandate and objectives of FITC, delivers best value for both parties and the partnering institution is credible, with values that align with FITC’s core values.

Partnering with FITC Training via SPD

Any partnership relationship with FITC via the SPD is expected to accomplish the following objectives:

- Build capacity in the industry in a collaborative manner
- Add value to clients, as well as collaborating partners
- Increase customer satisfaction with confirmed effect of experience
- Share knowledge, skills, competencies, responsibilities, accountability and risks
- Champion effectiveness, efficiency, innovation and professionalism
- Protect intellectual property ownership
- Achieve greater reach by partnership
- Support national development with best practice
- Integrate Project on transformation into new culture

Partnering Process

The initiative to partner may originate from FITC or from an external potential partner within and outside the country. SDP is committed to giving every submitted expression of interest a prompt response, as we provide honest and constructive feedback that may or may not lead to further negotiation. Essentially, our step-by-step process in considering partnership requests is summarised as follows:

Step 1 - Initial desk review of request
Step 2 - In-depth appraisal of submission to determine merit, business case etc.
Step 3 - Scoping and conceptualisation meeting with the potential partner
Step 4 - Due diligence on the partner
Step 5 - Detailed negotiation meeting with the partner
Step 6 - Finalisation of agreeable MoU and Non-Disclosure Non-Circumvention Agreement
Step 7 - Agreement closure/Sign-off
Step 8 - Programme implementation/Partnership management
Step 9 - Post Programme Evaluation
Step 10 - Review of partnership for spin-off where applicable

The FITC SPD only endorses partnerships that are deemed to have been open and transparent throughout the process. In all its special programme partnerships, FITC is reputed for responsiveness, honesty, transparency and flexibility. In partnering with others to succeed, it leverages its strong brand, a pedigree of world class services delivery and a large stock of multidisciplinary, versatile professionals to maximise value adds to all parties, while protecting applicable intellectual property rights.

Reference Partnerships
Over the last three years, FITC has undertaken some project-specific partnerships with such organisations or agencies as the Inter-Governmental Action Group Against Money Laundering and Terrorist Financing in West Africa (GIABA), AMET&T Group SA, Geneva, Dun & Bradstreet, Lafferty Group, Other Financial Institutions Supervision Directorate (Ofisd) of CBN, West Africa Bankers Association (WABA) and International Financial Corporation (IFC).

Contact Us
If you have an innovative idea for collaboration or partnership on areas that would be of interest to us, it would be our delight to discuss and, possibly, partner with you over the programme. For further enquiries, contact our Sena Ayodeji on 0803 712 0687 or via sayodeji@fitc-ng.com. We expect to hear from you.

Our Value Base Approach to Clients’ Assignment
• FITC Training Methodology for in-plant courses are presented via these channels:
FITC VIRTUAL LEARNING

The FITC virtual learning is a unique product, derived from several years of intensive industry-relevant research, and layers of testing by experts in the field.

The learning platform which has a user friendly design, provides a self-paced learning that is accessible anytime and anywhere. It is embedded with highly interactive features such as illustrative pictures, simplified instruction guide and real life experiences which have been built into scenarios and case studies, modular learning assessment. These are specially configured to stimulate the interest of learners and serve the growing need for a learning model that does not necessarily take the learner out of his/her preferred location.

The LMS Environment
The FITC LMS is designed to assist learners in their quest for an impactful learning experience, with a look and feel that offers an attractive learning environment.

The FITC Virtual Learning is unique because it;
• Integrates best practice into local regulatory requirements
• Is based on evidence based need, derived from many years of research
• Is self-paced
• Offers multiple technology-based delivery methods
• Enables easy integration with client’s internal training delivery system
• Can be accessed anywhere, anytime
• Is learner-centered
• Has an in-built mechanism that keeps fast-changing content current, dynamic and refreshed
• Offers a detailed curriculum, simplified enough for easy comprehension and recall
• Focuses on outcomes that can be measured in a reliable and valid way
• Measures success in terms of performance and productivity than mere course completion or test results
• Helps people support bottom line culture through a collaborative learning
• Affords just-in-time learning experience

Online Courses Available
Two courses are presently offered on the LMS platform. They are:
• Basic Credit Analysis and Management in Nigerian Banks with six modules; and
• Bank Inspection and Internal Control, which has ten modules.

An assessment is available at the end of each module and course, to evaluate the level of learning transferred. Each learner will also have access to the personalised electronic certificate (eCertificate), downloadable and
printable from the LMS, after the successful completion of each course. The LMS also has additional notes and glossary of terms, as well as chat room, with faculty enriched learning experience.

