



LEADERSHIP, FINANCE, HUMAN RESOURCES AND INNOVATION PROGRAMMES

For Permanent Secretaries, GMDs, CEOs, MDs, Executive Directors,
Chief of Staff's, SSG, HOS, Director Generals, Directors,
Mandate Secretaries and Political Appointees

IMPLANT EXECUTIVE MASTERCLASSES

TL First Integrated Management Consulting & Executive Education

Delivering Tomorrow, Today..[®]

LAGOS | ABUJA | PORT HARCOURT | ACCRA

Our Executive
Chairman



Welcome

We look forward to partnering with you.

Prof Olu Olasode PhD APSA FCCA



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



About us

TL First Integrated Management Group is a leading global consulting group. We specialise in transformational leadership, strategy, productivity & improvement, innovation, board development, financial reporting and taxation.

We have over 35 years of experience in delivering organizational transformation, leadership, economic development, youth empowerment and civil society development across communities, governments and businesses around the world.



We remain one of the very few indigenous Nigerian companies to have international recognition and compete successfully with leading global brands in Nigeria and abroad. We hold registered trademarks/patents in Nigeria and across Europe for our intellectual products, technical innovation and strategy toolkits.

We are the only Nigerian Company to have received a Business Leadership Award in the UK. We have accreditations in Nigeria, UK, USA and Asia; with offices in Abuja, Accra, Chicago, Dubai, Kent, London, Lagos, New Delhi and Paris. Our global head office is situated in the UK and our regional head office for Africa is situated in Nigeria.

Our Advisers, Consultants and Faculties (of over twelve nationalities) are proven leaders of reforms across the world, and now retained as policy makers and advisers to multinational companies and governments.

In Nigeria and the United Kingdom, we have strong partnership 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 have supported a number of State Governments in promoting FDIs and PPPs.

CONSULTING

TL First Consulting provides the best possible partnership that adds value to the delivery of corporate visions. We have a vast range of top-quality consultants and practitioners who provide the highest quality of technical, management, strategic and delivery expertise to our clients.





EXECUTIVE EDUCATION

We deliver organisational transformation and management development programmes across governments and businesses and compete favorably with leading international brands. We support and build leaders of today as builders of tomorrow.

ACCOUNTANCY & AUDITS

As experts in business financial management, accounting, and tax consultancy. We enable organisations to achieve significant improvements in their numbers. We specialize in supporting individual investors, small businesses, social enterprises, not-for-profit and large corporations to stay ahead of the curve.



i**INNOVATION**

Our Innovation Change and Entrepreneurship (ICE) Hub promotes sustainable social and economic development through innovation, change, and entrepreneurship, involving cross-sector collaboration, knowledge exchange, business incubation, acceleration, capacity building and provision of facilities.



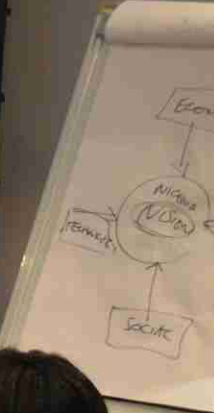
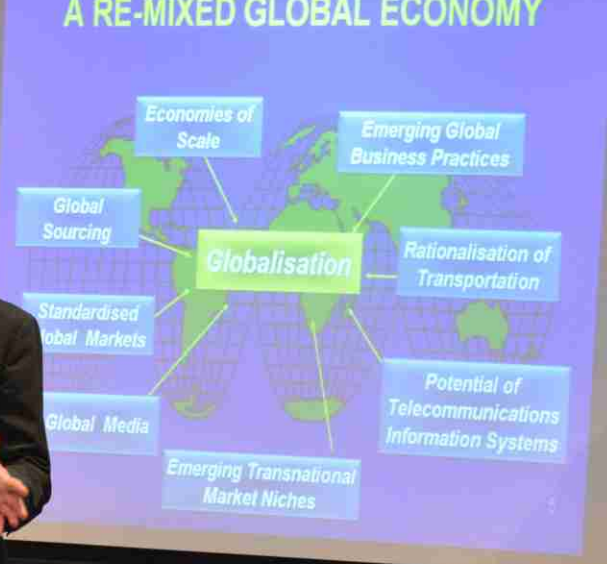


Handwritten notes on the wall, including phrases like "Development and Personal growth", "Strategy - 2014", and "Leadership".

