



Introduction of two gold standard certifications
(CGCP™ and CNDPR™)

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LEISHTON ACADEMY 2021 PROGRAMME CALENDAR

**ALL OPEN-ENROLMENT PROGRAMMES ARE TO BE HELD IN
LAGOS, NIGERIA. HOWEVER, IN-PLANT/IN-HOUSE
PROGRAMMES CAN BE HELD IN OTHER CITIES
ACROSS THE WORLD AT CLIENTS' REQUEST.
VIRTUAL OPTION AVAILABLE FOR
ALL PROGRAMMES**



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LEISHTON ACADEMY - PROGRAMME CALENDAR FOR HY1 2021

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jan	Feb	Mar	Apr	May	Jun	
A – A+ Gold Standard Certifications (New for 2021 – Detailed and Robust)								
<ul style="list-style-type: none"> Certified Governance and Compliance Professional (CGCP™) This is a single certification programme and the certificate will be awarded upon a successful completion of both the 40-question exam for Foundation (Week 1) and 40-question exam for Capstone (Week 2). The Certification will be awarded at the end of the 2nd week. Participants have two years to complete the programme. Pass mark 65%. Five days for each week 	2 non-consecutive weeks. Week one (Foundation) and Week two (Capstone).				26-30			299,999.50
<ul style="list-style-type: none"> Certified Nigeria Data Protection Regulation (NDPR) Foundation (C NDPR F™) A 40-question exam is required to earn this designation. Pass mark 65% - Passing the CNDPRF is a prerequisite for the CNDPRP 	3 days			22-24				255,999.50
<ul style="list-style-type: none"> Certified Nigeria Data Protection Regulation (NDPR) Practitioner (C NDPR P™) Passing the Foundation Certification exam is a prerequisite for taking the Practitioner Certification exam. A 40-question exam is required to earn this designation. Pass mark 65% 	3 days					31	1-2	299,999.50

PROGRAMME	DURATION	MONTHS						FEES (₹)
A – Anti-Money Laundering (AML) and Know Your Customer (KYC)		Jan	Feb	Mar	Apr	May	Jun	
<ul style="list-style-type: none"> Anti-money Laundering (AML) and Combating Financing of Terrorism (CFT) in the 21st century: A Practical Road Map for Embedding AML/CFT 	3 days		3-5				3-5	275,999.50
<ul style="list-style-type: none"> KYC AS a Value Creation Mechanism: A CDD, EDD, PEP, FEP and RBA Guide for Front-Line, Customer-Facing, Relationship Management, Client Engagement and Support Staff and the Compliance Officers Who Advise Them 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> KYC That Delivers Value: A Step-By-Step Practical Guide to Obtaining KYC Documentation Based On Customer Typologies 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Reviewing/Testing the Compliance (and/or AML) Programme: A Robust Approach for Internal Auditors and Independent Compliance/AML Consultants 	3 days					5-7		275,999.50
<ul style="list-style-type: none"> Anti-Money Laundering (AML) and Regulatory Compliance: Achieving Success Through Employees' Knowledge-Based Commitment 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jan	Feb	Mar	Apr	May	Jun	
A – Continued								
• Risk-Based Requirements Under the Nigerian AML/CFT Regime	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
• Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT) Training Programme to Engender Employees' Knowledge of their AML/CFT Obligations: A Development Bank (or a Reinsurance Company or a Private Equity Firm) Approach	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
• Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT): Compliance in Line with NAICOM Requirements	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
• Appreciating the Concept of Anti-Money Laundering (AML)/Combating Financing of Terrorism (CFT) in a General Insurance Business (or in a Life Insurance Business)	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
• Anti-Money Laundering (AML) and Regulatory Compliance: Achieving Success Through AML and Compliance Officers' Knowledge-Based Commitment	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
• AML/CFT in a FinTech World: Understanding Your Fintech Customer (for companies/FIs with FinTechs as customers)	3 days				19-21			275,999.50
• FinTech-Based Money Laundering: AML/CFT for FinTech Entities (specially designed for FinTech companies)	3 days						23-25	275,999.50

