



Management Consulting
& Executive Education

LOCAL AND INTERNATIONAL LEADERSHIP & FINANCE PROGRAMMES 2023

LONDON | ISTANBUL | CAIRO | ATLANTA | DUBAI | NEW YORK



About us

TL First Integrated Management Group is a leading management consulting firm with a reputation for delivering high-quality executive education and financial advisory services to clients across diverse industries. With 35 years of experience, the firm has grown into a dynamic global organization providing innovative solutions to complex business challenges.

The organization's core competencies include strategy development, transformational leadership, operational improvement, digital transformation, risk management, and finance. It works closely with clients to understand their needs and craft customized solutions aligning with their goals and objectives. The firm's experienced consultants combine deep industry knowledge with a data-driven approach to deliver actionable insights that drive tangible results.

With offices in Europe, Africa, Asia, North America, and the Middle East, it has a diverse client base that includes Fortune 500 companies, government agencies, and non-profit organizations and has forged successful partnerships in its primary location, Nigeria, with the Presidency, Office of the Head of the Civil Service of the Federation, the Institute of Directors, a number of major MDAs, and many multinational PLCs, and had in the past supported a number of State Governments in promoting FDIs and PPPs.

We are committed to delivering value and excellence to our clients by fostering strong, long-term partnerships built on trust, integrity, and a shared commitment to success. The firm's collaborative approach enables it to work seamlessly with clients to tackle their most pressing challenges and drive sustainable growth. We have a team of highly experienced consultants, a proven track record of success, and a commitment to excellence, and are well-positioned to deliver exceptional value to clients across various industries.



| Programmes | | Date | Venue | Cost |
|--|---|--|----------------------------|-------|
| ■ Succession Planning, Institution Building and Creating a Sustainable Workforce | ➡ | London: 4 - 7 Apr 2023 Cairo: 2 - 5 May 2023 | Istanbul: 11- 14 Apr 2023 | £2500 |
| ■ Cost Modelling and Effective Strategies for Successful Energy Transition | ➡ | London: 18 - 21 Apr 2023 New York: 25 - 28 Apr 2023 | Cairo: 16 - 19 May 2023 | £2500 |
| ■ Effective Leadership During Crisis and Disruptions | ➡ | Dubai: 27 - 30 Jun 2023 London: 1 - 4 May 2023 | Cairo: 8 - 11 May 2023 | £2500 |
| ■ Effective Relationship Between the Legislature and the Assembly Service Commission | ➡ | London: 23-26 May 2023 Cairo: 20 - 23 Jun 2023 | Dubai: 19 - 22 Jun 2023 | £2500 |
| ■ Financial Autonomy in States Legislature | ➡ | London: 16-19 May 2023 Istanbul: 11 - 14 Jul 2023 | London: 5 - 8 Jun 2023 | £2500 |
| ■ Organisational and Public Sector Transparency in Revenue Generation | ➡ | Cairo: 4 - 7 Jul 2023 | London: 6 - 10 Jul 2023 | £2500 |
| ■ Effective Business Development and Repositioning Strategies for improving Institutional Quality and Economic Performance | ➡ | New York: 24 - 27 Jul 2023 London: 21 - 24 Aug 2023 | Istanbul: 2 - 5 Aug 2023 | £2500 |
| ■ Reviewing Public Governance and Executing Structural Reforms | ➡ | Cairo: 16 - 19 Aug 2023 | London: 12 - 15 Sep 2023 | £2500 |
| ■ Government Performance Management Framework and Accountability of Civil Servants | ➡ | London: 6 - 9 Sep 2023 Istanbul: 17 - 20 Oct 2023 | Dubai: 26 - 29 Sep 2023 | £2500 |
| ■ Managing People, Culture and Organisational DNA | ➡ | Cairo: 24 - 27 Oct 2023 New York: 22 - 25 Nov 2023 | London: 11 - 14 Oct 2023 | £2500 |
| ■ Enterprise Risk Management | ➡ | London: 4 - 7 Dec 2023 Dubai: 18 - 21 Dec 2023 | Istanbul: 13 - 16 Nov 2023 | £2500 |
| ■ HR Performance Metrics and Analysis | ➡ | Dubai: 5 - 8 Jun 2023 Cairo: 19 - 22 Jun 2023 | London: 13 - 16 Jun 2023 | £2500 |

Our Group MD



Welcome

We look forward to partnering with you.

