



NC CONSULTANTS

Bringing Clarity To Complexity

SHORT TERM TRAINING CATALOG JAN 2026 - JAN 2027



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REGISTRATION DETAILS

Partnership: 2002 to 2004

Certificate of Incorporation: 272 of 2004

Company No.: R7/21949

TIN: 100 251 476

ABOUT NC CONSULTANTS

NC Consultants is a well-established African consultancy and capacity-building institution dedicated to strengthening leadership, governance, financial management, and institutional performance across the continent. NC Consultants was established as a partnership in 2002 and became a registered company in 2004. Since its incorporation in 2004, the firm has positioned itself as a trusted partner to governments, public institutions, state-owned enterprises, private sector organisations, development agencies, and non-governmental organisations.

Operating from a distinctly African perspective, NC Consultants designs and delivers practical, results-oriented short-term training programmes that respond directly to the operational realities, regulatory environments, and developmental priorities of African institutions. Our programmes attract participants from across Africa and are aligned with our Annual Training Calendar, while remaining flexible enough to be customised to specific organisational needs.

We work closely with Human Resource Managers, Training Managers, and Executive Leadership to understand annual training plans, competency gaps, and performance expectations, ensuring that each programme delivers immediate workplace relevance and measurable impact.

OUR VISION



To be the foremost and most trusted consultancy, delivering transformative capacity-building programmes and impeccable tax and accounting services that empower organisations to operate with clarity, efficiency, and strategic foresight.

OUR MISSION



To provide exceptional tailor-made training solutions, accurate and compliant tax and accounting support, and value-driven advisory services that simplify complexity, strengthen institutional performance, and enable our clients to achieve sustainable organisational excellence.

OUR VALUES



NC Consultants upholds a strong value framework that guides our service delivery and reflects our commitment to excellence.

- **Integrity**

We operate with honesty, accountability, and ethical discipline, ensuring trust and transparency in every engagement.

- **Professionalism**

We maintain rigorous standards in our advisory, training, and compliance work, aligning our services with best-practice methodologies.

- **Client-Centricity**

We listen, analyse, and tailor our solutions to meet the specific needs and goals of each client.

- **Confidentiality**

We safeguard all client information with absolute discretion and uphold strict data protection principles.

- **Accuracy and Quality**

We are meticulous in our tax submissions, financial reports, and training designs, ensuring precision and excellence.

- **Innovation**

We continuously improve our approaches by integrating up-to-date regulatory knowledge and modern management practices.

- **Impact**

We measure our success by the tangible results and improvements our clients experience.

RATIONALE FOR OUR SHORT - TERM TRAINING PROGRAMMES

Organisations operate in increasingly complex environments characterised by regulatory reforms, fiscal pressures, governance demands, technological change, and heightened accountability. Executives, civil servants, and organisational leaders are therefore required not only to understand policy and theory, but to apply practical solutions that improve performance, compliance, and service delivery.

NC Consultants short-term training programmes are designed to:

- Bridge the gap between policy, theory, and practice;
- Strengthen institutional capacity in governance, finance, taxation, management, and compliance;
- Enhance decision-making, accountability, and operational efficiency;
- Support organisational transformation in line with national development agendas and regional frameworks.

Our approach recognises that African institutions require context-sensitive, actionable learning delivered by practitioners who understand both international best practice and local realities.

OBJECTIVES OF THE SHORT-TERM TRAINING PROGRAMMES

The core objectives of NC Consultants short-term training programmes are to:

1. Capacitate executives, senior officials, civil servants, and organisational staff with practical knowledge and applied skills relevant to their roles.
2. Enhance leadership, governance, financial management, and compliance capabilities within organisations.
3. Improve institutional performance, accountability, and service delivery outcomes.
4. Support organisations in meeting statutory, regulatory, and professional standards.
5. Align individual competencies with organisational strategies and performance expectations.
6. Foster cross-country learning and professional networking among African practitioners.

TARGET PARTICIPANTS

The programmes are designed for:

- Executives and Senior Management
- Board Members and Senior Officials
- Civil Servants and Public Sector Managers
- Finance, Accounting, and Audit Professionals
- Human Resource and Training Managers
- Programme and Project Managers
- Middle-Level Managers and Supervisors

Participants are drawn from government ministries, departments and agencies, state-owned enterprises, local authorities, private sector entities, NGOs, and regional institutions across Africa.

PROGRAMME AREAS AND THEMATIC FOCUS

NC Consultants delivers a wide range of short-term training programmes aligned to Africa's development priorities, institutional reform agendas, and sector-specific capacity needs. Our programmes are continuously reviewed to remain responsive to emerging challenges, policy reforms, and continental development frameworks.

Key programme areas include, but are not limited to:

- **Rural Development Programmes** – focusing on inclusive growth, community development planning, local economic development, and rural service delivery.
- **Energy and Renewable Energy Programmes** – covering energy policy, renewable energy systems, sustainable energy financing, and climate-resilient energy solutions.
- **Water and Irrigation Programmes** – addressing water resource management, irrigation systems planning, water governance, and sustainable water infrastructure.
- **Environmental Programmes** – focusing on environmental management, climate change adaptation and mitigation, environmental impact assessment, and sustainability practices.
- **Healthcare Programmes** – strengthening health systems management, healthcare governance, public health administration, and health project implementation.
- **Project and Project Management Programmes** – covering project planning, implementation, monitoring and evaluation, risk management, and results-based management.
- **Finance and Public Finance Programmes** – focusing on public financial management, budgeting, expenditure control, fiscal policy, and financial accountability.

- **Corporate Governance Programmes** – enhancing board effectiveness, leadership accountability,

TRAINING APPROACH AND METHODOLOGY

NC Consultants adopts a learner-centered and practice-driven methodology, which includes:

- Interactive lectures grounded in African and international case studies
- Group discussions and peer learning
- Practical exercises, simulations, and problem-solving sessions
- Policy and regulatory analysis
- Action planning aligned to participants' work environments

All programmes are facilitated by experienced consultants and subject-matter experts with extensive African and international exposure.

CUSTOMISED PROGRAMMES

In addition to our Annual Training Calendar, NC Consultants offers tailor-made programmes. These are developed in close consultation with HR departments and Training Managers to:

- Address specific organisational challenges;
- Align with annual training plans and budgets;
- Meet defined performance and competency frameworks;
- Deliver measurable organisational outcomes.

REGIONAL REACH AND TRAINING HOST COUNTRIES

NC Consultants remains a dynamic and relevant force on the African continent, welcoming participants from all regions of Africa. Training programmes are hosted in selected African countries and delivered in collaboration with regional partners. Further details on training locations and hosting countries are available on our website: www.ncconsultants.org

CONCLUSION

Anchored in African realities and guided by strong professional values, NC Consultants remains committed to building capable institutions, effective leadership, and sustainable organisational performance across the continent.

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INTRODUCTION AND BACKGROUND

Across Africa, Governments, State-Owned Enterprises, Municipal Authorities, Utilities, and Private Sector operators are under increasing pressure to protect, optimise, and modernise high-value public and commercial assets, while ensuring efficient, safe, and sustainable transport systems.

Rapid infrastructure expansion, ageing assets, fiscal constraints, climate risks, digital transformation, and heightened accountability requirements demand new competencies, modern frameworks, and executive-level leadership in asset and transport management.

NC Consultants Africa, has designed a portfolio of contemporary, practice-oriented short-term training programmes in Asset Management and Transport, tailored specifically for Executives, Senior Managers, Engineers, Technocrats, Policy Makers, and Public Servants. These programmes respond directly to African realities while aligning with global best practices, ISO standards, and emerging governance frameworks

PROGRAMME OVERVIEW

The Asset Management and Transport Programmes comprise over 25 high-impact short-term courses, delivered in 5-day and 10-day executive formats.

The programmes integrate:

- Strategic leadership and governance
- Technical and engineering best practice
- Financial, risk, and performance management
- Digital and smart asset systems
- Sustainability, climate resilience, and PPP frameworks

Delivery is structured to allow flexible participation, enabling organisations to nominate staff across multiple calendar windows while maintaining operational continuity

TARGET GROUPS

These programmes are designed for:

Public Sector

- Permanent Secretaries, Principal Secretaries
- Directors and Deputy Directors
- Senior Policy Makers and Regulators
- Municipal Managers and Engineers
- Transport Authorities and Road Agencies
- Public Works and Infrastructure Officials

State-Owned Enterprises & Utilities

- CEOs, COOs, CFOs
- Asset Managers and Infrastructure Managers
- Engineering and Maintenance Managers
- Fleet and Operations Managers

Private Sector & Development Institutions

- Infrastructure Developers and Operators
- Transport and Logistics Companies
- Consulting Engineers and Project Managers

- PPP Units and Investment Agencies
- Development Banks and Donor-Funded Project Teams

Technical Professionals

- Engineers, Technologists, and Technocrats
- Planners, Economists, and Analysts
- Procurement and Contract Management Specialists
- Monitoring and Evaluation Professionals

PROGRAMME OBJECTIVES

The overarching objectives of the Asset Management and Transport Programmes are to:

- Strengthen executive and institutional capacity in managing high-value assets and transport infrastructure.
- Equip participants with globally aligned asset management frameworks, including ISO 55000 principles.
- Enhance planning, budgeting, valuation, maintenance, and lifecycle management of assets.
- Improve transport infrastructure planning, operations, and policy implementation.
- Embed risk-based, performance-driven, and resilient asset management approaches.
- Promote sustainable, climate-resilient, and green transport systems.
- Build competence in digital asset systems, GIS, smart technologies, and data-driven decision-making.
- Strengthen governance, compliance, audit readiness, and accountability.
- Support effective public-private partnerships (PPPs) and infrastructure financing models.
- Develop strategic leadership capable of aligning assets and transport systems with national development goals

PROGRAMME SCOPE AND KEY THEMATIC AREAS

The programmes comprehensively cover the following interconnected themes:

Asset Management

- Strategic and Enterprise Asset Management
- ISO 55000 Asset Management Systems
- Asset Registers, Valuation, and Compliance
- Asset Lifecycle Planning and Renewal Strategies
- Maintenance Planning and Reliability Engineering
- Capital Asset Planning and Budgeting
- Risk-Based Asset Management and Resilience
- Asset Performance Measurement and KPIs
- Digital Asset Management, GIS, and Smart Systems
- Asset Audits, Disposal, and Optimisation

Transport and Infrastructure

- Transport Infrastructure Planning and Management
- Roads, Rail, Ports, and Urban Transport Systems
- Transport Economics and Investment Appraisal
- Fleet Asset Management and Cost Optimisation
- Transport Policy, Regulation, and Governance
- Safety, Compliance, and Asset Integrity
- Climate-Resilient and Sustainable Transport Infrastructure
- Monitoring and Evaluation of Transport Assets
- Integrated National Transport Asset Frameworks

Cross-Cutting and Executive Themes

- Leadership in Asset and Transport Management
- Procurement and Contract Management
- Infrastructure Financing and PPPs
- Governance, Risk, and Compliance
- Performance Assurance and Institutional Accountability

PROGRAMME EXPECTATIONS

By the end of each programme, participants are expected to:

- Demonstrate a clear understanding of strategic asset and transport management principles.
- Apply practical tools, templates, and frameworks within their organisations.
- Improve decision-making on asset investments, maintenance, and renewals.
- Strengthen policy, regulatory, and governance oversight.
- Contribute to improved service delivery, cost efficiency, and asset longevity.
- Champion sustainability, resilience, and digital transformation initiatives.
- Lead institutional reforms aligned with national, regional, and continental development agendas

PROGRAMME OUTCOMES

Participating organisations and individuals will realise:

Institutional Outcomes

- Improved asset visibility, valuation, and control
- Reduced lifecycle costs and unplanned failures
- Enhanced compliance with audit and regulatory requirements
- Stronger transport system performance and safety
- Improved infrastructure investment prioritization
- Increased readiness for PPPs and donor-funded projects

Individual Outcomes

- Executive-level competence in asset and transport management
- Practical mastery of modern tools and methodologies
- Enhanced leadership and strategic planning capability
- Increased professional credibility and career progression

National and Regional Impact

- Stronger public infrastructure governance
- Improved transport efficiency and economic competitiveness
- More resilient and sustainable infrastructure systems
- Alignment with Agenda 2063, SDGs, and climate commitments



ASSET MANAGEMENT & TRANSPORT PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
AM 01	Strategic Asset Management for Public Sector Leaders	5 Days	19 Jan –23 Jan 2026 13 Apr–17 Apr 2026 10 Aug–14 Aug 2026 30 Nov–04 Dec 2026 18 Jan–22 Jan 2027
AM 02	ISO 55000 Asset Management Systems Implementation	10 Days	05 Jan-16 Jan 2026 18 May–29 May 2026 07 Sep–18 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
AM 03	Infrastructure Asset Lifecycle Management	5 Days	26 Jan–30 Jan 2026 06 Jul–10 Jul 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
AM 04	Asset Registers, Valuation and Compliance	5 Days	12 Jan –16 Jan 2026 08 Jun–12 Jun 2026 21 Jun–25 Sep 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
AM 05	Asset Maintenance Planning & Reliability Engineering	10 Days	09 Jan–20 Jan 2026 22 Jun–03 Jul 2026 12 Oct–23 Oct 2026 07 Dec–18 Dec 2026 18 Jan –29 Jan 2027
AM 06	Capital Asset Planning, Budgeting & Control	5 Days	12 Jan -16 Jan 2026 04 May–08 May 2026 17 Aug–21 Aug 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
AM 07	Risk-Based Asset Management & Resilience	5 Days	05 Jan -09 Jan 2026 15 Jun–19 Jun 2026 19 Oct–23 Oct 2026 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027



