



Training. Consulting. Research

2012 Training Calendar





Participants at the FITC's 1st Global Content Complementary Member Institutions and Key Stakeholders' Workshop, held recently at Protea Hotel Ikoyi Lagos.



Group photograph of participants at the IFC-Global Corporate Governance Forum's 2011 Training of Trainers workshop held from Protea Hotel, Ikoyi Lagos Nigeria.



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 West Africa by 2016

Our Profile

Who we are

FITC is a professional services firm, 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.

What we do

FITC operates through three strategic service units focusing on Training, Consulting and Research in furtherance to its mandate.

FITC Training regularly delivers open and in-plant training programmes in the core operational areas of banking and finance. These range from Credit Analysis and Management; Corporate Finance and Investment Banking; Foreign Exchange and Treasury Operations to Clearing Operations. Other courses in the areas of information technology and Management Development are also offered on a regular basis.

FITC Consulting provides advisory services for stakeholders in Human Resources Management, Strategic Management, Executive Selection, Management Information System, Financial Management, Outsourcing and Audio-Visual Services.

FITC Research undertakes research aimed at finding solutions to stakeholders' problems and generating insight into the challenges facing the financial services sector, in particular, and the Nigerian economy in general. It also facilitates the creation of research departments and related knowledge management methodologies, databases etc.

Our Business Model

All our project teams are led by a Director whose primary focus is to ensure that the quality of our service delivery meets stakeholders expectations. We also pride ourselves on the very high professional and ethical standards we bring to bear in all our engagements.

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 solutions in training, research and consulting.

Staff Demography of FITC consists of young and vibrant people, with 68.42% aged between 20 and 40 years, 22.81% are between 41 & 50 yrs. Out of this, 63.16% are male and 36.84% are female. Also, 29.83% have 5-10years post qualification experience while 43.86% have 10-30years post qualification experience.

How to reach us:

LAGOS OFFICE :

FITC

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2012 TRAINING CALENDAR

PROGRAMME	MONTHS												FEES	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Members N	Non Members N	
Accounting & Auditing														
■ Best Practice Audit Reporting	14-17 LOS							11-14 LOS				108,775.00	116,815.00	
■ Basic Financial Statements Analysis		28 Feb- 2 Mar LOS										108,775.00	116,815.00	
■ Bank Inspection and Internal Control			2-5 LOS									108,775.00	116,815.00	
■ Corporate Frauds Detection, Prevention and Control					5- 8 LOS					6 - 9 LOS		108,775.00	116,815.00	
■ Advanced Financial Statement Analysis						3-6 LOS						123,465.00	134,515.00	
■ Advanced Bank Inspection and Internal Control										11-14 LOS		123,465.00	134,515.00	
■ International Financial Reporting Standards		13-16 LOS					31 Jul- 3 Aug LOS					108,775.00	116,815.00	
■ Risk Based Auditing				22-25 LOS						13-16 LOS		108,775.00	116,815.00	
Finance														
■ International Trade Finance	21-24 LOS						31 Jul- 3 Aug LOS					108,775.00	116,815.00	
■ Finance for Non-Finance Executives				15-18 LOS					2-5 LOS			108,775.00	116,815.00	
■ Effective Project Finance				15-18 LOS					2-5 LOS			108,775.00	116,815.00	
■ Corporate Finance					12-15 LOS					6-9 LOS		108,775.00	116,815.00	
Credit and Loan Structuring														
■ Basic Credit Analysis and Management	21-24 LOS											108,775.00	116,815.00	
■ Syndicated Lending (Techniques & Management)		27-30 LOS					28-31 LOS					108,775.00	116,815.00	
■ Problem Loans: Warning Signals, Assessment & Recovery			17-19 LOS									91,480.00	95,635.00	
■ Loan Documentation					26-28 LOS							91,480.00	95,635.00	
■ Loan Portfolio Management								11-14 LOS				108,775.00	116,815.00	
■ Intermediate Credit Analysis and Management						17-20 LOS						108,775.00	116,815.00	
■ Advanced Credit Analysis and Management										13-16 LOS		108,775.00	116,815.00	

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PROGRAMME	MONTHS												FEES	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Members N	Non Members N	
Treasury Management														
■ Corporate Treasury Management		13-16 LOS					14-17 LOS					108,775.00	116,815.00	
■ Strategic Asset and Liability Management				8-11 LOS					22-25 LOS			108,775.00	116,815.00	
Risk Management														
■ Enterprise Risk Management	21-24 LOS											108,775.00	116,815.00	
■ Basel II & III with Risk Management for Professionals			2-5 LOS					4-7 LOS				165,000.00	165,000.00	
■ Credit Risk Management				8-11 LOS					9-12 LOS			108,775.00	116,815.00	
■ Managing Liquidity Risk					5-8 LOS							108,775.00	116,815.00	
■ Embedding Risk Management into the Corporate Culture						3-6 LOS						123,465.00	134,515.00	
■ Measuring and Managing Operational Risk							14-16 LOS					108,775.00	116,815.00	
■ Market Risk Management								25-28 LOS				108,775.00	116,815.00	
Banking Operations														
■ Effective Management of Branch Offices		6-9 ABJ					7-10 ABJ					108,775.00	116,815.00	
■ Bankers' Clearing Workshop		20-23 LOS					7-10 LOS					108,775.00	116,815.00	
■ AML/CFT Compliance Course			10-13 LOS					18-21 LOS				108,775.00	116,815.00	
■ Managing Banking Operations						10-13 LOS						108,775.00	116,815.00	
Corporate Governance														
■ Continuous Education Programme for Directors of Mortgage Banks						5-6 LOS						195,000.00		
■ IFC/FITC Board Leadership Series		20-22 LOS						26-28 LOS				280,000.00		
■ CBN/FITC Continuous Education Programme for Directors of Banks									9-12 LOS			250,000.00		
International Programme														
■ Improving Board Audit Committee's Effectiveness				7-11 DUBAI									\$5,200.00	