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jan	Feb	Mar	Apr	May	Jun	
A – Continued								
<ul style="list-style-type: none"> Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT): A Comprehensive Training Programme to Engender Employees’ Knowledge of their AML/CFT Obligations 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Trade-Based Money Laundering and Terrorist Financing 	1 day	In-house/In-plant only. Date as agreed with client						Negotiable
<ul style="list-style-type: none"> Fundamentals of the CBN AML/CFT (Administrative Sanctions) Regulations 2018 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of AML/CFT Compliance 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Managing the Risk of Money Laundering (ML) and Terrorist Financing (TF): Strategies for conducting a Robust Institutional Risk Assessment – A Key Guide for AML/Compliance Officers 	2 days	In-house/In-plant only. Date as agreed with our client						Negotiable
B - Board Governance (including ERM/Compliance/AML training for Board Members)								
<ul style="list-style-type: none"> Abilene Paradox Syndrome in the Boardroom 	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Understanding Groupthink in the Boardroom 	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Board Oversight Responsibility: Making Decisions in Complex AML/CFT, Ethics and Governance Regulatory Environments 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Board Oversight responsibility: Three Questions Boards Must Ask About Their Companies’ AML and Compliance Programme 	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (₦)
B – Continued		Jan	Feb	Mar	Apr	May	Jun	
• Board Behavioural Dynamics in Progressive Boards	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Leadership	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Effective Board: Leading Practice Guide for Enhancing Board Effectiveness	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Culture	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Functionality: Leading Practice Guide for Directors and Company Secretaries to Improve Their Board Processes	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Leadership Behaviours: Understanding the Good and the Toxic Individual and Group Behaviours in the Boardroom	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Cybersecurity in the Boardroom	1 hour	In-house/In-plant only. Date as agreed with our client						Negotiable
• Enterprise Risk Management (ERM) and AML/CFT in an Increasingly Complex Regulatory Environment: Commitment and Oversight of the Board	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of CEO, Board and Individual Directors' Performance	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Implication of the Adoption of the Nigeria Code of Corporate Governance (NCCG) 2018 on Banks (or CMOs or Insurers or etc.)	4 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Importance of Board Oversight: What Directors Should Look for From Their Compliance, AML and Ethics Programmes	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (R)
		Jan	Feb	Mar	Apr	May	Jun	
B – Continued								
• Fundamentals of Succession Planning for Board, CEO and Senior Executives	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of CEO, Board and Individual Directors' Evaluation	2 hours	In-house/In-plant only. Date as agreed with client						Negotiable
• Fundamentals of CEO and Individual Directors' Remuneration/Compensation	2 hours	In-house/In-plant only. Date as agreed with client						Negotiable
• Increasing Regulations and the Growing Demand for More Board Oversight: Governance, AML and Data Privacy in Focus	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Behavioural Dynamics: A Phenomenon	2 days			8-9				437,999.50
• Board Functionality: Leading Practice Guide for Enhancing Board Effectiveness and Improving Board Processes	2 days	21-22						437,999.50
• Board Leadership, Culture and Ethics: A Blueprint for Governance Excellence and Effective Directorship	2 days						7-8	437,999.50
• Board Member Orientation and Refreshment Programme: A Concise and Complete Guide for a Game-Changing Board	2 days					13-14		437,999.50
• 10 Principles of a Highly Effective Board	2 days						28-29	437,999.50
• Succession Planning in Board Governance: A Model for the 21st Century Board, CEO and Senior Executives	2 days			25-26				437,999.50
• Board Oversight Responsibility: AML/CFT in Focus	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (€)
B - Business Continuity, Crisis Management and Cybersecurity		Jan	Feb	Mar	Apr	May	Jun	
• The Fundamentals of Business Continuity Management	2 days			11-12				199,999.50
• Cybersecurity and Cybercrime: A Risk Management Approach	2 days						15-16	199,999.50
• Operational Cybersecurity Risks: Navigating the Digital Age	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of Cybersecurity and Cybercrime	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
C - Compliance and Ethics								
• The Full-Range Compliance Management Model: Embedding Compliance Practically	3 days			17-19			9-11	275,999.50