Leadership in Transformation



First journal
to managers,
4 member



Two men sitting at the conference table. The man on the left is wearing a colorful plaid shirt. The man on the right is wearing a white shirt. They are listening to the speaker.

A man in a dark suit and tie standing at the head of the conference table, gesturing with his hands as he speaks.

A woman in a grey and white striped shirt sitting at the conference table, looking towards the speaker. She has her hands on the table near some papers.

The conference table is set with several water bottles, glasses, plates of food, and small potted plants with pink flowers. There are also papers, pens, and a tissue box on the table.

CORPORATE LEADERSHIP FOR EFFECTIVE STRATEGY EXECUTION DURING CRISIS AND DISRUPTIONS

The Corporate Leadership for Effective Strategy Execution During Crisis and Disruptions course is designed to equip senior executives and leaders with the skills and knowledge to navigate their organisations through crisis and disruptions effectively. This course delves into strategic frameworks, leadership principles, and practical tools needed to maintain stability, drive performance, and seize opportunities during challenging times.

MODULES **The Sessions will include:**

01 Innovation and opportunity in crisis using strategic pivots and business model adaptation.

02 Strategic decision-making under pressure for high stake situations leveraging data and analytics.

03 Operational continuity and risk management

04 Adaptive Leadership in times of disruption

Date: 28th - 30th Jan, 2025

Location: Abuja

Date: 11th - 13th Feb, 2025

Location: Lagos

This course is available as a flexible implant programme at client's request

GOVERNANCE AND TRANSFORMATIONAL LEADERSHIP IN THE PUBLIC SECTOR

The Governance and Transformational Leadership in the Public Sector course is designed to empower public sector leaders with the knowledge and skills necessary to drive effective governance and transformational leadership. The course focuses on enhancing governance frameworks, fostering ethical leadership, and implementing change to improve public service delivery and organisational performance.

MODULES

The Sessions will include:

01 Principles, frameworks, and comparative analysis of governance models globally.

02 Transformational leadership in public service leading through vision and values.

03 Change management in the public sector building a culture of continuous improvement.

04 Digital governance and e-government initiatives

Date: 4th - 6th March, 2025

Location: Lagos

Date: 5th - 7th Feb, 2025

Location: Abuja

This course is available as a flexible implant programme at client's request

SUCCESSION PLANNING, INSTITUTION BUILDING AND CREATING A SUSTAINABLE WORK CULTURE

This comprehensive course is designed to equip leaders and managers with the knowledge and skills necessary to develop effective succession plans, strengthen institutional frameworks, and foster a sustainable and thriving work culture. Drawing on best practices and real-world examples, the course aims to prepare organisations for seamless leadership transitions, enhance organisational resilience, and cultivate a positive and enduring work environment.

MODULES

The Sessions will include:

01

Understanding the importance of succession planning and developing a succession planning framework.

Institution building strategies and implementing effective policies and procedures.

02

03

Monitoring and evaluating succession and culture initiatives.

Leadership development and talent management.

04

Date:

24th - 26th March, 2025

Date:

12th - 14th March, 2025

Location:

Lagos

Location:

Abuja

This course is available as a flexible implant programme at client's request

EFFECTIVE PERFORMANCE MANAGEMENT SYSTEMS AND EMBEDDING SCORECARD

This course is designed for leaders and managers who are looking to enhance their organisation's performance management processes. Participants will learn how to develop and implement effective performance management systems and integrate balanced scorecards to drive organisational success. The course covers best practices in performance evaluation, goal setting, and continuous improvement, ensuring that all employees are aligned with the company's strategic objectives.

MODULES

The Sessions will include:

01

Understanding the principles and importance of performance management.

Goal setting and developing performance plans that align with strategic objectives.

02

03

Performance monitoring and evaluation with effective performance reviews and evaluations.

