

STI CONSULTING 2011 TRAINING PROGRAM



STI TRAINING PROGRAM 2011

POSTGRADUATE CERTIFICATE - LEADERSHIP DEVELOPMENT PROGRAM

TARGET AUDIENCE

Managers and Senior Managers

COURSE OVERVIEW

This is a joint program of STI Consulting and the University of Brighton, United Kingdom. The program prepares the participants for leadership positions. The participants are exposed to the concepts and application of leadership. The goal of the leadership development program is to help participants understand their innate abilities as well as learn skills required in harnessing the resources of their organizations, and to navigate the uncertainties and complexities that lay ahead while taking control of their career.

PROGRAMME OUTLINE

A model of leadership

- Understanding leadership
- The forces that shape leadership development
- The 21st Century Leader
- Understanding the leadership challenge
- Putting leadership into practice
- Change Management
- Best Practices
- Case Studies

VENUE: Brighton UK

FEE: £3,000 or Naira Equivalent

DATE: Session 1: 9 – 13 May
Session 2: 27 Jun – 1 Jul
Session 3: 19 – 23 Sept
Session 4: 5 – 9 Dec

Information for Delegates

If have any questions or concerns, either call us on +2341 8502624 or 8502625 or e-mail us at info@sticon.net and our customer services team will assist you.

Registration: To register for a course, please call us, e-mail or visit our website on www.sticon.net

After registration, you will receive a confirmation letter from us. The letter will have most of the information you may need regarding the program.

Fees

Fees for off-shore courses cover lodging including breakfast, lunch and dinner, tea breaks as well as comprehensive training materials.

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Travel & Accommodation

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Registration starts at 8.30am on the first day of all programs.

STI TRAINING PROGRAM 2011

STRATEGIC PLANNING AND IMPLEMENTATION

TARGET AUDIENCE

Executives and Managers

COURSE OVERVIEW

Implementation is no less important than the strategic planning process itself. While successful companies have always been guided by a strategic aligned management approach, there is a general lack of focus on issues that are often central to strategic planning. The main objective of this program is to empower executives and managers with skills required to align management activities with strategy to positively influence the direction of the organization at all levels.

PROGRAMME OUTLINE

- Strategy, strategy formulation and planning
- The essential elements of strategic planning
- Setting direction and turning direction into plans
- Successful techniques for long term range
- Strategic management issues; growth strategies, global competitive strategies, vertical and horizontal relationships and strategic planning process
- Framework for analysis and implementation

FEE: 200,000

DATE: 23 – 25 May & 18 – 20 Oct.

VENUE: Lagos.

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STI TRAINING PROGRAM 2011

POSTGRADUATE CERTIFICATE - STRATEGIC CHANGE MANAGEMENT

TARGET AUDIENCE

Senior Managers and Managers

COURSE OVERVIEW

This is a joint program of STI Consulting and the University of Brighton, United Kingdom. The skills required to manage change and make positive things happen are key competencies for those who want to make a difference in their organizations / environment. Where their world is characterized by uncertainty and complexity, skills in this area play a critical role in helping them and their organizations successfully adapt. Organizations that fail to recognize and value this do not survive.

This program's objective is to provide managers with specific framework and tools to facilitate organizational change.

PROGRAMME OUTLINE

- Introduction to Managing Change
- Understanding how to apply Solutions to Organisational Change
- Managing Individuals through Change
- Managing Groups and Teams through Change
- Introducing Organisational Culture
- Understanding the Cultural Aspects of Resistance
- Understanding how to Develop a Change Strategy using Implementation Models
- Introducing Change Agents and Agency
- Change Agency – The Role of the Leader
- Evaluating the Impact of Change Strategies
- Cases and stimulations

VENUE: Brighton UK

FEE: £3,000 or Naira Equivalent

DATE: Session 1: 2 – 6 May
Session 2: 4 – 8 Jul
Session 3: 26 – 30 Sept
Session 4: 14 – 18 Nov

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STI TRAINING PROGRAM 2011

CUSTOMER RETENTION AND DEVELOPMENT STRATEGY

TARGET AUDIENCE

Managers and Customer Service Officers

COURSE OVERVIEW

Winning new customers is important but retaining them is critical to the long term survival of the business. And as it costs considerably less to retain a customer than getting a new one, focusing on your retention strategy makes perfect business sense. Attending this course will develop your skills in customer acquisition and retention, and how it impacts your long term business planning.