PROGRAMME	DURATION	MONTHS						FEES (R)
C – Continued		Jan	Feb	Mar	Apr	May	Jun	
<ul style="list-style-type: none"> Building a Transforming Compliance Management System: Integrating the Best Elements of ISO 19600, Compliance Institute of South Africa GACP Framework and Standard Australia 3806 Compliance Framework 	3 days					19-21		275,999.50
<ul style="list-style-type: none"> Global Regulatory Trends and their Impacts on Financial Institutions and their Compliance Functions in Nigeria 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Building a Holistic Compliance Management Environment for Investment Banking Firms and Merchant Banks 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of the European Union (EU) General Data Protection Regulation (GDPR) and the Nigerian Data Protection Regulation (NDPR) 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of Conflicts of Interest Related Compliance 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Ethics and Ethical Culture: The Embedment of Ethical Values 	2 days		11-12			24-25		199,999.50

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jan	Feb	Mar	Apr	May	Jun	
D – Data Privacy and Protection (New)								
<ul style="list-style-type: none"> Advanced Data Privacy and Protection Implementation Programme for Data Protection Officers (DPOs) and other Relevant Stakeholders 	3 days	18-20			12-14			275,999.50
<ul style="list-style-type: none"> Data Privacy by Design and by Default: A Robust Approach to Data Privacy and Protection 	1 day		24			10		105,999.50
<ul style="list-style-type: none"> The Designation, Roles and Responsibilities of the Data Protection Officer (DPO) Under the Nigeria Data Protection Regulation (NDPR): A Robust and Comprehensive Guidance 	2 days			15-16			21-22	199,999.50
<ul style="list-style-type: none"> Data Privacy: Responsibilities of Controllers and Processors Under NDPR and GDPR 	1 day		25			12		105,999.50
<ul style="list-style-type: none"> Data Subject Access Requests (DSARs): A Robust Workshop for DPOs and other Key Privacy Stakeholders 	1 day		26			17		105,999.50
<ul style="list-style-type: none"> Data Privacy and Protection: Understanding and Embedding NDPR and GDPR Practically 	3 days	27-29		1-3				275,999.50
<ul style="list-style-type: none"> Data Protection Impact Assessment (DPIA): A One-Day Workshop for DPOs and other Key Privacy Stakeholders 	1 day		27			18		105,999.50
<ul style="list-style-type: none"> Fundamentals of Personal Data Privacy: Nigeria Data Protection Regulation (NDPR) and EU General Data Protection Regulation (GDPR) in Perspective 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (€)
		Jan	Feb	Mar	Apr	May	Jun	
I - Internal Auditing								
• Fundamentals of Internal Auditing	2 days			29-30				199,999.50
• Risk-Based Internal Auditing	2 days		18-19					199,999.50
L - Leadership, Negotiation and Change Management								
• Transformational Leadership Development: Equipping Organisational Leaders with the Full-Range Leadership Model	2 days				15-16			275,999.50
• Authentic Leadership in the Workplace: Bringing Your Authentic Self to Work	2 days				22-23			275,999.50
• Building and Nurturing a Servant Leadership Mind-set: The Servant as a Leader (An Oxymoronic and Paradoxical Phenomenon)	2 days	25-26						275,999.50
• Leadership 101: The Journey Through a Linear Path to Sustainable Leadership – For the New Leader	2 days		22-23					275,999.50
• Authentic. Servant. Transformational Leadership: The Three Gold Standard Leadership Behaviours Required by a 21st Century Leader	3 days	To be held in 2nd half of the year (HY2)						399,999.50
• Leading and Managing Organisational Change	2 days			4-5				199,999.50
• Negotiation and Strategic Persuasion	2 days					27-28		199,999.50
• Strategic Decision Making Workshop	2 days	To be held in 2nd half of the year (HY2)						199,999.50