Prof Olu Olasode PhD APSA FCCA



TL FIRST INTEGRATED MANAGEMENT GROUP
Delivering Tomorrow, Today....







Overview

Continuous exchange of knowledge, skills, and experience among civil servants in developed countries around the world is an important tool for overcoming the complex challenges faced by public sector leaders as well as means of building institutional sustainability.

Succession Planning, Institution Building and Creating a Sustainable Workforce is a leadership workshop designed help senior civil service officers acquire high impact leadership skills and tools for leading change, policy development and building a legacy of performance.

Key Benefits

The Programme will:

Offer international best practices to plan for succession, examine leadership competencies and close leadership gaps

01

Provide tools and templates needed for effective implementation of the succession planning process

02

Spark policy debates, peer-to-peer exchanges, and roundtable discussions led by experienced civil servants and business leaders in the UK

03

Offer peer reviews, study and field visits to the National Leadership College for Government, UK Head of Civil Service and the Cabinet Office

04

 **London**

 4 - 7 Apr 2023

 **Istanbul**

 11- 14 Apr 2023

 **Cairo**

 2 - 5 May 2023

Delegate Fee:

£2,500 per participant

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

Delivering Tomorrow, Today...®

SUCCESSION PLANNING, INSTITUTION BUILDING AND CREATING A SUSTAINABLE WORKFORCE

Modules

The Sessions will include:

1. Embedding Reforms and Regulatory Policy
2. Understanding the Leadership System and Leadership Development Framework
3. Effective Leadership: Leading for High Performance
4. Talent Management, Workforce Development and Performance
5. Management Systems for Effective Succession Planning
6. Developing Leaders for Succession Planning and Institutional Building
7. Succession Planning and Institutional Resilience

Overview

The rise of renewables and transition from fossil fuels calls for leaders to take ownership of transition pathways and design climate-sensitive strategies that address growth objectives. Energy transitions are complex processes, the management and governance of which are characterised by large uncertainties and ambiguities.

Cost Modelling and Effective Strategies for Successful Energy Transition is a Workshop designed to support leaders in the Energy, Oil and Gas industries to fully maximize business opportunities to bridge the energy gap, develop and execute policies that will aid a seamless transition to a sustainable alternative energy source and tackle issues pertaining to climate change governance, legislation and litigation.

Key Benefits

At the end of this programme, participants will be able to:

Take ownership of energy transition pathways and design climate-sensitive strategies that address growth objectives

01

Develop their organisational vision for the future of the energy transition

02

Examine the national, international, and societal implications, as well as the roles of governments and other actors in the justice and equity components of energy transition.

03

Carry out risk management analysis on the threats linked to energy transition projects throughout the project's life cycle and make experts decisions thereafter.

04



London



18 - 21 Apr 2023



Cairo



16 - 19 May 2023



New York



25 - 28 Apr 2023

Delegate Fee:

£2,500 per participant

Discount available for multiple bookings.

Delivering Tomorrow, Today...®

This covers Course Fee, tuition, case-studies, writing materials and refreshments

COST MODELLING AND EFFECTIVE STRATEGIES FOR SUCCESSFUL ENERGY TRANSITION

Modules

The Sessions will include:

1. Global best practice strategy for Energy transition
2. The Nigeria Energy Transition plan and key milestones
3. Environmental Social Corporate Governance
4. Financing the Energy transition
5. Policy and performance drivers for successful clean energy adoption
6. Enabling cross-sector partnership for Energy transition
7. Managing change for successful clean Energy adoption
8. Sustainable business models to meet the challenges of Energy transition.

Overview

As the world emerges from the rubbles of the pandemic, future proofing corporate leadership has become a priority for visionary senior executives. To maintain competitive advantage despite varying dimensions of global disruptions, emerging chief officers require new leadership paradigms to map uncertainties and lead change in times of shifting realities.

Effective Leadership During Crisis and Disruptions is a course designed to equip emerging corporate leaders with the toolkit required to lead their organisations through changing circumstances and drive sustainable corporate growth in an unprecedented time.

Key Benefits

At the end of this programme, participants will be able to:

Optimize their organisation's capacity to thrive through global disruptions.

01

Simulate creative problem-solving and executive decision-making

02

Map impending changes and find the root cause of recurring challenges in their organisation

03

Lead adaptively amidst conflict, resistance, and mistrust.

04

📍 Dubai

📅 27 - 30 Jun 2023

📍 Cairo

📅 8 - 11 May 2023

📍 London

📅 1 - 4 May 2023

Delegate Fee:

£2,500 per participant.