Participants will use data profiling and segmentation in simulations and case studies to deliver marketing communications that will yield high returns for the organization. Other areas to be covered include;

- Understanding the dynamics of customer loyalty and retention
- Driving customer profitability
- Effective customer data utilization
- Developing an effective loyalty program
- Why many loyalty programs don't add value

FEE: 185,000
DATE: 11 – 13 July & 10 – 12 Oct.
VENUE: LAGOS, NIGERIA.

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STI TRAINING PROGRAM 2011

ADVANCED LEADERSHIP DEVELOPMENT PROGRAM

TARGET AUDIENCE

Senior Managers and Executives

COURSE OVERVIEW

This is a training program that equips the participants with leadership skills for enhanced opportunities and positions. The goal of the advanced leadership development program is to help participants take control of their career. Using a variety of assessment tools and feedbacks from experts, participants will discover how to influence more effectively and lead others while learning how to avoid the pitfalls and common mistakes made by unprepared leaders.

Participants will learn to lead and inspire their subordinates as well as successfully manage complex relationship with their supervisors and peers.

PROGRAMME OUTLINE

A model of leadership

- The role of emotional intelligence
- Understanding behavioral styles
- Critical challenges in taking up a leadership assignment
- Milestones and pitfalls: Advice from an executive coach
- Management styles: How to enhance effectiveness
- Conflict resolution styles: Opening the door to change
- Development or derailment? Leading a successful team

FEE: \$4,000 or Naira Equivalent

VENUE / DATE: Session 1 Toronto: 13 – 17 June

Session 2 Toronto: 3 – 6 Oct

Session 3 Joburg 14 – 18 Nov

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STI TRAINING PROGRAM 2011

PERFORMANCE MEASUREMENT AND IMPROVEMENT

TARGET AUDIENCE

Managers

COURSE OVERVIEW

Measuring performance is a critical process in all organizations, profit or non-profit.

The process is aimed at determining the extent to which preset goals and objectives in an organization have been achieved.

Furthermore, it allows the organization to determine development gap and initiatives necessary to drive forward continual improvement.

PROGRAMME OUTLINE

- Setting the performance standards
- Identifying the performance gap
- Developing a performance measurement system
- The balanced measurement approach
- Developing good measures
- Learning problem solving tools
- Different levels of improvement
- Using measures to drive improvement
- Implementation and control of change

FEE: N185, 000

DATE: 13 – 15 June.

VENUE: LAGOS.

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STI TRAINING PROGRAM 2011

DEVELOPMENT COURSE

TARGET AUDIENCE

Managers and Assistant Managers

COURSE OVERVIEW

Sustaining the growth of a business has always depended on the organisation's ability to identify early those that will shape the future of the organization. Development Course is a very demanding program that tasks the innate ability of the participants while at the same time imparting core skills in Finance, Human Resource Management, Marketing, and General Management.

It is a pre-requisite for the candidate who will become a manager in 1- 2 years. For a candidate to fit into this one week program, he or she must have demonstrated abilities that are clearly above average in their organizations.