PROGRAMME	DURATION	MONTHS						FEES (R)
R - Risk Management		Jan	Feb	Mar	Apr	May	Jun	
<ul style="list-style-type: none"> Building a Game-Changing Risk Management System: Integrating the Best Elements of ISO 31000, COSO ERM Framework and the IRM Risk Management Standard 	3 days				7-9			275,999.50
<ul style="list-style-type: none"> Enterprise Risk Management (ERM): A Gold Standard Approach 	3 days						17-19	275,999.50
<ul style="list-style-type: none"> The GRC Capability Model: A Recipe for Principled Performance 	2 days		8-9					199,999.50
<ul style="list-style-type: none"> Fundamentals of Enterprise-Wide Risk Management (FERM) 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Policy Drafting and Report Writing for 2nd and 3rd Lines of Defence Functions 	2 days					3-4		199,999.50
<ul style="list-style-type: none"> Fundamentals of Operational Risk Management 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of Social and Environmental Risks 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of the GRC Capability Model - GRC Three-Dado 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> A Risk-Management Approach to Business Continuity and Crisis Management 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Managing Environmental, Social and Governance (ESG) Risks 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (R)	
T - Team Bonding and Human Capital Development		Jan	Feb	Mar	Apr	May	Jun		
	• Emotional Intelligence in the Workplace	2 days			31	1			199,999.50
	• Job Satisfaction and Workplace Commitment: Essential Work Attitudes for Building Game-Changing Organisations	2 days	To be held in 2nd half of the year (HY2)						199,999.50
	• Legendary Customer Service as A Way of Organisational Life	2 days	To be held in 2nd half of the year (HY2)						199,999.50
	• Understanding Abilene Paradox Syndrome in Teams: Saying “Yes” When No One Wants To	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
	• Understanding Groupthink in Teams: How the People Around Us Shape Our Decisions	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
	• The Five Signs of Being in a Miserable Workplace	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
	• The Six Essential Virtues of an Ideal Team Player	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
	• Understanding and Overcoming the Five Dysfunctions of a Team	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
	• The Benefits and Obstacles of Managing for Employee Engagement	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Difficult Conversations, Influence and Feedback	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable	

LEISHTON ACADEMY - PROGRAMME CALENDAR FOR HY2 2021

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jul	Aug	Sep	Oct	Nov	Dec	
A – A+ Gold Standard Certifications (New for 2021 – Detailed and Robust)								
<ul style="list-style-type: none"> Certified Governance and Compliance Professional (CGCP™) <p>This is a single certification programme and the certificate will be awarded upon a successful completion of both the 40-question exam for Foundation (Week 1) and 40-question exam for Capstone (Week 2). The Certification will be awarded at the end of the 2nd week. Participants have two years to complete the programme. Pass mark 65%. Five days for each week</p>	Week two (Capstone) 5 days				25-29			299,999.50
<ul style="list-style-type: none"> Certified Nigeria Data Protection Regulation (NDPR) Foundation (C NDPR F™) <p>A 40-question exam is required to earn this designation. Pass mark 65% - Passing the C NDPR F is a prerequisite for taking the C NDPR P</p>	3 days		2-4		13-15			255,999.50
<ul style="list-style-type: none"> Certified Nigeria Data Protection Regulation (NDPR) Practitioner (C NDPR P™) <p>Passing the Foundation Certification exam is a prerequisite for taking the Practitioner Certification exam. A 40-question exam is required to earn this designation. Pass mark 65%</p>	3 days		5-7			22-24		299,999.50