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PROGRAMME	MONTHS												FEES	
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Members N	Non Members N	
Marketing & Sales														
■ Strategic Marketing for Competitive Advantage		28 Feb -2 Mar LOS										108,775.00	116,815.00	
■ Client Relationship Management				22-25 LOS								108,775.00	116,815.00	
■ Achieving Excellence in Customer Service									9-12 LOS			108,775.00	116,815.00	
Human Resource Management														
■ Leading Strategic HR Transformation	14-17 LOS					17-20 LOS						108,775.00	116,815.00	
■ Basic Train-The-Trainers			16-20 LOS									123,465.00	134,515.00	
■ Essentials of Human Resources Management for Line Managers				22-25 LOS								91,480.00	95,635.00	
■ Employee Performance Management								4-7 LOS				108,775.00	116,815.00	
■ Driving Performance Through Talent Management					24-26 LOS							108,775.00	116,815.00	
■ Compensation & Benefit Management									20-22 LOS			91,480.00	95,635.00	
■ Advanced Trainers' Workshop										4-7 LOS		123,465.00	134,515.00	
Management Development														
■ Management Development Programme for Secretaries & Personal Assistants			10-13 ABJ						22-25 LOS			108,775.00	116,815.00	
■ Improving Your Personal Effectiveness			17-20 LOS						16-19 ABJ			108,775.00	116,815.00	
■ Report Writing and Presentation Skill				8-11 ABJ								108,775.00	116,815.00	
■ Building and Leading Effective Teams					19-22 ABJ							108,775.00	116,815.00	
■ Effective Presentation and Communication Skills								25-28 LOS				108,775.00	116,815.00	
■ Building Strategies for Breakthrough Performance										4-7 LOS		108,775.00	116,815.00	
Information Technology														
■ System Contingency Planning & Disaster Recovery Strategies						10-13 LOS					20-23 LOS	108,775.00	116,815.00	
■ IT Audit Using the ACL CAAT Software						24-27 LOS						108,775.00	116,815.00	

2012 TRAINING CALENDAR

Symbol Keys:

ABJ = Abuja LOS = Lagos

For further Information/Enquiries
Contact

Head of Training, FITC
01-810 2980, 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



Group photograph of participants during the course on Advanced Financial Statement Analysis held between 5 - 8 July, 2011

FITC's In-plant training services

Sometimes, you may find that attending or sending your staff to one of our public courses is not feasible, or you may find a need to train a group of staff from your organisation. In-plant training 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 training 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 200 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 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

Where are FITC trainers located?

The benefit of choosing FITC for your in-plant i

....FITC's In-Plant Training Services

that we have a large pool of multi-disciplinary subject matter experts/trainers located in Nigeria, 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.

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

From our experience, we usually recommend a minimum of 20 to 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.

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 you 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, 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



Training. Consulting. Research

Year 2011 is a historic year in the history of FITC, because the institution marked its 30th Anniversary on Thursday September 8, 2011 at the Shell Hall, Muson Centre, Onikan Lagos. The occasion was graced by FITC stakeholders including leaders of key institutions in the Nigerian Financial Services Sector, past and present, board members as well as staff of FITC, FITC partner institutions and well-wishers from various sectors of the Nigerian economy.

The event included Awards to prominent stakeholders that have added value to FITC's mandate. The Anniversary Essay and Quiz Competition, aimed at encouraging youth to pursue careers in the Nigerian Financial System, for Third Year Senior Secondary School Students in Nigerian Secondary Schools, was on the topic *"The Role of the Financial Services Sector (FSS) in National Development: the FITC mandate and opportunities for FITC going forward"*. The essay winners from the geopolitical zones in Nigeria received their prizes at the 30th Anniversary celebration venue. Four new publications were also released.



Some of the dignitaries cutting the anniversary cake



Dr. Kingsley Moghalu presenting an award to Chief Joseph Sanusi, as pioneer chairman of FITC, the first amongst 160 awardees at the event.



Winners of the anniversary Essay & Quiz Competitions and their Teachers posed with Mr. Abayomi Olomolaiye and Dr. Lucy Newman.



L-R: Mr. Kehinde Lawanson, Dr. Oladimeji Alo, Chief Joseph Sanusi, Dr. Kingsley Moghalu, Dr. Lucy Newman, Alhaji G.A. Ogunleye and Mrs. Titi Osuntoki



The FITC 30th Anniversary Cake



Officiating FITC Staff with anniversary cake



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