**Purchase Options**

In order to further enhance flexibility and compatibility with various budgets, our online courses can be purchased via two major plans, namely licence and bundle purchase plans detailed below:

1. **Individual License Purchase**: 1 license

2. **Corporate License Purchase**:
   - a. Bronze License: 2 – 100 licenses
   - b. Silver License: 101 – 200 licenses
   - c. Gold License: 201 – 300 licenses
   - d. Platinum License: 301 – 500 licenses

3. **Corporate Bundle Purchase**: 501 units and above

The courses are available for individuals who intend to enrol for any of the courses for their self-development through the various license purchase plans. An organization that requires training of its employees on any of the courses could acquire multiple licenses under the License Purchase plans, in a way that is adequate to cover the number of employees to be trained. Subscribers to Silver, Gold and Platinum purchase plans stand to benefit from attractive discount offers.

Subscribers to the Licence Purchase option will run their institution specific training on FITC's LMS platform using cloud computing. Please, check the system requirements on the FITC website to learn about getting the best online experience from your purchased courses.

For corporate entities that have developed their institution specific LMS, Bundle purchase will be the best option for them. Bundle purchase would not only allow them to leverage their internal IT infrastructure, but also opens them to FITC's attractive discount policy. However, the Bundle Purchase plan requires a subscriber-organisation to have a functional LMS deployed on their corporate network. Please, contact us if you require an LMS developed for your organization and our technical team would promptly respond to your request.

**Payment Modes**

Available payment options include
- Wire Transfer to FITC's accounts (N, US$ and £) for license and bundle purchases
- Electronic Payment (ePayment) for individual purchase via:
  - MasterCard (US$ and £)
  - Verve (NGR N)

Please, note that individuals subscribing for the individual license should make their payments via the electronic payment options. Individuals or organizations interested in other license purchase plans would need to place a request for quote by using the link in the Action column, on the FITC website.

Registration for any of the two courses prompts choice of payment options.
Do you want to lead your industry?

Think research

FITC Research is a fast growing think-tank, providing solutions to business challenges through research. We have a track record of helping businesses succeed. We also have to our credit, many successful studies and reports published over the years. We partner to develop your capacity to compete.

Our rich Library is modern and contains materials that date back over 30 years.

Market surveys
Product development
Business intelligence

If you require further clarification or a formal presentation on how we could partner with you, please visit us or give us a call.

Our awards speak for us.....

2015 Great Place to Work (Shining Excellence in Leadership Award)
2014 Most Efficient Professional Services Firm of the Year Award
ITDO 2013 Award as Change Agent in Learning & Development in Africa
Agire West Africa 2012 Award for Talent Innovation and Excellence
Great Place To Work in Nigeria Award 2017 (7th Position out of 125)
B.L.O's International Quality Award 2013 (Gold Category)

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Tel: +234 805 020 0041, 816 620 6182
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Ahmadu Coomassie House, Plot 777, Mohammed Buhari Way, Central Business Area, Abuja. Tel: 08118895694

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Issues with Corporate Governance have become pervasive in recent years. As a safeguard, financial regulators such as CBN, SEC, NAICOM, FRC, NSE are strengthening their rules, regulations and framework in order to guard against unethical practices and ensure strict compliance to approved regulatory codes, while proactively managing possible risks.

Boards today face issues related to growth, globalization, and technological change board evaluation has become critical. A Board Evaluation brings to the fore, the inner workings of the Board and identifies critical skill sets required of Board members, in order to move the company forward. The effectiveness and corporate success of an organisation is ultimately dependent on the behaviour of its Board.

FITC has over the years, successfully supported organisations within and outside the Nigerian Financial Services Sector, to entrench sound corporate practices with a view to improving the overall performance of their Boards, while promoting sound Corporate Governance practices via:

- Board Assessment for Development
- Board Leadership Development Training in Corporate Governance
- Board and Management Retreats for Systemic Improvement
- Design of Board Charters for Effective Governance
- Governance Framework Development and Implementation

As at September 2017, FITC had trained 6,722 Directors of Banks and other Financial Institutions, on Corporate Governance and Board Leadership. It has also conducted several consulting assignments on Board development with post-delivery commendations from beneficiaries of such sessions.

Our multi-disciplinary team of consultants can support your organisation by using a multi-layered and evidence-based approach, to profile your Boards’ skill set and work dynamics for continued improvement.

What’s in it for me (WIIFM)?

- A high performing board
- Accountable management and strong internal controls
- Increased shareholder engagement
- Enhanced risk management practice
- Effectively monitored and measured performance
- Creation of long-term shareholder Value

For further enquiries on how FITC can support your organization, by introducing or enhancing Corporate Governance, please contact:

Dr. (Mrs) Adeola Agbato, Head, Corporate Governance & Special Programmes Unit, on 08161261683 (aagbato@fitc-ng.com)