ASSET MANAGEMENT & TRANSPORT PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
AM 08	Digital Asset Management, GIS & Smart Systems	10 Days	19 Jan-30 Jan 2026 06 Jul-17 Jul 2026 14 Sep-25 Sep 2026 07 Dec-18 Dec 2026 18 Jan-29 Jan 2027
AM 09	Asset Performance Measurement & KPIs	5 Days	12- Jan -16 Jan 2026 11 May-15 May 2026 07 Sep-11 Sep 2026 30 Nov-04 Dec 2026 18 Jan-22 Jan 2027
AM 10	Asset Disposal, Renewal & Optimisation	5 Days	19 Jan-23 Jan 2026 01 Jun-05 Jun 2026 02 Nov-06 Nov 2026 14 Dec-18 Dec 2026 25 Jan-29 Jan 2027
AM 11	Transport Infrastructure Planning & Management	10 Days	19 Jan-30 Jan 2026 01 Jun-12 Jun 2026 10 Aug-21 Aug 2026 07 Dec-18 Dec 2026 11 Jan-22 Jan 2027
AM 12	Roads, Rail & Ports Asset Management	10 Days	05 Jan-16 Jan 2026 29 Jun-10 Jul 2026 21 Sep-02 Oct 2026 07 Dec-18 Dec 2026 18 Jan-29 Jan 2027
AM 13	Urban Transport Systems & Mobility Management	5 Days	26 Jan-30 Jan 2026 20 Apr-24 Apr 2026; 14 Sep-18 Sep 2026 30 Nov-04 Dec 2026; 25 Jan -29 Jan 2027
AM 14	Transport Economics & Investment Appraisal	5 Days	05 Jan-09 Jan 2026 08 Jun-12 Jun 2026 05 Oct-09 Oct 2026 07 Dec-11 Dec 2026 18 Jan-22 Jan 2027
AM 15	Fleet Asset Management & Cost Optimisation	5 Days	19 Jan -23 Jan 2026 04 May-08 May 2026 17 Aug-21 Aug 2026 14 Dec-18 Dec 2026 11 Jan -15 Jan 2027
AM 16	Transport Policy, Regulation & Governance	5 Days	12 Jan-16 Jan 2026 22 Jun-26 Jun 2026 28 Sep-02 Oct 2026 30 Nov-04 Dec 2026 25 Jan -29 Jan 2027

Kindly take note that all our training programmes in this catalog can also be delivered in your premises or a chosen country, upon request, tuned to your specific work expectations (T&C applies).
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ASSET MANAGEMENT & TRANSPORT PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
AM 17	Transport Safety, Compliance & Asset Integrity	5 Days	19 Jan-23 Jan 2026 06 Jul-10 Jul 2026 12 Oct-16 Oct 2026 07 Dec-11 Dec 2026 18 Jan -22 Jan 2027
AM 18	Climate-Resilient Transport Infrastructure	5 Days	12 Jan-16 Jan 2026 15 Jun-19 Jun 2026 02 Nov-06 Nov 2026 14 Dec-18 Dec 2026 11 Jan-15 Jan 2027
AM 19	PPPs in Transport & Infrastructure Assets	10 Days	05 Jan-16 Jan 2026 18 May-29 May 2026 07 Sep-18 Sep 2026 07 Dec-18 Dec 2026 18 Jan-29 Jan 2027
AM 20	Monitoring & Evaluation of Transport Assets	5 Days	05 Jan-09 Jan 2026 11 May-15 May 2026 21 Sep-25 Sep 2026 30 Nov-04 Dec 2026 25Jan-29 Jan 2027
AM 21	Asset Management Leadership for Executives	5 Days	19 Jan-23 Jan 2026 01 Jun-05 Jun 2026 07 Sep-11 Sep 2026 14 Dec-18 Dec 2026 18 Jan-22 Jan 2027
AM 22	Procurement & Contract Management for Assets	5 Days	05 Jan-09 Jan 2026 22 Jun-26 Jun 2026 19 Oct-23 Oct 2026 07 Dec-11 Dec 2026 11 Jan-15 Jan 2027
AM 23	Public Sector Infrastructure Governance	5 Days	12 Jan -16 Jan 2026 20 Apr-24 Apr 2026 05 Oct -09 Oct 2026 30 Nov-04 Dec 2026 25 Jan-29 Jan 2027
AM 24	Integrated National Transport Asset Frameworks	10 Days	19 Jan-23 Jan 2026 29 Jun-10 Jul 2026 14 Sep-25 Sep 2026 07 Dec-18 Dec 2026 18 Jan-29 Jan 2027
AM 25	Infrastructure Financing & Asset Sustainability	5 Days	26 Jan-30 Jan 2026 04 May-08 May 2026 17 Aug-21 Aug 2026 14 Dec-18 Dec 2026 11 Jan-15 Jan 2027

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ASSET MANAGEMENT & TRANSPORT PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
AM 26	Asset Audits & Performance Assurance	5 Days	05 Jan–09 Jan 2026 08 Jun–12 Jun 2026 28 Sep–02 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
AM 27	Strategic Transport & Infrastructure Risk Management	5 Days	26 Jan–30 Jan 2026 06 Jul–10 Jul 2026 12 Oct–16 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027



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EXECUTIVE SUMMARY

Africa's public sector continues to transform, with governments investing heavily in accountability, financial discipline, digital transformation, tax compliance, and service delivery excellence. As Ministries and government bodies strengthen governance mechanisms, the demand for high-impact professional training in auditing, taxation, and IT governance has significantly increased.

NC Consultants proposes a continental training partnership that equips government officials, auditors, tax specialists, and finance professionals with the skills, tools, and modern competencies required for effective governance and compliance.

WHY PARTNER WITH NC CONSULTANTS

NC Consultants is positioned as one of Africa's leading professional development and human capital development firms, offering:

- Cutting-edge curriculum aligned with international best practices (COBIT, COSO, PFMA, MFMA).
- Experienced facilitators with real-world African public sector and development-sector expertise.
- Customisable training modules for Ministries, SOEs, LGAs, Parastatals, Embassies, and private institutions.
- A flexible cohort-training model, built to accommodate diverse calendar periods within government schedules.
- Capacity building that produces measurable improvements in governance, accountability, and efficiency.

Through our programmes, Ministries enhance accountability, improve compliance, reduce financial irregularities, and strengthen internal systems.

TRAINING OBJECTIVE

The primary objective of this cohort programme is to:

- Strengthen public sector governance and financial accountability.
- Improve internal controls and compliance with national legislation.
- Enhance audit capacity in Ministries, Municipalities, and Agencies.
- Build competencies in taxation, IT systems auditing, procurement oversight, and performance auditing.
- Ensure effective oversight of public resources.
- Equip staff with modern audit technologies and techniques.

TARGET AUDIENCE

- Internal Auditors
- External & Compliance Auditors
- Finance Directors & Accountants
- IT Auditors and ICT Personnel
- Tax Officers & Revenue Administrators
- Procurement Officers
- DGs, PSs, CFOs & Senior Management
- Municipal Managers & Local Government Officials
- Risk Management Practitioners

PROPOSED TRAINING PROGRAMME OFFERINGS

Each course has been aligned to modern skills needs within African Ministries, with specific calendar availability for ease of enrolment.

a. IT & Systems Auditing Programmes

- The Role of the IT Auditor in a Systems Development Project
- Fundamentals of Information Systems Auditing
- COBIT for General Auditors
- Internal Audit IT Risk Assessment
- Gaining an Understanding of Information Systems Auditing

Purpose: Equip Ministries to manage technology-driven initiatives, control digital risks, and ensure secure and efficient system development.

b. Public Sector Performance & Governance Programmes

- Performance Auditing as Required by Local Government Legislation
- Evaluating Public Sector Controls Using COSO
- Internal Audit and the PFMA
- Internal Audit and the MFMA
- Auditing the Procurement Function

Purpose: Strengthen institutional governance, ensure compliance with public finance laws, and enhance oversight of procurement and financial controls.

c. IT & Systems Auditing Programmes

- The Role of the IT Auditor in a Systems Development Project
- Fundamentals of Information Systems Auditing
- COBIT for General Auditors
- Internal Audit IT Risk Assessment
- Gaining an Understanding of Information Systems Auditing

Purpose: Equip Ministries to manage technology-driven initiatives, control digital risks, and ensure secure and efficient System development.

d. Public Sector Performance & Governance Programmes

- Performance Auditing as Required by Local Government Legislation
- Evaluating Public Sector Controls Using COSO
- Internal Audit and the PFMA
- Internal Audit and the MFMA
- Auditing the Procurement Function

Purpose: Strengthen institutional governance, ensure compliance with public finance laws, and enhance oversight of Procurement and financial controls.

e. Taxation & Revenue Programmes

- Tax Management and Planning
- Tax Investigation Techniques

Purpose: Enable Ministries and revenue departments to

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improve tax collection efficiency, detect evasion, enhance compliance, and strengthen national revenue systems.

f. Core Internal Audit Skills Programmes

- Getting Results Out of Your Audit Interviews
- Skills for Supervising an Internal Audit Project
- Marketing the Internal Audit Function

Purpose: Build soft skills, leadership, professional communication, and audit visibility—key factors for dynamic, modern audit units.

VALUE PROPOSITION FOR MINISTRIES & ORGANISATIONS

By enrolling participants in our cohort programmes, Ministries benefit through:

Enhanced Compliance & Reduced Audit Findings

- ✓ Officials gain skills to prevent recurring audit issues.

Improved Service Delivery

- ✓ Better financial controls lead to improved public service efficiencies.

Strengthened ICT and Cyber Governance

- ✓ Ministries are equipped to handle digital transformation securely.

Upgraded Internal Audit Capacity

- ✓ Audit units become more proactive and strategic.

Better Revenue Collection & Tax Compliance

- ✓ Tax officers develop stronger investigation and planning skills.

Greater Accountability & Transparency

- ✓ Public funds are managed more responsibly.



AUDITING & TAXATION PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
AIS 01	The role of IT Auditor in a System Development Project	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
AIS 02	Fundamentals of Information Systems Auditing	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
AIS 03	Tax Management and Planning	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
AIS 04	Tax Investigation Techniques	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
AIS 05	COBIT for General Auditors	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
AIS 06	Internal Audit IT Risk Assessment	10 Days	12 Jan – 23 Jan 2026 20 May – 29 May 2026 26 Oct – 06 Nov 2026 18 Jan – 29 Jan 2027
AIS 07	Gaining an Understanding of information systems Auditing	5 Days	05 Jan – 09 Jan 2026 01 Jun – 05 Jun 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
AIS 09	Auditing the Procurement Function	10 Days	05 Jan – 16 Jan 2026 15 Jun – 26 Jun 2026 14 Sep – 25 Sep 2026 18 Jan – 29 Jan 2027
AIS 10	Evaluating Public Sector Controls Using COSO	10 Days	19 Jan – 30 Jan 2026 01 Jun – 12 Jun 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027

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AUDITING & TAXATION PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
AIS 12	Internal Audit and MFMA	10 Days	12 Jan – 23 Jan 2026 06 Jul – 17 Jul 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
AIS 13	Getting Results out for your Audit Interviews	5 Days	12 Jan – 16 Jan 2026 13 Jul – 17 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 01 Jan 2027
AIS 14	Skills for Supervising and Internal Audit Project	10 Days	19 Jan – 30 Jan 2026 15 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan -15 Jan 2027
AIS 15	Marketing the Internal Audit Function	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
AIS 16	Auditing the Accounting Function	10 Days	19 Jan – 30 Jan 2026 11 May–22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
AIS 17	How to Detect and Prevent Occupational Fraud	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
AIS 18	Make COSO work for you- implementing the new COSO Framework	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
AIS 19	Operational Auditing(Performance Auditing)	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
AIS 20	How to Effectively review your organizations Risk Management Process	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
AIS 21	Establishing an Internal Audit Function	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027



AUDITING & TAXATION PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
AIS 22	Effective Auditing Report Writing	10 Days	19 Jan – 30 Jan 2026 15 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan -15 Jan 2027
AIS 23	How to Develop a Model Internal Audit	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
AIS 24	Auditing Projects, Project Management and Project Risk	10 Days	19 Jan – 30 Jan 2026 11 May–22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
AIS 25	Auditing your Human Resource Function	10 Days	19 Jan – 30 Jan 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
AIS 26	Introduction to Taxation	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
AIS 27	Auditing for Non- I.T. Auditors	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
AIS 28	Financial Auditing for Internal Auditors	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
AIS 29	Introduction to Control Self-Assessment (ICSA)	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
AIS 30	Introduction to Internal Auditing	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
AIS 31	Contemporary Auditing for Government and NGO's	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027

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AUDITING & TAXATION PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
AIS 32	Auditing for Accountability and Transparency	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
AIS 33	Forensic Auditing, Overview and Its Application	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
AIS 34	Risk Based Auditing (RBA)	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
AIS 35	Internal Auditing and External Auditing	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
AIS 36	Tools and Techniques for the Internal Auditor	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
AIS 37	Auditing Governance Processes in the local Government Environment	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
AIS 38	Auditing Supply Chain Management at Public Sector	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
AIS 39	Managing Audit Projects in the Public Sector	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
AIS 40	Performance Auditing in the Public Sector	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027



AUDITING & TAXATION PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
AIS 41	Essential Skills for Internal Auditors	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027



(Transforming Correctional Leadership, Safety & Rehabilitation in Africa)

EXECUTIVE SUMMARY

Correctional and Prisons Services in Africa are confronted with evolving security threats, rising inmate populations, mental health challenges, staff fatigue, and increasing public demands for safe, secure, and humane correctional environments. Modern correctional institutions are expected not only to detain offenders but also to rehabilitate, reintegrate, and transform lives.