PROGRAMME	DURATION	MONTHS						FEES (₹)
A - Anti-Money Laundering (AML) and Know Your Customer (KYC)		Jul	Aug	Sep	Oct	Nov	Dec	
<ul style="list-style-type: none"> Anti-money Laundering (AML) and Combating Financing of Terrorism (CFT) in the 21st century: A Practical Road Map for Embedding AML/CFT 	3 days		23-25			3-5		275,999.50
<ul style="list-style-type: none"> KYC AS a Value Creation Mechanism: A CDD, EDD, PEP, FEP and RBA Guide for Front-Line, Customer-Facing, Relationship Management, Client Engagement and Support Staff and the Compliance Officers Who Advise Them 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> KYC That Delivers Value: A Step-By-Step Practical Guide to Obtaining KYC Documentation Based on Customer Typologies 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Reviewing/Testing the Compliance (and/or AML) Programme: A Robust Approach for Internal Auditors and Independent Compliance/AML Consultants 	3 days						1-3	275,999.50
<ul style="list-style-type: none"> Anti-Money Laundering (AML) and Regulatory Compliance: Achieving Success Through Employees' Knowledge-Based Commitment 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Money Laundering Risks and Compliance Issues Arising from Third Parties (e.g. Vendors, Suppliers, Agents, Brokers, Cedants) 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Money laundering and Terrorist Financing (ML/TF) Institutional Risk Assessment: A Robust Gold Standard Methodology for Banks and Non-Bank Financial Institutions 	2 days	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jul	Aug	Sep	Oct	Nov	Dec	
A – Continued								
<ul style="list-style-type: none"> Risk-Based Requirements Under the Nigerian AML/CFT Regime 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT) Training Programme to Engender Employees' Knowledge of their AML/CFT Obligations: A Development Bank (or a Reinsurance Company or a Private Equity Firm) Approach 	3 - 4 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Anti-Money Laundering (AML) and Regulatory Compliance: Achieving Success Through AML and Compliance Officers' Knowledge-Based Commitment 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT): A Comprehensive Training Programme to Engender Employees' Knowledge of their AML/CFT Obligations 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Trade-Based Money Laundering and Terrorist Financing 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of the CBN AML/CFT (Administrative Sanctions) Regulations 2018 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> AML/CFT in a FinTech World: Understanding Your Fintech Customer (for companies/FIs with FinTechs as customers) 	3 days	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> FinTech-Based Money Laundering: AML/CFT for FinTech Entities (specially designed for FinTech companies) 	3 days	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Appreciating the Concepts of Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT) in a General Insurance Business 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jul	Aug	Sep	Oct	Nov	Dec	
A – Continued								
• Fundamentals of AML/CFT Compliance	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
Managing the Risk of Money Laundering (ML) and Terrorist Financing (TF): Strategies for conducting a Robust Institutional Risk Assessment – A Key Guide for AML/Compliance Officers	2 days	In-house/In-plant only. Date as agreed with our client						Negotiable
B - Board Governance (including ERM/Compliance/AML training for Board Members)								
• Abilene Paradox Syndrome in the Boardroom	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Understanding Groupthink in the Boardroom	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Behavioural Dynamics in Progressive Boards	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Leadership	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Effective Board: Leading Practice Guide for Enhancing Board Effectiveness	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Implication of the Adoption of the Nigerian Code of Corporate Governance (NCCG) 2018 and the Corporate Governance Aspects of CAMA 2020 on Banks (and Non-Bank Financial Institutions)	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (€)
B – Continued		Jul	Aug	Sep	Oct	Nov	Dec	
• Board Culture	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Functionality: Leading Practice Guide for Directors and Company Secretaries to Improve Their Board Processes	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Board Leadership Behaviours: Understanding the Good and the Toxic Individual and Group Behaviours in the Boardroom	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Cybersecurity in the Boardroom	1 hour	In-house/In-plant only. Date as agreed with our client						Negotiable
• Enterprise Risk Management (ERM) and AML/CFT in an Increasingly Complex Regulatory Environment: Commitment and Oversight of the Board as the Sine Qua Non for Achieving Sustainable Success in Insurance Companies	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of CEO, Board and Individual Directors' Performance	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of Succession Planning for Board, CEO and Senior Executives	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of CEO, Board and Individual Directors' Evaluation	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of CEO and Individual Directors' Remuneration/Compensation	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (R)
		Jul	Aug	Sep	Oct	Nov	Dec	
B – Continued								
<ul style="list-style-type: none"> Increasing Regulations and the Growing Demand for More Board Oversight: Governance, AML and Data Privacy in Focus 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Board Behavioural Dynamics: A Phenomenon Whose Time Has Come 	2 days			6-7				437,999.50
<ul style="list-style-type: none"> Board Functionality: Leading Practice Guide for Enhancing Board Effectiveness and Improving Board Processes 	2 days	8-9						437,999.50
<ul style="list-style-type: none"> Board Leadership, Culture and Ethics: A Blueprint for Governance Excellence and Effective Directorship 	2 days						13-14	437,999.50
<ul style="list-style-type: none"> Board Member Orientation and Refreshment Programme: A Concise and Complete Guide for a Game-Changing Board 	2 days					11-12		437,999.50
<ul style="list-style-type: none"> 10 Principles of a Highly Effective Board 	2 days						6-7	437,999.50
<ul style="list-style-type: none"> Succession Planning in Board Governance: A Model for the 21st Century Board, CEO and Senior Executives 	2 days	To be held in 1st half of the year (HY1). Additional slots may be released for HY2						437,999.50