Creating a culture of continuous improvement to leverage performance data for strategic decision-making.

04

Date:

1st - 3rd April, 2025

Date:

15th - 17th April, 2025

Location:

Lagos

Location:

Abuja

This course is available as a flexible implant programme at client's request

VALUE FOR MONEY IN PUBLIC PRIVATE PARTNERSHIPS (PPP); CONTRACT AND RISK MANAGEMENT

This course is designed for professionals involved in the planning, implementation, and management of Public-Private Partnerships (PPP). It focuses on ensuring value for money (VfM) through effective contract and risk management strategies. Participants will gain insights into best practices for structuring PPP contracts, managing risks, and achieving sustainable outcomes that benefit both public and private stakeholders.

MODULES

The Sessions will include:

01 Understanding the fundamentals and frameworks of Public-Private Partnerships (PPPs)

02 Value for Money (VfM) assessment techniques and methodologies

03 Defining and measuring value for money in Public-Private Partnership (PPP) projects

04 Monitoring and Evaluation of Public-Private Partnership (PPP) Projects

Date: 28th - 30th April, 2025

Location: Lagos

Date: 24th - 26th April, 2025

Location: Abuja

This course is available as a flexible implant programme at client's request

CAPITAL BUDGET, PERSONNEL BUDGETING, AND FINANCING PLANNING.

This course is designed for financial managers and executives who are responsible for the budgeting and financial planning processes within their organisations. Participants will gain in-depth knowledge of capital budgeting, personnel budgeting, and financial planning strategies to ensure efficient resource allocation, fiscal responsibility, and strategic financial management. The course will cover best practices, analytical techniques, and tools to enhance budgeting accuracy and financial decision-making.

MODULES

The Sessions will include:

01 Fundamentals of capital budgeting and techniques for capital budgeting.

02 Principles of financial planning, analysing financial statements and performance.

03 Budgeting techniques, tools for forecasting and variance analysis.

04 Monitoring and controlling budgets, establishing budgetary controls and processes.

Date: 5th - 7th May, 2025

Location: Lagos

Date: 14th - 16th May, 2025

Location: Abuja

This course is available as a flexible implant programme at client's request

WOMEN IN LEADERSHIP

This course is designed to empower women leaders by providing them with the knowledge, skills, and confidence needed to excel in leadership roles. Participants will explore strategies for overcoming common challenges faced by women in leadership, develop their leadership style, and build networks to support their professional growth. The course emphasizes practical tools and actionable insights to help women lead effectively in various organisational contexts.

MODULES

The Sessions will include:

01 Understanding the unique challenges and opportunities for women in leadership.

02 Developing effective communication and negotiation skills.

03 Navigating organisational culture and politics.

04 Creating support systems and alliances for ongoing career growth.

Date: 21st - 23rd May, 2025

Location: Abuja

Date: 28th - 30th May, 2025

Location: Lagos

This course is available as a flexible implant programme at client's request

MANAGING LOGISTICS AND SUSTAINABLE SUPPLY MANAGEMENT

This course is designed to equip logistics and supply chain professionals with the knowledge and skills needed to manage logistics efficiently and implement sustainable supply chain practices. Participants will learn about the latest trends and strategies in logistics management, sustainability principles, and how to integrate these into their supply chain operations to enhance performance, reduce costs, and improve environmental and social outcomes.

MODULES

The Sessions will include:

01 Role of logistics in achieving organisational objectives.

02 Principles of sustainability in supply chain management.

03 Demand forecasting and inventory management.

04 Utilizing data analytics and Internet of Things (IoT) for supply chain optimization.

Date: 2nd - 4th June, 2025

Location: Abuja

Date: 17th - 19th June, 2025

Location: Lagos

This course is available as a flexible implant programme at client's request

STRATEGIC MANAGEMENT OF CORPORATE ASSETS IN THE ARTIFICIAL INTELLIGENCE (AI) ERA

The Strategic Management of Corporate Assets in the Artificial Intelligence AI Era course is designed to equip business leaders and managers with the knowledge and skills necessary to effectively manage and optimize corporate assets using Artificial Intelligence (AI) technologies. This course explores the strategic implications of AI on asset management, the integration of AI tools and techniques, and the ethical considerations involved in leveraging AI for corporate growth and sustainability.