NC Consultants has developed a comprehensive Correctional Management Training Cohort, designed to build the capacity of correctional officers, supervisors, managers, psychologists, social workers, and institutional leaders. This proposal offers compelling reasons for Ministries and Prisons Departments to enroll participants in our targeted, expert-delivered programmes that address operational, behavioural, psychosocial, technological, and leadership needs.

PURPOSE OF THE PROPOSAL

The purpose of this proposal is to encourage African Correctional and Prisons Management Offices to:

- Empower frontline and senior correctional personnel with strategic, operational, and behavioural management skills.
- Strengthen rehabilitation and reintegration systems in alignment with modern correctional reforms.
- Reduce risks, staff stress, suicides, and inmate-on-inmate as well as inmate-on-staff conflicts
- Enhance the capacity of officers to manage offenders with diverse risks, disabilities, and behavioural challenges.
- Foster a safe, psychologically healthy correctional work environment.

WHY THIS TRAINING COHORT IS ESSENTIAL FOR MODERN CORRECTIONAL INSTITUTIONS

- Escalating Security & Behavioural Risks
 - ✓ African correctional facilities face rising incidents related to mental health issues, gang influence, substance abuse, inmate violence, self-harm, and recidivism.
- Increasing Demands for Rehabilitation & Human Rights Standards
 - ✓ Governments are under pressure from courts, oversight bodies, and human rights institutions to improve conditions and rehabilitation outcomes.
- Need for Professionalised Correctional Services
 - ✓ Correctional work requires specialised training, psychological understanding, strong leadership and technological capability.
- Emerging Global Trends
 - ✓ Technological innovations, community-based sentencing, restorative justice, and integrated rehabilitation require new skills and specialised knowledge.
 - ✓ Enrolling officials in this cohort directly strengthens

the Ministry's compliance, safety, professionalism, and operational efficiency.

Key Training Programmes within the Cohort

The following courses have been designed to meet the continent's correctional needs and align with global best practices.

a. Behavioural & Rehabilitation-Focused Programmes

- Managing Sex Offenders
 - ✓ Essential techniques in behavioural profiling, risk assessment, intervention planning, and post-release monitoring.
- Working with Domestic Violence Offenders
 - ✓ Equips officers with intervention strategies for violent offenders, especially those with family-related behavioural patterns.
- Child Protection
 - ✓ Ensures compliance with safeguarding laws and builds capacity to manage offenders who pose risks to children.
- Strategies for Stress Management
 - ✓ Addresses staff burnout, trauma, fatigue, and operational stress to improve mental resilience.
- Suicide Awareness & Immediate Intervention
 - ✓ Critical skills to prevent suicide attempts by inmates and offer immediate psychological support.
- Psychosocial Support & Counselling Service
 - ✓ Builds emotional intelligence, counselling competence, and trauma-informed care practices.

b. Operational Risk & Safety Programmes

- Risk Management for Supervisors and Managers
 - ✓ Frameworks for identifying, analysing, and mitigating safety threats in correctional institutions.
- Risk Intervention Course for Officers
 - ✓ Practical techniques for responding to high-risk inmate situations.
- Risk Intervention Protocols
 - ✓ Standardised tools for operational consistency and structured crisis response.
- Inmates Management
 - ✓ Comprehensive inmate handling skills, conflict control, behavioural monitoring, and engagement principles.
- Disability Awareness Course for Correctional Officers
 - ✓ Critical for officers managing inmates with physical, mental, or developmental disabilities.

a. Innovation, Technology & Reform Programmes

- Managing Inmates with Technological Tools and Innovation
 - ✓ Using CCTV, biometrics, digital case files, wearable tech, AI monitoring and digital inmate management frameworks.
- Modern Ideologies for Correctional Reforms
 - ✓ Covers contemporary correctional practices, international benchmarks, and reform strategies rooted in rehabilitation and reintegration.
- Adopted Mechanisms for Sending Rehabilitated Inmates Back to Communities
 - ✓ Focuses on reintegration systems, community-based

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support, restorative justice, and post-release structures.

- a. Staff Wellness, Leadership & Organisational Support Programmes
 - Executive Leadership Programme for Senior Officers
 - ✓ Strategic leadership training for commanders, superintendents, regional managers, and directors.
 - Frontline Management Workshop
 - ✓ Enhances the tactical and operational leadership of frontline officers.*
 - Employee Assistance Programme (EAP) for Correctional Officers
 - ✓ Supports staff wellness, trauma management, substance use recovery, and family counselling.
 - Staff Psychology Service
 - ✓ Strengthens mental health support units and improves officer emotional wellness.
 - Community Service & Welfare Programmes
 - ✓ Promotes strong community engagement, restorative justice, and partnership building for offender reintegration.

WHY AFRICAN MINISTRIES SHOULD SEND PARTICIPANTS

- Improve Institutional Safety and Reduce Incidents
- ✓ Officials trained in risk intervention, suicide prevention, and inmate management significantly reduce operational dangers.
- Enhance Staff Performance and Discipline
- ✓ Well-trained officers demonstrate improved behaviour control, professionalism, and conflict resolution.
- Meet Human Rights and Rehabilitation Standards
- ✓ Training aligns correctional practices with national and international prisoner rights requirements.
- Lower Recidivism Rates

- ✓ Effective rehabilitation, community reintegration strategies, and inmate behavioural management reduce re-offending.
 - Boost Staff Morale and Psychological Health
- ✓ Stress management, wellness programmes, and psychosocial support reduce absenteeism and burnout.
 - Strengthen Leadership and Command Structures
- ✓ Executive and frontline leadership programmes empower managers to deliver efficient, accountable operations.
 - Support National Security and Justice Reform Efforts
- ✓ Modern correctional systems contribute to national stability, crime reduction, and public trust.
- ✓ Most Ministries struggle with these issues due to inadequate training budgets and capacity gaps, making this cohort a critical national investment.

EXPECTED IMPACT ON MINISTRIES & ORGANISATIONS

By enrolling participants, organizations will experience:

- Reduced operational incidents
- Better-managed high-risk offenders
- Improved compliance with human rights standards
- Strengthened rehabilitation and reintegration outcomes
- Better staff morale and reduced trauma-related absenteeism
- Technologically advanced inmate management systems
- Professionalised correctional services aligned to Africa's security priorities



CORRECTIONAL (PRISONS) SERVICES MANAGEMENT PROGRAMMES			
CODE	COURSE		JAN 2026 – JAN 2027
CSC 01	Disability Awareness for Correctional Officers	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
CSC 02	Risk Management for Supervisors and Managers	10 Days	12 Jan – 23 Jan 2026 15 Jun – 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
CSC 03	Risk Intervention for Officers	10 Days	19 Jan – 30 Jan 2026 15 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan -15 Jan 2027
CSC 04	Strategies for Stress Management	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
CSC 05	Community Service for Officers	10 Days	19 Jan – 30 Jan 2026 11 May – 22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
CSC 06	Managing Sex Offenders	10 Days	12 Jan – 23 Jan 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
CSC 07	Suicide Awareness & Immediate Intervention	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
CSC 08	Working with Domestic Violence Offenders	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
CSC 09	Child Protection	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 08 Jan 2027
CSC 10	Inmates Management	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
CSC 11	Executive Leadership for Senior Officers	10 Days	11 May - 15 May 2026 12 Oct – 23 Oct 2026

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CORRECTIONAL (PRISONS) SERVICES MANAGEMENT PROGRAMMES

CODE	COURSE		JAN 2026 – JAN 2027
CSC 12	Frontline Management Workshop	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
CSC 13	Risk Intervention Protocols	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
CSC 14	Managing Inmates with Technological tools and Innovation Modern ideologies for Correctional Reforms	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
CSC 15	Adopted Mechanisms in sending Rehabilitated Inmates to Communities	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CSC 16	Employee Assistance For Correctional Officers	15 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026
CSC 17	Community Welfare	10 Days	05 Jan – 16 Jan 2026 04 May -15 May 2026 14 Sep - 23 Sep 2026 30 Nov - 11 Dec 2026 18 Jan – 29 Jan 2027
CSC 18	Psychosocial Support and Counselling Service	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
CSC 19	Staff Psychology Service	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027

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EXECUTIVE SUMMARY

Africa's geopolitical environment is rapidly evolving. Diplomatic missions, Ministries of Foreign Affairs, regional organizations, and government agencies require highly skilled, globally competent and strategically positioned diplomats who can effectively navigate an increasingly complex global order.

NC Consultants has developed a premium suite of 25 excellent short-term executive training programmes in diplomacy, protocol, Foreign Service administration, negotiation, multilateral cooperation, economic diplomacy, digital governance, peacebuilding and more.

These programmes are strategically designed to:

- Build capable diplomats who confidently represent their nations.
- Strengthen Africa's continental voice on global governance platforms.
- Equip government officers with practical, modern diplomatic skills.
- Promote regional integration through common professional standards.
- Enhance institutional capacity for foreign policy implementation.

This proposal invites African governments and embassies to sponsor delegates for the 2026 training calendar, structured to meet international standards and tailored for African diplomatic realities.

WHY AFRICAN MINISTRIES NEED THESE PROGRAMMES

- **Growing Complexity in International Relations** Global challenges such as migration, conflict, cyber threats, terrorism, climate change, and trade disputes require diplomats who are deeply informed and strategically prepared.
- **Shift in Global Power Dynamics** With emerging blocs (BRICS+, G20 reforms, African Continental Free Trade Area), African countries must have diplomats who can negotiate effectively and protect national interests.
- **Limited In-house Training Capacity** Many countries lack fully equipped Diplomatic Academies or struggle to update training curricula. NC Consultants provides cost-effective, ready-made, internationally benchmarked modules.
- **Increasing Demand for Protocol Expertise** As Africa's global visibility increases, Ministries need skilled protocol officers to manage state visits, international conferences and diplomatic ceremonies.
- **Need for Standardization and Professionalization** Our programmes ensure consistent, modern diplomatic standards across embassies and Foreign Service staff.

UNIQUE VALUE PROPOSITION OF NC CONSULTANTS

- African Context, Global Standards
- ✓ Courses are designed with international frameworks (UN, AU, Commonwealth, and Vienna Conventions) but customized for African diplomatic realities.
- Highly Practical, Not Just Academic
- ✓ Professional African Faculty

Faculty include diplomats, international relations experts, AU consultants, former ambassadors, and protocol specialists.

- Flexible, Accessible & Affordable
- ✓ Two intakes per course
- ✓ Monday–Friday executive schedule
- ✓ Online or in-person options
- ✓ Affordable for ministries with budget constraints

PROGRAMME PORTFOLIO OVERVIEW

- Our training covers:
 - ✓ Diplomacy & Foreign Service Practice
 - ✓ Protocol & State Ceremonials
 - ✓ Negotiations & Conflict Resolution
 - ✓ Economic & Trade Diplomacy
 - ✓ Geopolitics & Global Governance
 - ✓ Embassy & Consular Administration
 - ✓ Peacebuilding & Crisis Management
 - ✓ Cyber Diplomacy & Digital Governance
 - ✓ International Law & Treaties
 - ✓ Migration, Border & Refugee Governance
 - ✓ Leadership, Ethics & Governance

- These programmes are designed to meet the pressing needs of:
 - ✓ Ministry of Foreign Affairs
 - ✓ Diplomatic Academies
 - ✓ Embassies and High Commissions
 - ✓ Defence, Home Affairs & Security Agencies
 - ✓ Parliament and Foreign Policy Think Tanks
 - ✓ Regional Organisations (SADC, ECOWAS, AU, IGAD, EAC)

EXPECTED IMPACT FOR PARTICIPATING NATIONS

After completing the training, ministries gain:

- ✓ More professional, confident and globally competent diplomats.
- ✓ Stronger representation in bilateral and multilateral forums.
- ✓ Improved negotiation outcomes in trade, peace, and strategic partnerships.
- ✓ Enhanced crisis management and conflict mediation capacity.
- ✓ Modernized protocol practices that elevate national reputation.
- ✓ Better consular services for citizens abroad.

A more coordinated, informed and effective foreign policy apparatus

These programmes are strategically designed to:

- Build capable diplomats who confidently represent their nations.
- Strengthen Africa's continental voice on global governance platforms.
- Equip government officers with practical, modern diplomatic skills.
- Promote regional integration through common professional standards.

- Enhance institutional capacity for foreign policy implementation.