PROGRAMME	DURATION	MONTHS						FEES (€)
B - Business Continuity, Crisis Management and Cybersecurity		Jul	Aug	Sep	Oct	Nov	Dec	
• The Fundamentals of Business Continuity Management	2 days			9-10				199,999.50
• Cybersecurity and Cybercrime: A Risk Management Approach	2 days						9-10	199,999.50
• Operational Cybersecurity Risks: Navigating the Digital Age	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Fundamentals of Cybersecurity and Cybercrime	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
C - Compliance and Ethics								
• The Full-Range Compliance Management Model: Embedding Compliance Practically	3 days			15-17				275,999.50

PROGRAMME	DURATION	MONTHS						FEES (R)
C – Continued		Jul	Aug	Sep	Oct	Nov	Dec	
<ul style="list-style-type: none"> Building a Transforming Compliance Management System: Integrating the Best Elements of ISO 19600, Compliance Institute of South Africa GACP Framework and Standard Australia 3806 Compliance Framework 	3 days					17-19		275,999.50
<ul style="list-style-type: none"> Global Regulatory Trends and their Impacts on Financial Institutions and their Compliance Functions in Nigeria 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Building a Holistic Compliance Management Environment for Investment Banking Firms and Merchant Banks 	1 day	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of the European Union (EU) General Data Protection Regulation – GDPR 	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of Conflicts of Interest Related Compliance 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Ethics and Ethical Culture: The Embedment of Ethical Values 	2 days		16-17			1-2		199,999.50

PROGRAMME	DURATION	MONTHS						FEES (₦)
		Jul	Aug	Sep	Oct	Nov	Dec	
D – Data Privacy and Protection (New)								
Advanced Data Privacy and Protection Implementation Programme for Data Protection Officers (DPOs) and other Relevant Stakeholders	3 days	12-14		27-29				275,999.50
Data Privacy by Design and by Default: A Robust Approach to Data Privacy and Protection	1 day		9			29		105,999.50
The Designation, Roles and Responsibilities of the Data Protection Officer (DPO) Under the Nigeria Data Protection Regulation (NDPR): A Robust and Comprehensive Guidance	2 days		30-31		11-12			199,999.50
Data Privacy: Responsibilities of Controllers and Processors Under NDPR and GDPR	1 day		10			30		105,999.50
Data Subject Access Requests (DSARs): A Robust Workshop for DPOs and other Key Privacy Stakeholders	1 day		11				8	105,999.50
Data Privacy and Protection: Understanding and Embedding NDPR and GDPR Practically	3 days					8-10		275,999.50
Data Protection Impact Assessment (DPIA): A One-Day Workshop for DPOs and other Key Privacy Stakeholders	1 day		18				20	105,999.50
Fundamentals of Personal Data Privacy: Nigeria Data Protection Regulation (NDPR) and EU General Data Protection Regulation (GDPR) in Perspective	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (₹)
		Jul	Aug	Sep	Oct	Nov	Dec	
I - Internal Auditing								
• Fundamentals of Internal Auditing	2 days			23-24				199,999.50
• Risk-Based Internal Auditing	2 days		19-20					199,999.50
L - Leadership, Negotiation and Change Management								
• Transformational Leadership Development: Equipping Organisational Leaders with the Full-Range Leadership Model	2 days		12-13					275,999.50
• Authentic Leadership in the Workplace: Bringing Your Authentic Self to Work	2 days		26-27					275,999.50
• Building and Nurturing a Servant Leadership Mind-set: The Servant as a Leader (An Oxymoronic and Paradoxical Phenomenon)	2 days	28-29						275,999.50
• Leadership 101: The Journey Through a Linear Path to Sustainable Leadership – For the New Leader	2 days				21-22			275,999.50
• Authentic. Servant. Transformational Leadership: The Three Gold Standard Leadership Behaviours Required by a 21st Century Leader	3 days			20-22				399,999.50
• Leading and Managing Organisational Change	2 days			2-3				199,999.50
• Negotiation and Strategic Persuasion	2 days					25-26		199,999.50
• Strategic Decision-Making Workshop	2 days	15-16						199,999.50