Expected Participant: Senior Managers, Deputy CEOs, Chief Operating Officers, Deputy Managing Directors, Alternate Directors.

EFFECTIVE LEADERSHIP DURING CRISIS AND DISRUPTIONS

Modules

Topics covered will include:

1. Digital Disruption and Business Model Adaptation
2. Mapping Uncertainty and Complexity for Decision-making
3. Legacy, Leadership and the future of Corporate Governance
4. Building Organisational Resilience to Volatile Challenges
5. Managing Risks & Change in an Uncertain World
6. Systems Building for Agile Innovation

Overview

Several activities of the legislature and their service commissions tend to overlap, although they share various common interests. Proper communication of ideas, plans and challenges amongst them is therefore paramount for effective execution of goals, schemes and in achieving sustainable development.

Effective Relationship between the Legislature and the Assembly Service Commission is a Leadership workshop designed to support clerks of state assemblies, secretaries to the service commission and senior civil servants in better identifying opportunities for economic growth by alignment of purpose and bridging the communication gap between them.

Key Benefits

The programme will

Drive constructive communication and foster cooperation between the legislature and their service commissions in the future

01

Offer techniques for continuous exchange of vital information, examine past policies and close knowledge gaps

02


Provide participants with tools and templates in identifying common interests and develop strategies that enhance productivity

03

Instigate policy debates, roundtable discussions and peer-to-peer exchanges led by experienced service leaders and senior civil servants in the UK


04

 **London**


 23 - 26 May 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

 **Dubai**

 19 - 22 Jun 2023

 **Cairo**

 20 - 23 Jun 2023

Delegate Fee:

£2,500per participant

EFFECTIVE RELATIONSHIP BETWEEN THE LEGISLATURE AND THE ASSEMBLY SERVICE COMMISSION

Modules

Topics covered will include:

1. Coordinating for Effective Public Service Delivery
2. Deepening the Nexus Between Policy Formulation and Administration
3. Process Reforms and Supervisory Leadership Development
4. Effective Policy Regulation, Implementation
5. New Paradigms in Public Service Leadership

Overview

Inordinate interference in the financial affairs of the state legislature often creates discord between the state executive and the legislature, inevitably slackening the pace of service delivery in the states.

The **Financial Autonomy in States Legislature** course is a leadership workshop designed for Clerks of the State Assemblies, Chiefs of Staff and other Senior Staff to aid in driving the discussion surrounding the complete and effective financial autonomy in the state legislature and how it affects the nation's progress, in order to close seeming gaps and encourage sustainable growth and development in the nation.

Key Benefits

The programme will

Spark up policy debates and roundtable discussions amongst public service leaders concerning the financial autonomy of the state legislature

01

Examine government leadership and close gaps in financial policies surrounding the state legislature and the Executive

02


Provide tools and templates required to effectively review and implement effective financial policies in the state legislature

03

Offer international best practices necessary for effective financial autonomy of the state legislature


04

 **London**


 16 - 19 May 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

 **London**

 5 - 8 Jun 2023

 **Istanbul**

 11 - 14 Jul 2023

Delegate Fee:

£2,500 per participant

FINANCIAL AUTONOMY IN STATES LEGISLATURE

Modules

Topics covered will include:

1. Introduction to Public Finance and the State Legislature
2. Functional Relationship Between the Executive and Legislature in the State Government
3. New Vistas in Financial Planning in the State Legislature
4. Rethinking Financial Policy Reforms and Regulation
5. A Closer Look at Financial Autonomy in the Contemporary State Legislatures

Overview

Improving transparency in business transactions and organisational processes have a direct impact of reducing the chances or opportunities of corruption taking place in the public or private sector organisations. Transparency is crucial in building brand credibility and trust among current and future employees.

Organisational and Public Sector Transparency in Revenue Generation

is a leadership course designed to aid public service leaders with a complete understanding of various ways to ensure implementation of guidelines related to transparency and provide them with the necessary information and knowledge about global corruption rating indices.