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DIPLOMATIC & INTERNATIONAL RELATIONS PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
DI 01	Fundamentals of International Relations & Global Governance	10 Days	05 Jan – 16 Jan 2026 08 Jun – 19 Jun 2026 09 Nov - 20 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
DI 02	Diplomatic Protocol, Etiquette & State Ceremonials	5 Days	12 Jan – 16 Jan 2026 09 Mar - 13 Mar 2026 02 Nov - 06 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
DI 03	Consular Affairs & Foreign Service Administration	5 Days	05 Jan – 09 Jan 2026 09 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 11 Jan – 15 Jan 2027
DI 04	Advanced Diplomatic Negotiation & Conflict Resolution	10 Days	19 Jan – 30 Jan 2026 09 Nov – 20 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
DI 05	Economic Diplomacy & International Trade Policy	10 Days	29 Jun- 10 Jul 2026 16 Nov - 27 Nov 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
DI 06	Public Diplomacy, Nation Branding & Strategic Communications	5 Days	19 Jan – 23 Jan 2026 01 Jun - 05 Jun 2026 02 Nov - 06 Nov 2026 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027
DI 07	Regional Integration & Multilateral Diplomacy in Africa	10 Days	12 Jan – 23 Jan 2026 16 Nov - 27 Nov 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
DI 08	Crisis Management, Peacebuilding & Mediation Skills	5 Days	05 Jan – 09 Jan 2026 09 Mar - 13 Mar 2026 02 Nov - 06 Nov 2026 30 Nov – 04 Dec 2026 11 Jan – 15 Jan 2027
DI 09	International Law, Treaties & Bilateral Agreements	10 Days	05 Jan – 16 Jan 2026 27 Apr – 8 May 2026 09 Nov - 20 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027



DIPLOMATIC & INTERNATIONAL RELATIONS PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
DI 10	Protocol for VIP Handling, Events & International Conferences	5 Days	05 Jan – 09 Jan 2026 04 May - 08 May 2026 09 Nov - 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
DI 11	Intelligence, Security Risk Analysis & Diplomatic Protection	10 Days	12 Jan – 23 Jan 2026 20 May – 29 May 2026 26 Oct – 06 Nov 2026 18 Jan – 29 Jan 2027
DI 12	Intercultural Communication & Cross-Border Diplomacy	5 Days	05 Jan – 09 Jan 2026 01 Jun – 05 Jun 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
DI 13	Geopolitics of Africa, Global Power Shifts & Foreign Policy	10 Days	12 Jan – 23 Jan 2026 06 Jul – 17 Jul 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
DI 14	Diplomatic Writing, Reporting & Briefing Techniques	5 Days	12 Jan – 16 Jan 2026 13 Jul – 17 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 01 Jan 2027
DI 15	International Development Cooperation & Donor Relations	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
DI 16	Cyber Diplomacy, Digital Governance & Information Security	5 Days	05 Jan – 09 Jan 2026 01 Jun – 05 Jun 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
DI 17	Humanitarian Diplomacy & International Disaster Response	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
DI 18	Strategic Leadership, Ethics & Governance for Diplomats	5 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 07 Dec – 18 Dec 2026 11 Jan - 22 Jan 2027
DI 19	Diplomatic Project Management & Results-Based Planning	5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026

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DIPLOMATIC & INTERNATIONAL RELATIONS PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
DI 20	Bilateral & Multilateral Negotiation Skills for Africa	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
DI 21	International Protocol for Heads of State & Executive Offices	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22Jan 2026
DI 22	African Union Governance, Agenda 2063 & Continental Diplomacy	5 Days	05 Jan – 09 Jan 2026 01 Jun – 05 Jun 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
DI 23	Embassy Management, Administration & Financial Compliance	10 Days	12 Jan – 23 Jan 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
DI 24	Diplomatic Intelligence, Counterterrorism & Strategic Analysis	5 Days	05 Jan – 09 Jan 2026 01 Jun – 05 Jun 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
DI 25	Global Migration, Refugee Policy & Border Governance	5 Days	19 Jan – 23 Jan 2026 01 Jun - 05 Jun 2026 07 Dec – 11 Dec 2026 11 Jan – 22Jan 2027

INTRODUCTION

Africa's development agenda continues to demand stronger institutional capacity, economic resilience, sustainable management of natural resources, and improved public sector performance. Ministries, public institutions, local governments, development agencies, and regulatory bodies must continually strengthen their human capital to respond effectively to rapid socio-economic transformations, environmental pressures, changing global economic systems, and new development financing models.

NC Consultants Africa has developed a comprehensive suite of Economic Reforms & Sustainable Development Programmes designed to build the capacity of senior officials, technical officers, planners, economists, development practitioners, and public sector administrators who are responsible for driving national development priorities.

This proposal outlines the strategic relevance of these programmes and invites Ministries and organizations to nominate participants for the scheduled cohorts throughout the year.

RATIONALE FOR THE PROGRAMME

Across the continent, institutions face challenges such as:

- Resource limitations and increasing pressure to deliver development results
- Demand for sustainable economic reforms aligned with national visions and SDGs
- The need for improved public sector performance and stronger organizational restructuring
- Rapid urbanization and the complexities of urban development in African cities
- Rising environmental degradation, pollution, and waste management issues
- Complexities in donor coordination, privatization reforms, and port sector development
- Increasing demand for environmental and natural resource governance
- The need to strengthen transparency, accountability, and results-based management
- Shifting global economic frameworks and evolving global development policies

To respond effectively, Ministries require personnel who are not only knowledgeable but technically capable of designing, implementing, and evaluating development reforms that produce tangible results.

These programmes have been developed to address these needs directly.

PROGRAMME OVERVIEW

The following courses are offered under the Economic Reforms and Sustainable Development training cohort:

Development Results & Socio-Economic Transformation

- Managing for Development Results
- Social Dialogue and the Public Sector

- Employment and Skills Development
- Strategies for Economic Growth and SME Development
- Socio-Economic Reforms and Privatization
- IMF Policy on the Global Spread of Privatization
- Achieving Results in Private Sector Development – A Strategic Process
- Organizational Restructuring and Change Management

Environmental, Natural Resource & Sustainability Education

- The MDG for Water Supply and Sanitation in Rural Africa
- Waste Management Control, Sanitation and Pollution
- Environmental & Natural Resources Management
- Biodiversity Conservation Corridors Initiative
- New Opportunities for Investing in Cleaner Development

Urban Development, Land Use & Port Sector Reform

- City Management and Urban Development
- Land Management
- Managing Urban Growth in Africa – The Urban Sector Strategy
- Financial Port Development Projects
- Capacity Building and Port Reforms
- The Evolution of Ports in a Competitive World
- World Bank Port Reforms Programme for Africa

Community, Education & e-Development Initiatives

- Community Empowerment & Social Inclusion
- Mobile Learning for Expanding Educational Opportunities
- Managing Sustainable e-Community Centres
- The Millennium Development Goals

Governance, Legal and Donor Coordination

- World Bank Legal and Judicial Reforms
- Coordination of Donor Funded Projects
- Foreign Aid Coordination
- Monitoring and Evaluation

PROGRAMME OBJECTIVES

The overarching objectives of this training cohort are:

- To strengthen institutional capacity in designing, implementing, and monitoring economic reform programmes.
- To enhance analytical and technical skills in environmental sustainability, urban development, and natural resource management.
- To improve public sector effectiveness in driving socio-economic transformation, job creation, and SME development.
- To build capacity in donor coordination to enhance transparency, accountability, and development effectiveness.
- To equip participants with practical skills for managing complex reforms such as privatization, port modernization, and sector restructuring.
- To support governments in achieving sustainable

development goals through improved planning, implementation, and monitoring.

- To empower institutions to manage urban growth, waste management, pollution control, and environmental conservation.
- To promote inclusive development by strengthening community engagement, gender considerations, and social inclusion strategies.
- To upgrade capacity for legal and judicial reforms aligned with international best practices and World Bank frameworks.

TARGET BENEFICIARIES

These programmes serve a wide range of stakeholders including:

- Ministries of Finance, Planning, Economic Development
- Ministries of Environment, Natural Resources, Lands & Urban Development
- Ministries of Labour & Employment
- Local Government and Municipal Authorities
- Port Authorities and Transport/Infrastructure Ministries
- Environmental Agencies and Regulatory Bodies
- Departments handling donor coordination, M&E, and development planning
- Public Sector Reform Units
- Water and Sanitation Departments
- Community Development and Social Welfare Departments
- NGOs and development partners working in socio-economic development
- Academic and research institutions

Expected Outcomes

By participating in these programmes, Ministries and organizations can expect:

- Improved Development Planning & Results-Based Management
 - ✓ Participants will gain practical tools for planning, monitoring, and achieving clear development results.
- Stronger Economic Reform Capacity
 - ✓ Participants will understand and apply policy approaches for SME development, privatization,

socio-economic reforms, and public sector restructuring.

- Enhanced Environmental & Natural Resource Management
 - ✓ Improved capacity for sustainable ecosystem management, pollution reduction, waste management, and climate resilience.
- Stronger Urban Development & Land Use Planning
 - ✓ Participants will acquire skills to manage rapid urban growth, land administration, and modern city planning.
- Improved Donor Coordination & Aid Management
 - ✓ Strengthened competencies in coordinating donor-funded initiatives, avoiding duplication, and improving accountability.
- Strengthened Port and Infrastructure Reform Understanding
 - ✓ Capacity to modernize port operations in line with global competitiveness standards.
- Enhanced Community Engagement & Social Inclusion
 - ✓ A better approach to social mobilization, inclusion, and empowerment at community level.
- Improved Legal and Policy Understanding
 - ✓ Competence in understanding World Bank legal frameworks, judicial reforms, and regulatory compliance.

How Ministries and Organizations Benefit

Participation in these programmes strengthens:

- National development planning
- Transparency and accountability
- Environmental governance and sustainability
- Urban growth management
- SME development and job creation
- Policy coherence and evidence-based decision making
- Sector reforms and modernization
- Public service delivery effectiveness

These outcomes contribute directly to national visions, strategic plans, SDGs, and AU Agenda 2063 aspirations.



ECONOMIC REFORMS AND SUSTAINABLE DEVELOPMENT PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
ES 01	Managing For Development Results	15 Days	05 Jan – 23 Jan 2026 02 Mar - 20 Mar 2026 17 Aug -04 Sep 2026 30 Nov – 18 Dec 2026 04 Jan – 15 Jan 2027
ES 02	The MDG for Water Supply and Sanitation in Rural Africa	10 Days	15 Jun - 26 Jun 2026 05 Oct - 16 Oct 2026 30 Nov – 18 Dec 2026 04 Jan – 11 Jan 2027
ES 03	Social Dialogue and the Public Sector	5 Days	05 Jan – 09 Jan 2026 01 Jun- 05 Jun 2026 05 Oct - 09 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
ES 04	Employment and Skills Development	15 Days	12 Jan – 30 Jan 2026 09 Mar - 27 Mar 2026 10 Aug - 28 Aug 2026 23 Nov - 11 Dec 2026 28 Dec – 15 Jan 2027
ES 05	Waste Management Control, Sanitation and Pollution	10 Days	05 Jan – 16 Jan 2026 01 Jun - 12 Jun 2026 02 Nov - 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
ES 06	Strategies For Economic Growth & Development of SMEs	10 Days	12 Jan – 23 Jan 2026 04 May - 15 May 2026 07 Sep - 18 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
ES 07	Socio Economic Reforms and Privatization	15 Days	12 Jan – 30 Jan 2026 09 Mar - 27 Mar 2026 10 - 28 Aug 2026 23 Nov - 11 Dec 2026 28 Dec – 15 Jan 2027
ES 08	Organizational Restructuring and Change Management-	10 Days	05 Jan – 16 Jan 2026 01 Jun - 12 Jun 2026 02 Nov - 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
ES 09	World bank Legal and Judicial Reforms	10 Days	12 Jan – 23 Jan 2026 04 May - 15 May 2026 07 Sep - 18 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027

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ECONOMIC REFORMS AND SUSTAINABLE DEVELOPMENT PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
ES 10	City Management and Urban Development	10 Days	05 Jan – 16 Jan 2026 18 May - 29 May 2026 05 Oct - 16 Oct 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
ES 11	Community Empowerment & Social Inclusion	5 Days	05 Jan – 09 Jan 2026 27 Apr - 01 May 2026 10 Aug - 14 Aug 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
ES 12	Environmental & Natural Resources Management	10 Days	19 Jan – 30 Jan 2026 04 May -15 May 2026 21 Sep - 02 Oct 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027
ES 13	New Opportunities For Investing in Cleaner Development	15 Days	12 Jan – 30 Jan 2026 09 Sep - 27 Mar 2026 07 Sep - 25 Sep 2026 30 Nov – 18 Dec 2026 04 Jan – 2 Jan 2027
ES 14	Biodiversity Conservation Corridors Initiative	10 Days	02 Mar - 13 Mar 2026 02 Sep - 13 Sep 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
ES 15	Achieving Results in Private Sector Development- A strategic Process	5 Days	12 Jan – 16 Jan 2026 06 Jul - 10 Jul 2026 19 Oct - 23 Oct 2026 07 Dec – 11 Dec 2026 18 Jan – 22 Jan 2027
ES 16	Land Management	10 Days	05 Jan – 16 Jan 2026 01 Jun - 12 Jun 2026 16 Nov - 27 Nov 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
ES 17	Managing Urban Growth in Africa- the Urban Sector Strategy	10 Days	12 Jan – 23 Jan 2026 18 May - 29 May 2026 14 Sep - 25 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
ES 18	IMF Policy on the Global Spread of Privatization	10 Days	19 Jan – 30 Jan 2026 27 Apr - 08 May 2026 19 Oct - 30 Oct 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027

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ECONOMIC REFORMS AND SUSTAINABLE DEVELOPMENT PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
ES 19	Financial Port Development Projects	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
ES 20	Capacity Building and Port Reforms	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
ES 21	The Evolution of Ports in a Competitive World.	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
ES 22	Mobile Learning For Expanding Educational Opportunities	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2026
ES 23	Managing Sustainable e-Community Centres C	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
ES 24	The Millennium Development Goals	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
ES 25	World Bank Port Reforms PROGRAMME for Africa	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
ES 26	Coordination Of Donor Funded Projects	10 Days	05 Jan – 23 Jan 2026 11 May – 29 May 2026 12 Oct – 30 Oct 2026 30 Nov – 11 Dec 2026 04 Jan – 22 Jan 2027
ES 27	Foreign Aid Coordination	10 Days	12 Jan – 23 Jan 2026 04 May - 15 May 2026 07 Sep - 18 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027

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EXECUTIVE SUMMARY

SMMEs remain the central engine of African economic growth, accounting for up to 80% of employment and forming the backbone of national livelihoods. However, many African enterprises struggle with access to finance, weak business management capacity, poor financial literacy, non-compliance with legal obligations, limited markets, and insufficient resilience to economic shocks.