PROGRAMME	DURATION	MONTHS						FEES (R)
R - Risk Management		Jul	Aug	Sep	Oct	Nov	Dec	
<ul style="list-style-type: none"> Building a Game-Changing Risk Management System: Integrating the Best Elements of ISO 31000, COSO ERM Framework and the IRM Risk Management Standard 	3 days	1-3						275,999.50
<ul style="list-style-type: none"> Enterprise Risk Management (ERM): A Gold Standard Approach 	3 days				6-8			275,999.50
<ul style="list-style-type: none"> The GRC Capability Model: A Recipe for Principled Performance 	2 days		12-13					199,999.50
<ul style="list-style-type: none"> Fundamentals of Enterprise-Wide Risk Management (FERM) 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Policy Drafting and Report Writing for 2nd and 3rd Lines of Defence Functions 	2 days					15-16		199,999.50
<ul style="list-style-type: none"> Fundamentals of Operational Risk Management 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of Social and Environmental Risks 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Fundamentals of the GRC Capability Model - GRC Three-Dado 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> A Risk-Management Approach to Business Continuity and Crisis Management 	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
<ul style="list-style-type: none"> Managing Environmental, Social and Governance (ESG) Risks 	3 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

PROGRAMME	DURATION	MONTHS						FEES (R)
		Jul	Aug	Sep	Oct	Nov	Dec	
T - Team Bonding and Human Capital Development								
• Emotional Intelligence in the Workplace	2 days				4-5			199,999.50
• Job Satisfaction and Workplace Commitment: Essential Work Attitudes for Building Game-Changing Organisations	2 days						16-17	199,999.50
• Legendary Customer Service as A Way of Organisational Life	2 days	22-23						199,999.50
• Understanding Abilene Paradox Syndrome in Teams: Saying “Yes” When No One Wants To	1.5 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Understanding Groupthink in Teams: How the People Around Us Shape Our Decisions	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Five Signs of Being in a Miserable Workplace	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Six Essential Virtues of an Ideal Team Player	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Understanding and Overcoming the Five Dysfunctions of a Team	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• The Benefits and Obstacles of Managing for Employee Engagement	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable
• Difficult Conversations, Influence and Feedback	2 hours	In-house/In-plant only. Date as agreed with our client						Negotiable

Note: HY1 = Half –Year (January to June); HY2 = Half-Year (July to December)

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LeishTon is a closely knit, privately-held and forward-thinking firm delivering consulting, research, training services, and corporate governance data solutions to its esteemed clients.

Insight. Focus. Agility is the process we practice in delivering exceptional services to our revered clients. We deliver our services through collaborative engagement (the glue) and disciplined execution (the grease). We strive to create a very deep connection with our clients, thus, our services have that “personal touch.” We give our clients individualised attention and it makes a big difference in terms of the value-add to their businesses.

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