Key Benefits

The programme will

Create the required awareness and exposure to play a role in maintaining a fine balance between transparency and protection of intellectual property

01

Provide participants with the foresight to predict possible opportunities or platforms of corruption and take measures to eliminate the rise in corrupt practices

02

Provide the experience and knowledge to ensure successful implementation of transparency in the organisation and adherence by all concerned stakeholders

03

Help participants identify and implement clear and well-framed transparency and anti-corruption policies

04

📍 London

📅 6 - 10 Jul 2023

📍 Cairo

📅 4 - 7 Jul 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

Delegate Fee:

£2,500 per participant

ORGANISATIONAL AND PUBLIC SECTOR TRANSPARENCY IN REVENUE GENERATION

Modules

Topics covered will include:

1. Revenue Generation: Foundations and Insights
2. Trust and Transparency in Revenue Generation
3. Improving Transparency in the Public Sector
4. Understanding Corruption and Its Impact on the Economy
5. Reviewing Anti-Corruption Policies

Overview

Companies need to carve out a business development strategy that aligns with the organisation's long-term vision and establish a business development structure that cuts across all departments.

Effective Business Development and Repositioning Strategies for Improving Institutional Quality and Economic Performance course is a leadership workshop that will help chief executives and directors understand the core concepts of Business Development, its techniques and managerial frameworks, and produce rich insights into the global best practices.

Key Benefits

At the end of this programme, participants will be able to:

Develop a thorough understanding of business development in the current economy

01

Understand the core principles of Business Development Management and the right approaches to it

02

Reposition their organisations from a theoretical business development plan to a more strategic business development approach

03

Analyse competition more holistically and measure business development related KPIs to include relevant parameters

04

📍 London

📅 21 - 24 Aug 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

📍 Istanbul

📅 2 - 5 Aug 2023

📍 New York

📅 24 - 27 Jul 2023

Delegate Fee:

£2,500 per participant

EFFECTIVE BUSINESS DEVELOPMENT AND REPOSITIONING STRATEGIES FOR IMPROVING INSTITUTIONAL QUALITY AND ECONOMIC PERFORMANCE

Modules

Topics covered will include:

1. Understanding Business Development in Today's World
2. Tools and Techniques for Business Development
3. Converting Leads into a Profitable Business
4. Integrating Business Development
5. Business Repositioning Techniques and Strategies

Overview

The effectiveness and efficiency of a country's public sector is vital to the development of its economy. The public sector is the biggest employer and spender in virtually every developing country and it sets the policy environment for the rest of the economy, therefore regular review of the government's activities is vital to the growth of the nation.

Reviewing Public Governance and Executing Structural Reforms is a leadership course aimed at examining public sector reform with a balanced perspective of economic development goals and strategies as well as provide senior public service leaders with ideas to stimulate improvement of the economy.

Key Benefits

At the end of this programme, participants will be able to:

Understand the need for policy reform and its impact on economic development

01

Use techniques to help manage the implementation of reform in organisations

02

Apply their acquired skills to manage change and implement reforms through quality leadership

03

Identify major public sector reform issues and contribute to solutions

04

📍 Cairo

📅 16 - 19 Aug 2023

📍 London

📅 12 - 15 Sep 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

Delegate Fee:

£2,500 per participant

REVIEWING PUBLIC GOVERNANCE AND EXECUTING STRUCTURAL REFORMS

Modules

Topics covered will include:

1. Introduction to Public Services Review
2. Understanding the Need for Structural Reforms
3. Policy Reform and its Impact on Economic Development
4. Tools and Techniques for Effective Management and Implementation of Reforms
5. Institutional Transformation Through Structural Policy Reformation
6. Reviewing Public Services and Execution Reforms

Overview

Public sector organisations have recently been undergoing major reforms, given the increasing demands for high-quality services by the public. There is therefore an urgent need to increase accountability, customer orientation and performance of public sector professionals, to provide efficient and high-quality services to the public.

Government Performance Management Framework and Accountability of Civil Servants course will equip senior civil service leaders with the necessary strategies and ways to improve accountability across levels within their organisations, resulting in better services to the public and institutional progress.

Key Benefits

The programme will equip participants with:

Appropriate performance management systems to track performance, identify required training and development and upskill employees to the required standards

01

A more performance-driven, customer-oriented, aggressive work culture

02

Increased sense of engagement and ownership towards one's role and responsibilities

03

More organised, transparent and clear growth path through efficient and appropriate performance management fostering faster progression

04

📍 London

📅 6 - 9 Sep 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

📍 Dubai

📅 26 - 29 Sep 2023

📍 Istanbul

📅 17 - 20 Oct 2023

Delegate Fee:

£2,500 per participant

GOVERNMENT PERFORMANCE MANAGEMENT FRAMEWORK AND ACCOUNTABILITY OF CIVIL SERVANTS

Modules

Topics covered will include:

1. Understanding Performance Management and Performance Management Framework
2. Performance Management Challenges in Public Sector Leadership
3. Key Performance Indicators for Successful Performance Management
4. Principles for Building Accountability in the Public Sector
5. Factors Influencing Accountability in a Public Sector Organisation
6. Ways to Improve Public Financial Accountability

Overview

The most important asset of any organisation is its people, as the growth and success of the organization depend on them. At the same time, managing people within an organization is as challenging as it is important, especially with diversities in culture and backgrounds, changing technologies, market forces and the impact of global competition.