NC Consultants has developed a comprehensive and industry-aligned portfolio of Entrepreneurship & SMME Development Programmes designed to address these gaps, strengthen the entrepreneurial ecosystem, and support national socio-economic objectives.

This proposal seeks the partnership of African Ministries and organizations to nominate participants from key programmes, sponsor grassroots entrepreneurs, and integrate our training into national enterprise development strategies.

RELEVANCE TO AFRICAN GOVERNMENT MANDATES

Our programmes respond directly to the pressing economic needs prioritized in:

- National Development Plans (NDPs)
- Youth and Women Empowerment Strategies
- Industrialization and Enterprise Development Policies
- Financial Inclusion and Microfinance Frameworks
- Revenue Mobilization and Tax Compliance Strategies
- Local Economic Development (LED) initiatives
- MSME Competitiveness and Innovation Strategies

Your Ministry/Organization will benefit from a scalable training model that strengthens the SMME sector, increases formalization rates, improves tax compliance, enhances community resilience, and empowers marginalised groups.

PROGRAMME PORTFOLIO

Below is the list of core training offerings—as provided—aligned with Africa’s enterprise development priorities:

- a. Entrepreneurship & Business Development Core Courses
 - Entrepreneur and Entrepreneurship
 - How to Get Started as an Entrepreneur
 - Entrepreneurship and Leadership Tool Box
 - Entrepreneurship in Emerging Economies
 - Growth Strategies for Entrepreneurship and SMMEs
 - Managing SMMEs
 - Strategic Management for SMMEs
 - Managing and Securing Funding for SMMEs
- b. Financial Management & Credit Administration Courses
 - Credit Administration, Monitoring & Control
 - Credit Administration & Small Business Management
 - Basic Accounting and Finance for SMMEs
 - Managing Finance as an Entrepreneur
 - Financial Administration & Stewardship for SMMEs
 - Fundraising & Money Management Methods
 - Entrepreneurship Development: Micro Credit and Finance
 - Project Planning & Implementation for SMMEs
 - Leading and Managing Micro Finance Ventures/ Projects

- Foreign Exchange Management for SMMEs
- c. Legal, Governance & Compliance Courses
 - Legal Risk & Good Governance for SMMEs
 - Legal Perspective of Micro-Lending & Microfinance
 - Tax Administration & Accountability for SMMEs
- d. Risk Management, Resilience & Operational Efficiency
 - Financial & Operational Risk Management for Entrepreneurs
 - Project Management for Entrepreneurship
 - Leadership & Management of Organizational Change in SMMEs

This portfolio complements your annual training calendar and offers diverse entry points for Ministries to place candidates based on specific development objectives.

WHY MINISTRIES & ORGANIZATIONS SHOULD ENROLL PARTICIPANTS

- Strengthens Institutional Economic Mandates
- ✓ Your participation contributes directly to national pillars of innovation, poverty reduction, employment creation and sustainable development.
- Builds a Competent, Bankable and Tax-Compliant SMME Sector
- ✓ Our modules teach entrepreneurs how to manage finances, credit, taxation and governance—leading to improved national revenue performance.
- Enhances Economic Resilience and Reduces Business Failure Rates
- ✓ Participants gain risk management, financial stewardship and resilience building skills that increase enterprise survival.
- Promotes Youth & Women Economic Inclusion
- ✓ Ministries can nominate young innovators, women entrepreneurs and community groups—supporting inclusive national development.
- Improves Access to Finance & Investment Readiness
- ✓ Training on fundraising, microfinance, credit management, investor pitching and financial planning enhances enterprise bankability.
- Supports National & Regional Development Policies
- ✓ Every module in your portfolio strengthens LED, microfinance ecosystems, industrialization objectives and SME competitiveness.
- Offers Practical, Hands-On, Localized African Training
- ✓ Real-life African case studies, simulations, and tools ensure participants can immediately apply skills to their enterprises.

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EXPECTED OUTCOMES FOR PARTICIPANTS AND MINISTRIES

Participants Will:

- Develop investor-ready business plans and funding proposals
- Strengthen financial management and record-keeping
- Understand compliance, governance and tax obligations
- Become more creditworthy and attractive to funders
- Strengthen leadership and entrepreneurial skills
- Gain operational efficiency and risk mitigation skills
- Navigate foreign exchange, microfinance, and export opportunities

Ministries Will Benefit Through:

- A stronger SME sector contributing to national GDP
- Enhanced job creation and income generation in communities
- More formalized, tax-compliant businesses
- Improved national competitiveness
- Stronger microfinance and enterprise support institutions
- A more innovative, resilient and sustainable local economy

STRATEGIC IMPACT FOR NATIONAL DEVELOPMENT

By enrolling participants into this year's Entrepreneurship & SMME Cohort, Ministries will directly support:

- Increased formalization of small enterprises
- Stronger entrepreneurial ecosystems
- Improved business survival and profitability
- Reduction in youth unemployment and poverty
- Enhanced gender equality in enterprise development
- Strengthened tax and financial governance
- Higher levels of local production and industrialization

This creates sustainable, long-term national economic transformation.



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ENTREPRENEURSHIP & SMME DEVELOPMENT PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SM 01	Credit Administration, Monitoring & Control	10 Days	05 Jan – 16 Jan 2026 11 May – 22 May 2026 18 Aug - 29 Aug 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
SM 02	Entrepreneurship Leadership Tool Box	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
SM 03	Credit Administration & Small Business Management	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026
SM 04	Entrepreneurship in Emerging Economies	10 Days	12 Jan – 23 Jan 2026 20 May – 29 May 2026 26 Oct – 06 Nov 2026 18 Jan – 29 Jan 2027
SM 05	Fund Raising & Money Management Methods	5 Days	05 Jan – 09 Jan 2026 01 Jun – 05 Jun 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
SM 06	Financial and Operational Risk Management for Entrepreneurs	10 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 07 Dec – 18 Dec 2026 11 Jan - 22 Jan 2027
SM 07	Managing SMME's	10 Days	12 Jan – 23 Jan 2026 06 Jul – 17 Jul 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
SM 08	Legal Risk & Good Governance for SMME's	10 Days	12 Jan – 16 Jan 2026 13 Jul – 17 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 01 Jan 2027
SM 09	Foreign Exchange Management for SMME's	5 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 07 Dec – 18 Dec 2026 11 Jan - 22 Jan 2027
SM 10	Leadership & Management of Organizational Change in SMMEs	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026



ENTREPRENEURSHIP & SMME DEVELOPMENT PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SM 11	Managing and Securing Funding for SMME's	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
SM 12	How to get Started as an Entrepreneur	5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026
SM 13	Entrepreneurship Development: Micro Credit and Finance	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
SM 14	Entrepreneur and Entrepreneurship	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
SM 15	Project Management for Entrepreneurship	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
SM 16	Basic Accounting and Finance for SMME's	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
SM 17	Managing Finance as an Entrepreneur	5 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2026
SM 18	Financial Administration and Stewardship for SMME's	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
SM 19	Tax Administration and Accountability for SMME's	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027

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ENTREPRENEURSHIP & SMME DEVELOPMENT PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SM 21	Project Planning and Implementations for SMME's	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
SM 22	Leading and Managing Micro Finance Ventures / Projects	10 Days	19 Jan – 30 Jan 2026 11 May–22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
SM 23	Legal Perspective of Micro Lending and Micro Finance	10 Days	12 Jan – 23 Jan 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
SM 24	Growth Strategies for Entrepreneurship and SMME's	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027



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EXECUTIVE SUMMARY

Effective financial management is at the heart of successful governance, national development and institutional accountability. Across Africa, public and private institutions face rising expectations for financial transparency, accountability, strategic budgeting, sound revenue management, and stakeholder trust. Weak capacity in these areas often leads to financial inefficiencies, audit queries, revenue leakages, unsuccessful projects, and poor donor confidence.

NC Consultants proudly presents a comprehensive suite of Finance Programmes designed to address Africa's evolving financial challenges. Our training is built to strengthen institutional financial governance, enhance financial decision-making, and support Ministries and organizations in meeting national development goals.

We invite your Ministry/Organization to nominate participants to our annual Finance Training Cohort, based on your official calendar, to build a competent, compliant and forward-thinking financial workforce.

WHY THESE FINANCE PROGRAMMES ARE CRITICALLY RELEVANT FOR AFRICAN MINISTRIES

The financial courses directly address urgent capacity gaps resulting from:

- Increased public demand for transparency and value-for-money
- Weak audit outcomes and financial reporting capacity
- High donor compliance requirements
- Complex budgeting and revenue systems
- Emergence of Public-Private Partnerships (PPPs)
- Increased national debt levels
- Need for stronger fiscal discipline and accountability
- Economic shocks, conflicts, pandemics and disaster situations
- Professionalization of financial roles in public and private sectors

Strengthening financial governance is no longer optional — it is a national priority.

PORTFOLIO OF COURSES

- a. Financial Governance, Accountability & Public Finance
 - Public Finance
 - Public Finance and Taxation
 - Public Sector Budgeting & Expenditure Management
 - Budget and Budgetary Control
 - Budgeting for Government Ministries
 - Public Expenditure Policies & Financial Accountability
 - Government Accounting & Financial Reporting
 - Government Financial Management & Budgeting
 - Accounting and Finance for NGOs
 - Promoting Financial Accountability in Managing Donor Funds in Conflicts and Disasters
 - Africa's Disbursement Policies and Procedures

b. Corporate Finance & Strategic Financial Management

- Corporate Financial Management
- Finance for Directors and Managers
- Finance for Non-Financial Directors and Managers
- Financial Reporting
- Financial Management for Organizations
- Understanding Financial Statements – Company Performance
- The Fundamentals of Revenue Management
- Compensation and Reward Management

c. Project Finance, PPPs & Development Finance

- Project Finance and Public-Private Partnerships (PPP)
- World Bank Public-Private Partnership Infrastructure
- Development Finance
- Financing Modalities of Clean Development Mechanism (CDM)

d. Accounting, Stewardship & Financial Systems

- Introduction to Accounting and Finance
- Computerized Accounting & Financial Management
- Accounting for Fixed Income Securities Options
- Nonprofit Financial Stewardship: Concepts & Techniques
- Fraud Prevention and Investigation

This portfolio equips officials with modern financial tools, international best practices, compliance strategies, and accountability standards.

WHY MINISTRIES SHOULD SEND PARTICIPANTS TO THESE FINANCE PROGRAMMES

- a. Strengthens National Financial Governance & Reduces Fiscal Risk
 - ✓ Officials will learn how to manage public resources responsibly, minimize financial misstatements and prevent revenue leakages.
- b. Improves Audit Outcomes & Reduces Irregular/Unauthorized Expenditure
 - ✓ Training aligns with audit readiness, internal controls, and financial reporting best practices.
- c. Enhances Donor Confidence & Funding Opportunities
 - ✓ Courses on donor fund management, accountability and NGO finance boost compliance with international financial obligations.
- d. Builds Capability for Major Infrastructure & PPP Projects
 - ✓ With Africa increasingly turning to PPPs, Ministries need skills in project finance, risk allocation, contract structuring and oversight.
- e. Supports National Development & Budget Implementation Mandates
 - ✓ Training empowers officials to drive efficient budget execution and financial performance monitoring.
- f. Strengthens Transparency, Governance & Public Confidence

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- ✓ Trained finance personnel contribute to a clean government image and improved service delivery.
- g. Reduces Institutional Vulnerability to Fraud & Financial Mismanagement
 - ✓ Courses on fraud investigation, revenue management and compliance reduce systemic risks.
- h. Prepares Organizations for Future Digital Finance Systems
 - ✓ Through modules on computerized financial management and modern accounting tools.