PROGRAMME OUTLINE

Day 1

1. Understanding Strategy
2. Competitive Differentiators
3. Value Proposition
4. Team Building
5. Presentation Skills 1
6. Case Study 1

Day 2

- 2.1 Introduction to Finance
- 2.2 Sources of Capital
- 2.3 How Capital Market Works
- 2.4 Understanding Financial Reports
- 2.5 Risk Management

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2.5 Case Study 2

Day 3

- 3.1 Introduction to Human Resources Management
- 3.2. Developing An Effective Job Description
- 3.3 Performance Targets and Measures
- 3.4 Job Evaluation and Remuneration
- 3.5 Career and Succession Planning
- 3.6 Case Study 3

Day 4

- 3.1 Marketing – A Strategic Tool
- 3.2. The Role of Brands
- 3.3 Advertising and Promotion
- 3.4 Building An Effective Sales Force
- 3.5 Managing the Corporate Image
- 3.5 Case Study 4

Day 5

- 3.1 Corporate Social Responsibility
- 3.2. Business Ethics
- 3.3 Team Dynamics
- 3.5 Presentation Skills 2

- 3.6 Group Presentation

FEE: N250,000 (Fully Residential)
DATE: 20 – 24 June.
VENUE: LAGOS.

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STI TRAINING PROGRAM 2011

FINANCE FOR NON – FINANCE MANAGERS

COURSE OVERVIEW

Successful managers must be able to communicate effectively with both those who get things done and those controlling the financial aspects of the organisation.

Improving business performance requires an understanding of the components of profit and value. This practical guide to analysing financial information will provide managers and business owners with effective financial skills to enable them to improve the financial performance of their business.

The aim of this practical and participative course is to help participants analyse and improve on their understanding of financial performance of organisation using case studies and participants' own examples.

BENEFITS OF ATTENDING

This workshop helps participants to:

- Develop their understanding of Financial Concepts and demystify financial jargon
- Understand how their decisions affect their organisation's financial performance
- Understand the key financial documents, such as the Balance Sheet and the Profit & Loss Account, and Cash flow summary
- Realise the importance of cash and profit, and the links to the organisation's strategies and tactics

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STI TRAINING PROGRAM 2011

- Understand their most important financial ratios and trends
- Understand budgeting and when to use each the 3 different methods
- Integrate financial concepts and policies into the management decision and budgeting process
- Control business operations through effective budget management
- Communicate effectively with financial executives and staff

- Ensure continuous alignment between your long-term strategic plan with your short-term budget cycles
- Implement a budget that achieves companywide buy-in and effects positive change by utilizing change management techniques
- Use forecasts to make decisions about how to allocate resources to give the best results

FEE: N185,000
DATE: 8 – 10 August
VENUE: LAGOS.

STI TRAINING PROGRAM 2011

LEADING WITH EMOTIONAL INTELLIGENCE

TARGET AUDIENCE

Executives and Managers

COURSE OVERVIEW

Laymen call it charismatic leadership but scientifically, it's been proven that charismatic leadership is basically the application of Emotional Intelligence in relationship building. This program exposes the participants to the concept and application of Emotional Intelligence. It allows the participants to discover their strengths and apply Emotional Intelligence in developing weak leadership traits.

Participants will learn to lead and inspire their subordinates as well as successfully manage complex relationships using Emotional Intelligence.

PROGRAMME OUTLINE

- Understanding Emotional Intelligence (EI)
- Leadership Styles
- Leadership and Management
- Vision, Values and Goals
- Emotional Intelligence and Leadership
- Building Trust with EI
- Leadership Relationship
- The Charismatic Leadership
- Leading the High Performance Team

COURSE BENEFITS

This course is designed so you will:

- Understand what organizations are looking for in modern leaders
- Explore key leadership issues with peers
- Develop your own leadership style to get results
- Build your confidence and ability as a leader
- Understand how relationships impact on leadership
- Generate a long-term strategy for self-development and overcoming barriers to change

FEE: \$3,000 or Naira Equivalent

VENUE / DATE: Dubai: 18 – 22 Jul & 24 – 28 Oct

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STI TRAINING PROGRAM 2011

OIL & GAS BUSINESS MANAGEMENT MASTER CLASS 1

ECONOMIC ANALYSIS OF PETROLEUM VENTURES AND INVESTMENT DECISIONS

TARGET AUDIENCE

Executives and Managers of Oil & Gas Organisations in private and public sectors. Financial and Insurance Executives, Capital Market Analysts, Legislators overseeing Oil & Gas sector at State and National Assemblies.