This training will empower you with the opportunity to develop and enhance the skills needed for people management and will help you implement the theories, strategies and techniques needed to manage people effectively in your organisation.

Key Benefits

At the end of this programme, participants will be able to:

Apply the skills to delegate and manage conflicts effectively

01

Communicate and align their whole team around a common vision to achieve organisational objectives.

02

Understand, formulate, identify, and assess an organisation's DNA

03

Create and maintain frameworks that will help align people management practices with firms' strategies

04

 **London**

 11 - 14 Oct 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

 **Cairo**

 24 - 27 Oct 2023

 **Istanbul**

 17 - 20 Oct 2023

Delegate Fee:

£2,500 per participant

MANAGING PEOPLE, CULTURE AND ORGANISATIONAL DNA

Modules

Topics covered will include:

1. Introduction to People Management
2. High-Performance Work Practices
3. Emotional intelligence: Resolving Team Conflict
4. Exploring Culture
5. Creating and Implementing an Organisational DNA
6. Achieving Outstanding Results Through People

Overview

Given our connected world, public and private sector organisations face more and diverse crises which are disruptive and can have a rippling effect throughout an organisation, crippling its ability to meet its mission and strategic objectives, a new risk management paradigm is therefore required

Enterprise Risk Management (ERM) offers a framework that can help organisations understand and manage the full spectrum of risks they confront, thereby improving uncertainty planning and achieving better performance results.

Key Benefits

At the end of this programme, participants will be able to:

Understand the fundamentals of Enterprise Risk Management

01

Use the Enterprise Risk Management process in their ongoing decision-making processes

02

Apply COSO and ISO 31000 standards in Enterprise Risk Management strategy and performance

03

Position their organisations to withstand systemic disruptions and adapt for the future

04

📍 London

📅 4 - 7 Dec 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

📍 Istanbul

📅 13 - 16 Nov 2023

📍 Dubai

📅 18 - 21 Dec 2023

Delegate Fee:

£2,500 per participant

ENTERPRISE RISK MANAGEMENT (ERM)

Modules

Topics covered will include:

1. Understanding Risk, Risk Management and Enterprise Risk Management
2. Establishing Enterprise Risk Management, Risk Strategies and Framework in your Organisation
3. Risk Identification, Assessment, Mapping, Analysis & Evaluation
4. Designing and Implementing an Enterprise Risk Management
5. Risk Communication and Reporting
6. Performance Improvements in ERM

Overview

The HR function can become a high-value-added part of the organisation and play a key role in developing and implementing corporate strategy. This is because of the growing importance of human capital in organisational success. The HR function will be more effective if performances are tracked accurately using relevant metrics and analysis.

HR Performance Metrics and Analysis is a course designed to enable HR professionals appreciate the role of analytics in understanding behaviour and performance of human capital for the overall benefit of the organisation.

Key Benefits

At the end of this programme, participants will be able to:

Conduct detailed analysis assessments

01

Generate decisions based on evidence rather than opinion

02

Understand the principle of HR performance metrics and analysis

03

Utilize a range of HR assessment tools to improve organisational performance

04

📍 London

📅 13 - 16 Jun 2023

📍 Dubai

📅 5 - 8 Jun 2023

📍 Cairo

📅 19 - 22 Jun 2023

This covers Course Fee, Workshop Materials, Certificate, and Refreshment.

Delegate Fee:

£2,500 per participant

HR PERFORMANCE METRICS AND ANALYSIS

Modules

Topics covered will include:

1. Overview of Analytics, Strategy & Human Resources
2. Skills Analysis and Training Needs Analysis
3. Driving Organisational Change Through People
4. Metrics and Analytics for Improving Employee Performance
5. HR Tools and Methods
6. Putting HR Metrics and Analysis in to Action
7. Human Capital Management and Performance Management

TL FIRST INTEGRATED MANAGEMENT GROUP

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