EXPECTED OUTCOMES FOR PARTICIPANTS AND MINISTRIES

Participants Will Gain:

- Strong mastery of budgeting, accounting and financial reporting
- Ability to interpret financial statements and support executive decisions
- Enhanced donor fund compliance and stewardship skills
- Practical PPP project appraisal and risk analysis skills
- Competence in digital finance and automated accounting tools
- Capability to detect and prevent financial fraud
- Improved understanding of revenue generation and management
- Ability to contribute to effective organizational financial strategy

Ministries & Organizations Will Benefit From:

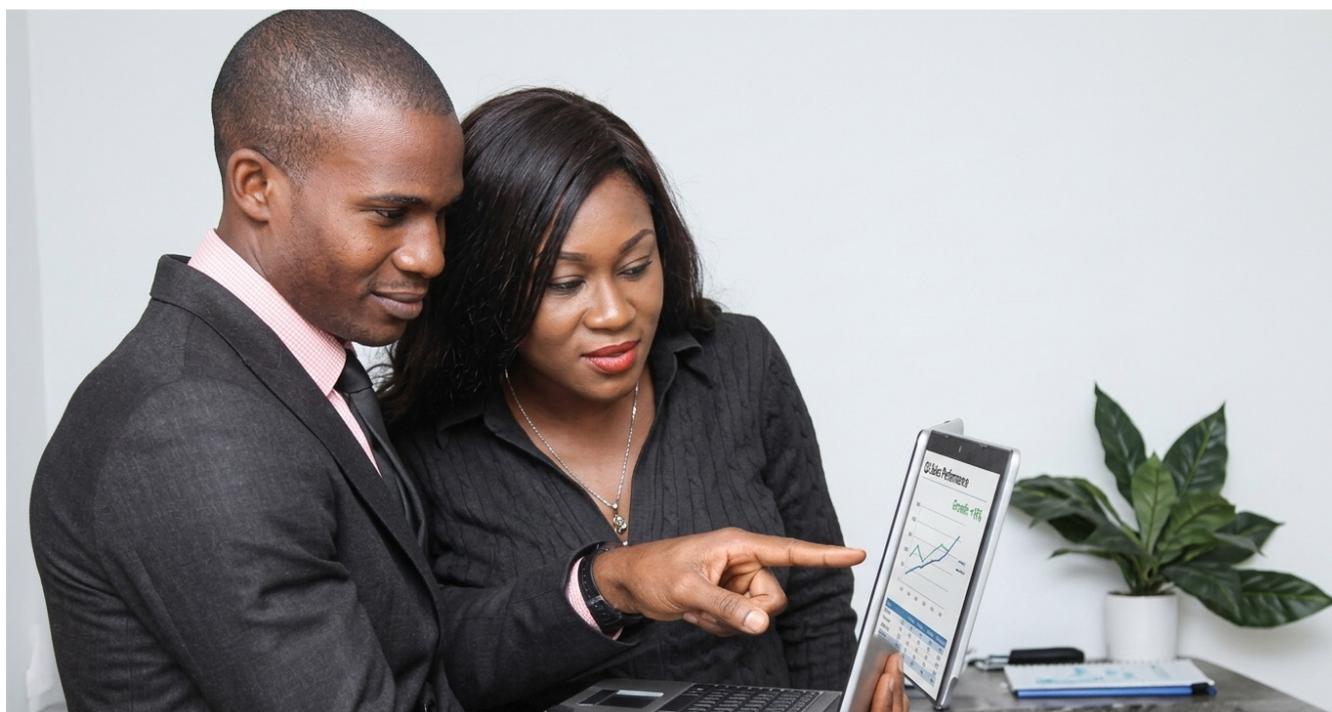
- Better fiscal discipline and financial planning
- Stronger budget execution and expenditure control
- Reduced audit queries and improved audit ratings
- Increased confidence from investors, donors and the public
- Efficient utilization of financial resources
- Strengthened governance structures and financial accountability
- A more skilled, empowered and ethical financial workforce

STRATEGIC DEVELOPMENT IMPACT

By participating in the annual Finance Programmes Cohort, Ministries will help advance:

- Economic governance reform
- Public sector modernization
- Improved revenue performance
- Strengthened procurement and expenditure systems
- Responsible and transparent fiscal management
- Sustainable infrastructure financing
- Effective management of donor-funded and emergency programmes

This directly contributes to good governance, economic stability and national development outcomes.



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FINANCE PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
FA 01	Project Finance and Public Private Partnerships	10 Days	05 Jan – 16 Jan 2026 09 Feb – 20 Feb 2026 19 Oct – 30 Oct 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
FA 02	Understanding Financial Statements-Company Performance	5 Days	05 Jan – 09 Jan 2026 09 Mar – 13 Mar 2026 26 Oct – 30 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
FA 03	Finance for Directors and Managers	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 02 Nov – 6 Nov 2026 07 Dec – 11 Dec 2026 11 Jan – 15 Jan 2027
FA 05	Compensation and Reward Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
FA 06	Corporate Financial Management	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
FA 07	Non Profit Financial Stewardship: Concepts and Techniques for Strategic Management	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
FA 08	Public Expenditure Policies & Financial Accountability	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
FA 07	Non Profit Financial Stewardship: Concepts and Techniques for Strategic Management	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
FA 08	Public Expenditure Policies & Financial Accountability	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027

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FINANCE PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
FA 10	Introduction to Accounting and Finance	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
FA 11	Development Finance	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
FA 12	Public Finance and Taxation	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
FA 13	Promoting Financial Accountability in Managing Donor Funds in Conflicts and other Disasters	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
FA 14	Financing Modalities of Clean Development Mechanism(CDM)	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
FA 15	Africa's Disbursement Policies and Procedures	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
FA 16	Accounting for Fixed Income Securities Options	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
FA 17	Public Sector Budgeting and Expenditure Management	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
FA 18	Fraud Prevention and Investigation	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
FA 19	Government Accounting & Financial Reporting	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027



FINANCE PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
FA 21	Budgeting for Government Ministries	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
FA 22	Financial Reporting	10 Days	19 Jan – 30 Jan 2026 11 May – 22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
FA 23	Accounting and Finance for NGO's	10 Days	05 Jan – 16 Jan 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
FA 24	Government Financial Management & Budgeting	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
FA 25	Computerized Accounting & Financial Management	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027



INTRODUCTION

Across Africa, governments, public institutions, state-owned enterprises, development agencies and large organisations are under increasing pressure to institutionalise gender equality, inclusive leadership and participatory governance. These imperatives are driven by national development plans, constitutional mandates, public sector reform programmes, Agenda 2063, the Sustainable Development Goals (SDG 5 and SDG 16), and accountability frameworks from regional and international partners.

Despite progressive policies, implementation gaps persist due to limited institutional capacity, weak participatory systems, inadequate leadership commitment, and insufficient technical skills to operationalise gender-responsive management. NC Consultants, Africa has therefore designed a comprehensive portfolio of Gender and Participatory Management short-term executive programmes to close this gap.

These programmes combine strategic leadership, practical tools, policy alignment and institutional change management, targeting senior decision-makers and practitioners who influence planning, budgeting, governance, service delivery and organisational culture.

PROGRAMME OVERVIEW

The Gender and Participatory Management Programme Portfolio is a suite of high-impact 5-day and 10-day executive courses designed to strengthen institutional capacity to:

- Integrate gender equality into leadership, policy and governance systems
- Apply participatory management approaches in planning, decision-making and service delivery
- Build inclusive institutions that are accountable, transparent and results-driven

The programmes cover strategic, operational and technical dimensions, including:

- Gender mainstreaming and institutional transformation
- Participatory leadership and governance
- Gender-responsive budgeting, planning and monitoring
- Inclusive human resource management and organisational culture
- Gender and social inclusion (GESI) in development programmes
- Executive leadership for gender equality and ethical governance

Each course is delivered using case-based learning, peer exchange, simulations, policy labs and applied institutional diagnostics, ensuring immediate workplace application.

TARGET GROUPS

These programmes are specifically designed for mid- to senior-level professionals and decision-makers, including:

Primary Target Groups

- Ministers, Deputy Ministers and Permanent Secretaries
- Directors, Commissioners and Chief Executives
- Senior Civil and Public Servants
- Board Members and Senior Managers of State-Owned Enterprises
- Municipal and Local Government Executives

Secondary Target Groups

- Gender and Social Development Officers
- Human Resource Directors and Managers
- Policy Analysts, Planners and Budget Officers
- Monitoring & Evaluation Specialists
- Programme and Project Managers
- Development partners, NGOs and regional institutions

Special Interest Groups

- Women in leadership and executive succession pipelines
- Institutions implementing gender audits and compliance frameworks
- Organisations undergoing governance or organisational reforms

PROGRAMME OBJECTIVES

Overall Objective

To strengthen leadership, governance and institutional capacity across Africa by embedding gender equality and participatory management as core drivers of performance, accountability and sustainable development.

Specific Objectives

Participants will be equipped to:

- Understand gender equality as a strategic governance and leadership issue, not a compliance exercise
- Apply participatory management approaches to decision-making, planning and service delivery
- Design and implement gender-responsive policies, programmes and budgets
- Lead and manage institutional transformation towards inclusive organisational cultures
- Strengthen accountability through participatory monitoring, evaluation and reporting systems
- Conduct gender audits, institutional diagnostics and compliance assessments
- Manage change, resistance and leadership dynamics in gender reform processes

KEY THEMATIC AREAS COVERED ACROSS THE PROGRAMMES

The training portfolio comprehensively addresses:

- Gender and participatory leadership
- Gender mainstreaming in public and corporate management

- Participatory governance and inclusive decision-making
- Gender-responsive budgeting and public finance
- Human resource management and inclusive organisational culture
- Participatory planning, monitoring and evaluation
- Gender audits, ethics and accountability
- Change management and institutional transformation
- Women's leadership, succession and power dynamics
- Stakeholder engagement and social inclusion

PROGRAMME OUTCOMES

Upon completion, institutions and participants will achieve:
Strategic Outcomes

- Stronger gender-responsive leadership and governance systems
- Improved institutional credibility, accountability and compliance
- Enhanced alignment with national, regional and global gender frameworks

Operational Outcomes

- Practical tools for gender mainstreaming, participatory planning and budgeting
- Improved decision-making through inclusive stakeholder engagement

- Strengthened monitoring, evaluation and reporting mechanisms

Institutional Outcomes

- Clear institutional Gender and Participatory Management Action Plans
- Enhanced organisational culture and workforce inclusion
- Sustainable internal capacity to manage gender reforms

Individual Outcomes

- Confident leaders capable of driving gender and governance reforms
- Improved executive decision-making and ethical leadership
- Strengthened professional credibility and career advancement





GENDER AND PARTICIPATORY MANAGEMENT FOR EFFECTIVE GOVERNANCE AND INSTITUTIONAL TRANSFORMATION PROGRAMME			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GPM 01	Gender & Participatory Leadership for Executives	5 Days	12Jan–16 Jan 2026 09 Mar–13 Mar 2026 13 Jul–17 Jul 2026 07 Dec–11 Dec 2026 11Jan –15 Jan 2027
GPM 02	Gender Mainstreaming in Public Sector Management	5 Days	19 Jan –23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec –18 Dec 2026 18 Jan –22 Jan 2027
GPM 03	Participatory Governance & Inclusive Decision-Making	5 Days	26 Jan –30 Jan 2026 04 May–08 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
GPM 04	Gender Equality in Policy Formulation & Implementation	5 Days	12 Jan -16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
GPM 05	Strategic Gender Management for Senior Officials	5 Days	19Jan -23 Jan 2026 29 Jun–10 Jul 2026 14 Sep –25 Sep 2026 07 Dec–18 Dec 2026 18 Jan–29 Jan 2027
GPM 06	Women's Leadership & Power in Public Institutions	5 Days	05 Jan–09 Jan 2026 08 Jun–12 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
GPM 07	Participatory Planning & Community Engagement	5 Days	19 Jan-23 Jan 2026 04 May–08 May 2026 17 Aug–21 Aug 2026 14 Dec–18 Dec 2026 11Jan–15 Jan 2027
GPM 08	Gender-Responsive Institutional Transformation	5 Days	12 Jan –16 Jan 2026 22 Jun–26 Jun 2026 28 Sep–02 Oct 2026 30 Nov–04 Dec 2026 25 Jan –29 Jan 2027



GENDER AND PARTICIPATORY MANAGEMENT FOR EFFECTIVE GOVERNANCE AND INSTITUTIONAL TRANSFORMATION PROGRAMME			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GPM 09	Gender-Responsive Budgeting & Public Finance	5 Days	19 Jan -23 Jan 2026 06 Jul-10 Jul 2026 12 Oct-16 Oct 2026 07Dec-11 Dec 2026 18 Jan-22 Jan 2027
GPM 10	Participatory Monitoring & Evaluation (PM&E)	5 Days	09 Mar-13 Mar 2026 11May-15 May 2026 02 Nov-06 Nov 2026 14 Dec-18 Dec 2026 25 Jan-29 Jan 2027
GPM 11	Gender Analysis & Participatory Research Methods	5 Days	05 Jan-09 Jan 2026 20 Apr-24 Apr 2026 12 Oct-16 Oct 2026 07 Dec-11 Dec 2026 18 Jan-22 Jan 2027
GPM 12	Inclusive Leadership & Change Management	10 Days	05 Jan-09 Jan 2026 01 Jun-12 Jun 2026 14 Sep-25 Sep 2026 07 Dec-18 Dec 2026 11 Jan-22 Jan 2027
GPM 13	Gender Equality in HR & Organisational Culture	5 Days	12 Jan-16 Jan 2026 02 Mar-06 Mar 2026 06 Jul -10 Jul 2026 07 Dec -11 Dec 2026 11 Jan-15 Jan 2027
GPM 14	Participatory Project & Programme Management	5 Days	19 Jan-23 Jan 2026 04 May-08 May 2026 03 Aug-07 Aug 2026 14 Dec-18 Dec 2026 18 Jan-22 Jan 2027
GPM 15	Gender & Social Inclusion (GESI) in Development	10 Days	05 Jan -16 Jan 2026 06 Jul -17 Jul 2026 14 Sep-25 Sep 2026 07 Dec-18 Dec 2026 11 Jan -22 Jan 2027
GPM 16	Gender-Responsive Service Delivery	5 Days	19 Jan-23 Jan 2026 01 Jun-05 Jun 2026 07 Sep-11 Sep 2026 14 Dec-18 Dec 2026 18 Jan-22 Jan 2027

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GENDER AND PARTICIPATORY MANAGEMENT FOR EFFECTIVE GOVERNANCE AND INSTITUTIONAL TRANSFORMATION PROGRAMME			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GPM 17	Conflict Sensitivity, Gender & Participation	5 Days	05 Jan –09 Jan 2026 22 Jun–26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
GPM 18	Gender Equality in Decentralised Governance	5 Days	12 Jan -16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
GPM 19	Executive Leadership for Gender Equality	5 Days	12 Jan–16 Jan 2026 11 May–15 May 2026 10 Aug–14 Aug 2026 07 Dec–11 Dec 2026 18 Jan –22 Jan 2027
GPM 20	Participatory Policy Dialogue & Stakeholder Engagement	5 Days	19 Jan–23 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
GPM 21	Gender-Responsive Governance & Accountability	5 Days	26 Jan–30 Jan 2026 04 May –08 May 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
GPM 22	Gender Audits & Institutional Compliance	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan –29 Jan 2027
GPM 23	Gender Equality & Ethics in Leadership	5 Days	05 Jan -09 Jan 2026 20 Jul–24 Jul 2026 21 Sep–25 Sep 2026 30 Nov–04 Dec 2026 18 Jan–22 Jan 2027
GPM 24	Inclusive National Development Planning	10 Days	19 Jan–30 Jan 2026 07 Sep–18 Sep 2026 02 Nov–13 Nov 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027



GENDER AND PARTICIPATORY MANAGEMENT FOR EFFECTIVE GOVERNANCE AND INSTITUTIONAL TRANSFORMATION PROGRAMME

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GPM 25	Gender & Participatory Management in SOEs	5 Days	26 Jan–30 Jan 2026 07 Sep–11 Sep 2026 09 Nov–13 Nov 2026 14 Dec–18 Dec 2026 18 Jan –22 Jan 2027
GPM 26	Gender Equality in Leadership Succession & Governance	5 Days	05 Jan–09 Jan 2026 14 Sep–18 Sep 2026 02 Nov–06 Nov 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
GPM 27	Strategic Transformation for Inclusive Institutions	10 Days	05 Aug–16 Aug 2026 21 Sep–02 Oct 2026 09 Nov–20 Nov 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027



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EXECUTIVE SUMMARY

Africa's development trajectory depends heavily on the strength, competence and integrity of its leaders across all sectors. Ministries and public institutions increasingly face complex governance challenges—rapid digitalization, political uncertainty, economic pressures, institutional reforms, citizen expectations, corruption risks, and the urgent need for ethical, accountable leadership.