MODULES **The Sessions will include:**

01 AI governance frameworks: Establishing policies and procedures for AI oversight.

02 Cost-benefit analysis: Evaluating the financial impact of AI investments.

03 Operational optimization: AI techniques for improving efficiency and reducing costs.

04 Assessing corporate assets: Identifying key assets for AI integration.

Date: 24th - 26th June, 2025

Date: 1st - 3rd July, 2025

Location: Abuja

Location: Lagos

This course is available as a flexible implant programme at client's request

SECURING THE FUTURE: ARTIFICIAL INTELLIGENCE (AI) INNOVATIONS IN CYBER SECURITY FOR ENHANCED THREAT DETECTION AND MITIGATION

Securing the Future: Artificial Intelligence (AI) Innovations in cyber-security for Enhanced Threat Detection and Mitigation is a comprehensive course designed to provide cyber-security professionals, IT managers, and business leaders with in-depth knowledge and practical skills in leveraging Artificial Intelligence (AI) to enhance cyber-threat detection and mitigation. This course covers the latest AI technologies, strategies, and best practices for implementing AI-driven cyber-security solutions to protect organisational assets against emerging threats.

MODULES **The Sessions will include:**

01 AI's impact on cyber security: How AI transforms threat detection and response.

02 Using AI tools to automate threat response, incident detection, response and recovery.

03 Data Management and AI in Cyber-security.

04 Assessing corporate assets: Identifying key assets for AI integration.

Date: 9th - 11th July, 2025

Location: Abuja

Date: 22nd - 24th July, 2025

Location: Lagos

This course is available as a flexible implant programme at client's request

ARTIFICIAL INTELLIGENCE (AI) FOR EFFECTIVE DIGITALLY ENABLED DECISION-MAKING

This course aims to equip participants with the knowledge and skills to leverage Artificial Intelligence (AI) for making data-driven, effective decisions in a digitally enabled environment. Participants will explore AI technologies, their applications in decision-making, and the integration of AI into business strategies to enhance operational efficiency and strategic outcomes.

MODULES

The Sessions will include:

01 AI in Business: How AI transforms business processes and decision-making.

02 Techniques for data collection and processing for AI applications.

03 Change Management: Managing organizational change during AI adoption.

04 Identifying and mitigating risks associated with AI implementation.

Date: 12th - 14th Aug, 2025

Location: Abuja

Date: 25th - 27th Aug, 2025

Location: Lagos

This course is available as a flexible implant programme at client's request

LEADERSHIP IN A DIGITALISED ENVIRONMENT

This course is designed to equip leaders with the skills and knowledge needed to navigate and excel in a rapidly digitalizing world. Participants will learn how to leverage digital tools, lead digital transformation initiatives, and foster innovation within their organisations. The course focuses on developing a strategic mindset, understanding the impact of digital technologies, and effectively managing change and innovation.

MODULES

The Sessions will include:

01 Digital Strategy: Crafting and implementing a digital transformation strategy.

02 Change Management: Strategies for leading successful digital transformation.

03 Visionary Leadership: Developing a clear and compelling digital vision.

04 Omnichannel Engagement: Integrating various digital channels for seamless customer interactions.

Date: 8th - 10th Sept, 2025

Location: Abuja

Date: 22nd - 24th Sept, 2025

Location: Lagos

This course is available as a flexible implant programme at client's request

LIST OF OTHER PROFESSIONAL AND LEADERSHIP PROGRAMMES AVAILABLE

INTERNATIONAL TRAINING PROGRAMMES

1. Reforming the Public Sector: Modernizing Government
2. Public Governance and Executing Structural Reforms
3. Effective Leadership During Crisis and Disruptions
4. Transforming Corporate Culture and Organisational DNA
5. Succession Planning, Workforce Sustainability, and Institution Building
6. HR Performance Metrics and Analysis
7. Capital Budget, Personnel Budgeting and Financial Planning
8. Strategies for Successful Energy Transition