COURSE OVERVIEW

Oil and Gas E & P is characterized by high risk and capital intensity. The primary goal of an E & P firm is to maximize the present value of profit in the long run, and to enhance shareholder value. Applying the economic principles in dealing with limited resource allocation among competing financial investment opportunities aimed at making the optimal profit from petroleum ventures.

This course addresses the basic drivers of profitability in an E & P firm and how to maximize these. Participants will have an appreciation of the factors that determine the economic attractiveness of petroleum ventures and operations, and have an appreciation of risk and uncertainties in decision making for Oil and Gas ventures.

PROGRAMME OUTLINE

- Oil and Gas Fundamentals
- E & P Business Environmental
- Petroleum Contracts and Fiscal Systems
- General Economics Principles and Definitions
- Economic Evaluation Models
- Opportunity Screening
- Project Cash Flow Analysis
- Marginal Field Economics
- Exploration Economics

FEE: N250,000

VENUE / DATE: Lagos: 7 – 11 Mar & 11 – 16 Sept.

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OIL & GAS BUSINESS MANAGEMENT MASTER CLASS 2

INVESTMENT OPPORTUNITIES IN THE OIL & GAS INDUSTRY

TARGET AUDIENCE

Executives and Managers of Oil & Gas Organisations in private and public sectors. Financial and Insurance Executives, Capital Market Analysts, Legislators overseeing Oil & Gas sector at State and National Assemblies.

COURSE OVERVIEW

Although the Petroleum Industry is characterized by high-risk and capital intensity, the long-term profitability returns far outweigh the early investments and risk especially on a portfolio basis. The industry is highly integrated both vertically and horizontally, and forms the core of the energy business in today's economic climate. This course addresses investment opportunities in the upstream, midstream and downstream sectors of the Oil and Gas industry from the perspective of the Nigerian business environment.

PROGRAMME OUTLINE

- Hydrocarbons
- Requirements for Hydrocarbon Accumulation
- Investment Decisions
- Oilfield Practices
- Rig Operations
- Production Processes and Equipments
- Gas Treatment Plants
- Refining and Product Distribution
- Natural Gas Commercialisation

- Industrial Opportunities
- Support Industries
- Procurement and Supply Chain Management

FEE: N250,000

VENUE / DATE: Lagos: 14 – 18 Mar & 18 – 23 Sept.

STI TRAINING PROGRAM 2011

OIL & GAS BUSINESS MANAGEMENT MASTER CLASS 3

NATURAL GAS COMMERCIALISATION

TARGET AUDIENCE

Executives and Managers of Oil & Gas Organisations in private and public sectors. Financial and Insurance Executives, Capital Market Analysts, Legislators overseeing Oil & Gas sector at State and National Assemblies.

COURSE OVERVIEW

Over the past 150 years, natural gas has secured a vital role in every aspect of world economic development, particularly its role as fuel of first choice and a replacement for coal and oil. Due to its unique characteristics, natural gas has now been accepted as the energy for the world of today and tomorrow.

The Natural Gas Commercialisation course looks at some of the technical factors and advantages of Natural Gas in the context of other hydrocarbon sources, and the wide range of business opportunities available to the potential investor. It covers as well the economics of Natural Gas projects and the incentives required to attract investment in the sector.

PROGRAMME OUTLINE

- Energy Sources of the World
- International Energy Outlook
- Natural Gas and Commercial Sector
- Advantages of Natural Gas Utilisation
- Role of Natural Gas in Country's Development
- Benefits of using Natural Gas as Fuel
- Natural Gas Energy Pricing – Demand and Supply
- Natural Gas Transmission and Transportation
- Business Opportunities
- Role of Government and Fiscal Incentives
- Constraint to Gas Utilisation

FEE: N250,000

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