NC Consultants offers a comprehensive suite of Governance & Leadership Programmes aimed at developing transformative leaders who can deliver strategic direction, uphold institutional values, manage change, and drive sustainable development.

This proposal outlines why your Ministry or organization should enroll participants in our Governance & Leadership Cohort and how your participation will contribute to stronger governance systems, improved performance and enhanced development outcomes across Africa.

WHY GOVERNANCE & LEADERSHIP TRAINING IS AN URGENT PRIORITY IN AFRICA

Public and private institutions throughout the continent are experiencing:

- Growing demand for transparency and accountable governance
- Rising complexity in policy implementation and service delivery
- Challenges in institutional reform and public sector modernization
- Leadership gaps at senior, mid-level, and frontline levels
- Weak corporate governance in state-owned enterprises
- High corruption risks and governance irregularities
- Disruptive digital transformation
- Increasing need for ethical decision-making and crisis leadership
- Regional integration and cross-border governance challenges
- The imperative for inclusive leadership, especially women and youth

Strengthening governance and leadership capacity is central to achieving national development goals, institutional effectiveness and public trust.

COURSE PORTFOLIO

Governance, Anti-Corruption & Public Sector Leadership

- Public Sector Governance
- Governance and Anti-Corruption
- Private and Public Sector Governance
- Governance and Statistical Capacity Building
- Democracy, Political Economy and Corporate Governance
- World Bank Governance Diagnostic Capacity Building
- The Governance Dimension: Moving in the Right

Direction

- Training on ADBS Operations for City Mayors & Local Government Officials
- Improving Leadership and Governance in Nonprofit Organizations

Corporate Governance & Organizational Ethics

- Corporate Governance & Corporate Social Responsibility
- Corporate Governance in Developing Economies
- Corporate Governance in Banks & Financial Institutions
- Corporate Governance & Directors' Responsibilities
- Corporate Law and Governance
- Corporate Restructuring Management
- Financial Decision-Making for Leaders

Strategic Leadership & Organizational Excellence

- Strategic Leadership and Management
- Leading People and Teams
- Leadership and Organizational Excellence
- Leading for Excellence and Equity
- Sustainable Leadership for the Twenty-First Century
- Driving Profitable Change
- Leading Transformations – Managing Change
- Leading in the Digital Age
- Systematic Approaches to Policy Design
- Policy Design and Delivery: A Systematic Approach

Leadership in Specialized Sectors

- Leading Health Systems: Navigating Crisis and Change
- Leadership Strategies for Evolving Healthcare Executives
- Leading Adults for Quality Improvement
- Leading and Managing Nonprofit Organizations

Personal Leadership, Emotional Intelligence & Talent Optimization

- Inspiring Leadership through Emotional Intelligence
- Leadership Coaching Strategies
- People Analytics: Maximizing Human Capital with Data
- Leadership and Human Resource Management
- Negotiation and Organizational Conflict Resolution
- Leveraging Diversity for Improvement
- Women in Leadership: Emerging Leaders
- Identity and Motivation
- Global Leadership and Personal Development
- Leading Positive Change through Appreciative Inquiry
- Visionary Leadership

Economic Governance & Strategic Development

Developing Bond Markets toward Greater Public-Private Sector & Regional Partnerships
These courses collectively build leaders who are capable, ethical, strategic and results-driven.

WHY MINISTRIES SHOULD SEND OFFICIALS TO THIS LEADERSHIP COHORT

- Builds Ethical, Competent and Visionary Leadership within Government
 - ✓ Critical for reducing corruption, improving governance and strengthening public service delivery.
- Enhances Strategic Capacity and Institutional Performance
 - ✓ Participants will improve decision-making, manage resources effectively and promote accountability.
- Supports Public Sector Reforms and Governance Modernization
 - ✓ Leaders will gain tools for policy design, organizational transformation and evidence-based decision-making.
- Strengthens Crisis Management and Change Leadership
 - ✓ Crucial for Ministries facing political, health, economic or institutional disruptions.
- Promotes Digital-Ready Leadership
 - ✓ "Leading in the Digital Age" positions public officials to manage digital transformation and Innovation.
- Expands the Leadership Pipeline
 - ✓ Courses for emerging leaders, women leaders and mid-level managers build a deep bench of future-ready leadership.
- Enhances Inter-Ministerial Coordination and Regional Integration
 - ✓ Governance and regional partnership courses promote cross-border collaboration.
- Supports National & Continental Development Goals
 - ✓ Leadership is the foundation for effective implementation of NDPs, AU Agenda 2063, and SDGs.

PROGRAMME BENEFITS AND OUTCOMES

Participants Will Gain:

- Strong leadership capabilities grounded in ethics and accountability

- Mastery of corporate and public governance frameworks
- Competence in policy design, delivery and evaluation
- Effective change management and crisis leadership skills
- Enhanced emotional intelligence and communication skills
- Insight into global governance, emerging trends and innovation
- Tools for leading diverse teams and driving organizational excellence

Ministries will Benefit From:

- Improved governance and reduced corruption
- Better execution of policies and strategies
- A motivated, skilled and visionary workforce
- Stronger institutional performance and service delivery
- Retention and development of high-potential leaders
- Increased trust from citizens, partners and international donors
- Strengthened cross-sector collaboration
- More inclusive and gender-responsive leadership structures

STRATEGIC IMPACT ON NATIONAL DEVELOPMENT

By participating in this cohort, Ministries will strengthen:

- Governance systems
- Ethical leadership
- Anti-corruption efforts
- Policy implementation
- Institutional transformation
- Public trust
- Service delivery outcomes
- Organizational culture and performance

Strong leadership is the foundation of sustainable national development



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GOVERNANCE & LEADERSHIP PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
CG 01	Leading for Excellence and Equity	10 Days	12 Jan – 23 Jan 2026 23 Feb – 06Mar 2026 03 Aug – 14 Aug 2026 30 Nov - 11 Dec 2026 04 Jan – 15 Jan 2027
CG 02	Developing Bond Markets toward Greater Public-Private sector regional partnership	10 Days	09 Feb – 20 Feb 2026 15 Jun – 26 Jun 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
CG 03	Public Sector Governance	10 Days	02 Mar – 13 Mar 2026 05 Oct – 16 Oct 2026 30 Nov – 11 Dec 2026 19 Jan – 30 Jan 2027
CG 04	World bank Governance Diagnostic Capacity Building	10 Days	05 Jan – 16 Jan 2026 23 Mar – 06 Mar 2026 13 Mar – 24 Jul 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
CG 05	Change Management	10 Days	19 Jan – 30 Jan 2026 16 Feb – 27 Feb 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 05 Jan – 16 Jan 2027
CG 06	Corporate Governance & Corporate Social Responsibility	10 Days	05 Jan – 09 Jan 2026 23 Feb – 27 Feb 2026 26 Oct – 30 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
CG 07	Governance and Anti-Corruption	10 Days	12 Jan – 23 Jan 2026 02 Mar – 13 Mar 2026 09 Nov – 20 Nov 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
CG 08	Private and Public Sector Governance	10 Days	12 Jan – 23 Jan 2026 27 Apr – 08 May 2026 16 Nov – 27 Nov 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
CG 09	Corporate Governance in Developing Economies	10 Days	05 Jan – 16 Jan 2026 09 Mar – 20 Mar 2026 16 Nov – 27 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027

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GOVERNANCE & LEADERSHIP PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
CG 10	Corporate Governance in Banks and Financial Institutions	10 Days	12 Jan – 23 Jan 2026 16 Mar – 27 Mar 2026 19 Oct – 30 Oct 2026 28 Dec – 08 Jan 2027
CG 11	Corporate Governance & Directors Responsibilities	10 Days	19 Jan – 30 Jan 2026 09 Feb – 20 Feb 2026 24 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CG12	Training on ADBS Operations for City Mayors and Local Government Officials	10 Days	05 Jan – 16 Jan 2026 23 Feb - 06 March 2026 02 Nov– 13 Nov 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
CG 13	Governance and Statistical Capacity Building	10 Days	05 Jan – 16 Jan 2026 02 Mar – 13 Mar 2026 26 Oct – 06 Nov 2026 28 Dec – 08 Jan 2027
CG 14	The Governance Dimension: Moving in the right Direction.	10 Days	12 Jan – 23 Jan 2026 30 Mar – 10 Apr 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
CG15	Democracy, Political Economic and Corporate Governance	10 Days	05 Jan – 16 Jan 2026 09 Feb – 20 Feb 2026 16 Nov – 27 Nov 2026 24 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
CG 16	Corporate Law and Governance	10 Days	12 Jan – 23 Jan 2026 16 Mar – 27 Mar 2026 26 Oct – 06 Nov 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027
CG 18	Leading Adults for Quality Improvement	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 19	Leading Health Systems: Navigating Crisis and Change	5 Days	19 Jan – 23 Jan 2026 16 Mar – 20 Mar 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 25 Jan – 29 Jan 2027

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GOVERNANCE & LEADERSHIP PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
CG 20	Leadership and Ethics	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
CG 21	Policy Design and Delivery: A systematic Approach	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
CG 22	Sustainable Leadership for the Twenty-First Century	5 Days	19 Jan – 23 Jan 2026 09 Feb – 13 Feb 2026 26 Oct – 06 Nov 2026 07 Dec – 11 Dec 2026 11 Jan – 15 Jan 2027
CG 23	Driving Profitable Change	5 Days	05 Jan – 09 Jan 2026 02 Mar – 6 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 25 Jan – 29 Jan 2027
CG 24	Leveraging Diversity for Improvement	5 Days	12 Jan – 16 Jan 2026 06 Apr – 10 Apr 2026 02 Nov – 06 Nov 2026 30 Nov – 04 Dec 2026 11 Jan – 15 Jan 2027
CG 25	Women in Leadership: Emerging Leaders	5 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 23 Nov – 27 Nov 2026 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027
CG 26	Negotiation and Organizational Conflict Resolution	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
CG 27	Systematic Approaches to Policy Design	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
CG 28	Corporate Restructuring Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027

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GOVERNANCE & LEADERSHIP PROGRAMMES

CODE	COURSE	Duration	JAN 2026 – JAN 2027
CG 29	Leadership and Character in Uncertain times	5 Days	05 – 09 Jan 2026 28 – 31 Dec 2026 04 Jan – 08 Jan 2027
CG 30	Leading and Managing Non Profit Organizations	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 31	People Analytics: maximising Human Capital with Data	5 Days	19 Jan – 23 Jan 2026 16 Mar – 20 Mar 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 25 Jan – 29 Jan 2027
CG 32	Leadership Coaching Strategies	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
CG33	Leadership Strategies for Evolving Healthcare Executives	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
CG 34	Exercising right Leadership	5 Days	19 Jan – 23 Jan 2026 12 May – 16 May 2026 03 Nov – 07 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 35	Leadership and Human Resource Management	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
CG 36	Strategic Leadership and Management	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CG 37	Leading People and Teams	5 Days	26 Jan – 30 Jan 2026 11 May – 15 May 2026 27 Oct – 31 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027

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GOVERNANCE & LEADERSHIP PROGRAMMES			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
CG 38	Leadership and Organization Excellence	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
CG 39	Improving Leadership and Governance in Non Profit Organizations	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CG 40	Leading Positive Change through Appreciative Inquiry	5 Days	25 May – 29 May 2026 09 Nov – 20 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 41	Visionary Leadership, Identity and Motivation	5 Days	04 May – 08 May 2026 23 Nov – 27 Nov 2026
CG 42	Global Leadership and Personal Development	10 Days	05 Jan – 16 Jan 2026 09 Mar – 20 Mar 2026 02 Nov – 06 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
CG 43	Inspiring Leadership through Emotional Intelligence	5 Days	13 - 17 Apr 2026 09 - 13 - Nov 2026FC
CG 44	Financial Decision Making for Leaders	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
CG 45	Leading Transformations - Managing Change	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2027
CG 46	Leading in the Digital Age	5 Days	05 Jan – 09 Jan 2026 04 May – 08 May 2026 09 Nov - 13 - Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027



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INTRODUCTION

Africa's healthcare systems are undergoing a critical transformation. The continent faces rising public health demands, limited resources, emergency outbreaks, workforce shortages, mental health challenges, and increasing pressure to deliver safe, efficient, patient-centred services.