GOVERNANCE AND LEADERSHIP PROGRAMMES

1. The Role of Financial Governance in Stakeholder Management
2. Embedding Good Governance in the Public Sector
3. Reforming the Public Sector: Modernizing Government
4. Reviewing Public Governance and Structural Reforms
5. Leading Governance and Public Sector Reforms
6. Leading Innovation and Entrepreneurship
7. Inclusive Leadership in Strategy Execution
8. Transformational Leadership and Strategic Planning
9. Embedding Balance Scorecard in Performance Management

EXECUTIVE MANAGEMENT PROGRAMMES

1. Corporate Turnaround and Repositioning
2. Leadership Beyond Visioning
3. Transforming Top Leaders and Executives
4. Effective Leadership during Crisis and Disruptions
5. Integrating Strategic, Operational and Tactical Leadership
6. Leading Reforms and Transformation Programmes
7. Public Sector Rules, Regulations, Processes, and Procedures
8. Economic Governance and Revenue Generation
9. Developing Emerging Leaders
10. Empowering Women in Leadership

MIDDLE MANAGEMENT PROGRAMMES

1. Managing People, Structure & Corporate DNA
2. Middle Management Development Programme
3. Change Management for Mid-Level Managers
4. Conflict Management and Negotiations
5. Strategic Marketing and Business Development
6. Digital Records and Information Management
7. Dealing with Toxic Staff and Managers
8. Workplace Etiquette and Professional Image Management
9. Occupational Health, Safety and Environmental Management
10. Managing Logistics and Sustainable Supply Management

LIST OF OTHER PROFESSIONAL AND LEADERSHIP PROGRAMMES AVAILABLE

HUMAN RESOURCES PROGRAMMES

1. Transforming Human Capital and Reshaping Culture
2. HR Performance Metrics and Analysis
3. People, Culture and Change Management
4. Performance Management, Developing KPIs and Reports
5. Developing Workforce Retention Programmes
6. Effective Performance Management Systems
7. Negotiations and Conflict Management
8. Managing Employee Performance, Behaviour and Attitude
9. Talent Acquisition: The Total Recruitment Process
10. Team Building and Conflict Management in Workplace

PETROLEUM, OIL, GAS AND ENERGY PROGRAMMES

1. Energy, Oil & Gas Risks Modelling
2. Oil and Gas Joint Venture Financing & Management
3. Oil and Gas Contract Management: Successful Negotiations
4. Oil and Gas Financial Risk Analysis
5. Managing Utility Services and Energy Programmes
6. Effective Energy Regulation and Monitoring
7. Global Oil Economics and Opportunities
8. Fundamentals of Energy Trading and Risk Management
9. Strategies for Successful Energy Transition

FINANCE AND AUDIT PROGRAMMES

1. Capital Budget, Personnel Budgeting and Financial Planning
2. Public Procurement Assessment and Contract Management
3. Risk-Based Audit for Internal Auditors
4. Embedding Balance Scorecard in VFM Analysis
5. Financial Resilience and Enterprise Risk Management
6. Financial Planning and Budget Defence
7. Developing, Improving and Strengthening the Role of Audit
8. Achieving Best Value in Public-Private Partnership
9. Procurement in Public Sector and Financial Management
10. Forensic Accounting and Fraud Prevention

OTHER PROFESSIONAL PROGRAMMES

1. Cost Minimisation in Demand and Materials Planning
2. Public Procurement Assessment and Contract Management
3. Purchasing and Supply Chain Management
4. Effective HSEQ in Customer Service
5. Strategic Marketing & Business Development
6. Corporate Work Ethics & Interpersonal Relationship
7. Monitoring, Supervision and Evaluation of Projects
8. Customer Service and Stakeholder Relationship Management
9. Planning and Preparing Retirees for Retirement
10. Stakeholder Relationship Management

PAST EVENTS

Highlights from Local, International and Implant Training and Retreat for Ministries, Agencies, Parastatals, Corporate Organisation and State Governments of the Federation.









*Delivering
Tomorrow,
Today...®*

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