To support Ministries of Health, Government Hospitals, Public Health Agencies, and Social Welfare Departments across Africa, our consultancy has designed a comprehensive Healthcare Training Cohort that addresses the full ecosystem of health service delivery—from leadership to community health, mental health, safety, policy, and public health practice.

Our carefully structured calendar of programmes ensures that your institution can schedule officials at convenient times throughout the year while meeting strategic national and continental health goals.

WHY AFRICAN MINISTRIES SHOULD PRIORITIZE THIS TRAINING

Strengthening Healthcare Systems in Line with National Development Plans

African governments' health priorities—UHC, disease prevention, improved service delivery, digital health, emergency preparedness, and community care—require a competent, well-trained workforce.

Our programmes provide the skills that align directly with these national targets, SDGs, AU Agenda 2063, and WHO health priorities.

Empowering Healthcare Workers with 21st Century Skills Ministries face challenges such as:

- Weak managerial capacity
- Limited leadership pipelines
- Poor patient safety systems
- Rising mental health challenges
- Underperforming primary healthcare units
- Poor workplace ergonomics & occupational hazards
- Limited knowledge of health policy and regulation
- Lack of standardized community health structures

Our courses close these gaps by equipping officials with modern, actionable, context-tailored competencies.

Improving Quality, Accountability & Service Delivery

Participants return with improved:

- Leadership capability
- Managerial skill
- Patient safety systems
- Community health strategies
- Public health intervention design
- Occupational safety compliance
- Policy interpretation & application
- Emergency preparedness and response

This leads directly to better health outcomes, enhanced patient satisfaction, and a more resilient healthcare system.

PROGRAMME CATEGORIES

Our cohort is structured across five critical healthcare domains:

a. Health Leadership, Governance & Strategy

These courses build strong managers and leaders capable of driving reforms:

- Strategic Leadership Fundamentals in Healthcare
- Strategic Leadership in Healthcare
- Introduction to Leadership & Management in Health Services
- Leadership & Management in Health and Social Care
- Leadership Coaching Strategies
- Leading Organizational Change in Healthcare
- Applying Leadership & Strategy Fundamentals in Healthcare
- Healthcare Administration
- Healthcare Finance
- Public-Private Partnerships in the Health Sector
- Organizational Culture & Change in Healthcare
- Leadership and Ethics (if required for policy alignment)
- Human-Centered Healthcare

Outcome: A pipeline of competent leaders who can implement reforms, manage teams, and improve institutional performance.

b. Public Health, Population Health & Community Care

These courses support Ministries' mandates in disease prevention, health promotion, and community-level impact:

- Population Health: Disease Prevention & Management
- Managing Sustainable Primary Healthcare
- Foundations of Public Health Practice
- Community Health Nurses Course
- Improving Global Health: Focusing on Quality & Safety
- Diet and Nutrition Course
- The Social Welfare Agenda from an African Perspective
- Healthcare Organization & Delivery Models

Outcome: Strengthened national and district health personnel capable of planning, executing, and monitoring public health interventions.

c. Clinical & Supportive Care, Mental Health and Psychosocial Programmes

These courses improve front-line support and patient care:

- Nursing infected patients, families & positive living
- Psychosocial Counselling at the Workplace
- Addiction Counselling Course
- Health Coaching Course
- Occupational Psychology

- Premarital & Extramarital Behavior: Public Health Consequences
- Patient Safety
- Human-Centered Healthcare

Outcome: A more compassionate, trauma-aware, emotionally resilient, and skilled healthcare workforce.

d. Occupational Health, Safety & Emergency Preparedness

These courses help Ministries fulfil compliance, workplace safety, and emergency response mandates:

- Occupational Health & Safety Course
- Applied Ergonomics Course
- Emergency Preparedness for Government Facilities

Outcome: Safer hospitals, reduced accidents, stronger emergency readiness, and alignment with occupational safety laws.

e. Health Law, Policy, Regulation & Compliance

These courses strengthen governance, accountability, and regulatory adherence:

- Principles of Health Law & Regulatory Issues
- Health Law: Regulating the Healthcare Industry
- Public Private Partnerships in the Health Sector
- Healthcare Management Courses (policy aligned)

Outcome: Officials become able to interpret, implement, and monitor legal frameworks, policies, and sector regulations.

WHY MINISTRIES SHOULD SPONSOR PARTICIPANTS

i. Immediate Institutional Benefits

After training, staff can:

- Improve healthcare delivery processes
- Strengthen reporting and accountability
- Reduce medical errors and safety risks
- Lead teams more effectively
- Improve community engagement strategies
- Manage health emergencies with confidence

- Interpret health law and regulatory expectations
- Reduce workplace conflicts
- Introduce innovations and patient-centred approaches

ii. Cost-Effective Investment with High ROI

When Ministries invest in professional training:

- Productivity increases
- Waste and inefficiencies decrease
- Patient outcomes improve
- Staff morale increases
- Turnover decreases
- Compliance improves
- Operational risks decline

This represents long-term organisational savings and strengthened public trust.

iii. Tailored for African Health Environments

All modules are contextualized to address:

- Local disease burdens
- Social determinants of health
- Resource constraints
- Rural and peri-urban health challenges
- African cultural and social realities
- African public-sector policy environments

TARGET PARTICIPANTS

- Directors and Deputy Directors
- Hospital Managers & Administrators
- Nursing Officers and Nurse Managers
- Public Health Officers
- Social Welfare & Community Health Officers
- Psychologists and Counsellors
- PHC Supervisors
- Occupational Safety Officers
- Human Resource Officers in Health
- Policy Analysts
- District Health Management Teams



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HEALTHCARE PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HC 01	Strategic Leadership Fundamentals in Healthcare	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
HC 02	Population Health - Disease Prevention and Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
HC 03	Strategic Leadership in Healthcare	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
HC 04	Nursing infected patients, families and How to live positively	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
HC 05	Psychosocial Counselling at the Work Place	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
HC 06	Managing Sustainable Primary Healthcare	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
HC 07	Health and Social Care	5 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
HC 08	Community Health Nurses	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
HC 09	The Social Welfare Agenda from the African perspective	5 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 05 Oct – 9 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027

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HEALTHCARE PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HC 10	Occupational Health and Safety PROGRAMME	5 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
HC 11	Emergency Preparedness for Government Facilities	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
HC12	Applied Ergonomics	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
HC 13	The Social Welfare Agenda from the African perspective	5 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 05 Oct – 9 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027
HC 14	Occupational Health and Safety Programme	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
HC 15	Emergency Preparedness for Government Facilities	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
HC16	Applied Ergonomics	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
HC17	Premarital Sexual Behavior and Extra marital intercourse- its consequence for Public Health Workers	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
HC 18	Diet and Nutrition	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027

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HEALTHCARE PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HC 19	Health Coaching	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
HC 20	Healthcare Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
HC 21	Addiction Counseling	10 Days	05 Jan – 16 Jan 2026 09 Feb – 20 Feb 2026 19 Oct – 30 Oct 2026 30 Nov – 11 Dec 2026
HC 22	Occupational Psychology	5 Days	05 Jan – 09 Jan 2026 09 Mar – 13 Mar 2026 26 Oct – 30 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
HC 23	Organizational Culture and Change in Healthcare	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
HC 24	Healthcare Organization and Delivery Models	5 Days	19 Jan – 23 Jan 2026 16 Mar – 20 Mar 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 25 Jan – 29 Jan 2027
HC 25	Improving Global Health: Focusing on Quality and Safety	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
HC 26	Foundations of Public Health Practice	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
HC 27	Introduction to Leadership and Management in Health Services	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027

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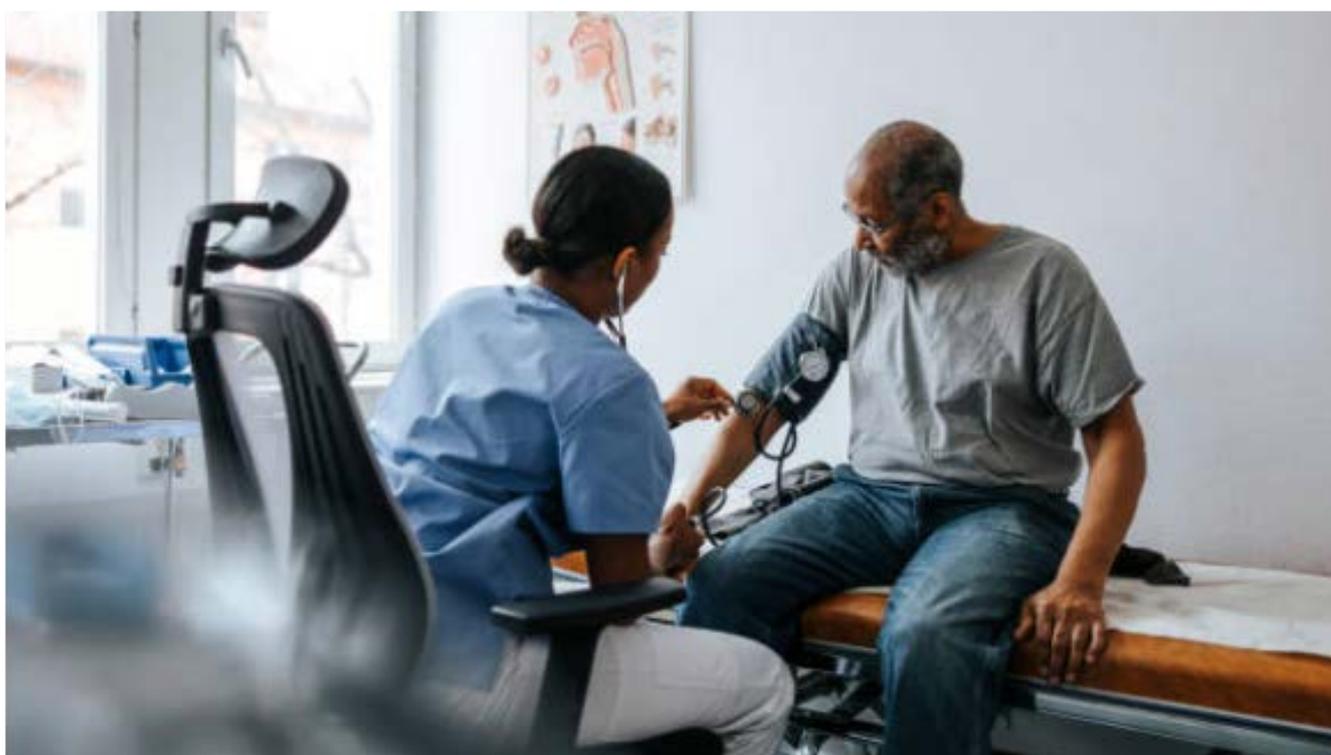


HEALTHCARE PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HC 28	Healthcare Administration	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 08 Jan 2027
HC 29	Public Private Partnerships in the Health Sector	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
HC 30	Patient Safety	5 Days	05 Jan – 09 Jan 2026 16 Mar – 20 Mar 2026 12 Oct – 16 Oct 2026 07 Dec – 11 Dec 2026 11 Jan – 15 Jan 2027
HC 31	Healthcare Management	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 02 Nov – 06 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
HC 32	Leadership and Management in Health and Social Care	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
HC 33	Principles of Health Law and Regulatory Issues	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
HC 34	Human Centered Healthcare	5 Days	19 Jan – 23 Jan 2026 12 May – 16 May 2026 03 Nov – 07 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
HC 35	Leading Organizational Change in Healthcare	5 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
HC 36	Applying Leadership and Strategy Fundamentals in Healthcare	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027



HEALTHCARE PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HC 37	Healthcare Finance	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
HC 38	Health Law:- Regulating the Healthcare Industry	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027



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INTRODUCTION AND RATIONALE

Human Resources Management has emerged as a strategic lever for public sector reform, institutional performance and governance excellence. Across Africa, governments and public institutions are confronted with complex challenges including skills shortages, ageing workforces, labour disputes, weak performance management systems, governance failures, low employee morale, and the urgent need to modernise HR systems in line with global best practice.

At the same time, increased scrutiny from citizens, oversight bodies and development partners has elevated expectations around accountability, ethical conduct, compliance with labour laws, performance delivery and value for money. These demands require HR leaders who are not only administrators, but strategic partners, change leaders and governance champions.

NC Consultants Africa, has therefore designed a comprehensive suite of short-term executive HRM programmes that respond directly to these realities. The programmes integrate strategy, compliance, leadership and innovation, equipping senior decision-makers and practitioners with the tools to drive measurable institutional transformation.

PROGRAMME OVERVIEW

The Executive Human Resources Management Programme Portfolio is structured around six integrated thematic clusters, ensuring a holistic and coherent learning pathway for participants at different leadership and technical levels.

Programme Clusters

- Core & Strategic HRM Programmes
- Talent, Performance & Organisational Effectiveness
- Labour Relations, Employment Law & Ethics
- HR Transformation & Change Management
- Public Sector & Executive HR Specialisations
- Contemporary & Cross-Cutting HR Programmes

Courses are delivered in 5-day and 10-day intensive formats, allowing institutions to release senior staff without disrupting operations while still achieving deep learning and practical application.

TARGET GROUPS

Primary Target Groups

- Ministers, Deputy Ministers and Permanent Secretaries
- Principal Secretaries, Directors and Commissioner
- Chief Executive Officers and Managing Directors
- Board Members and Senior Executives of State-Owned Enterprises
- Heads of Human Resources and HR Directors

Secondary Target Groups

- Senior HR Managers and HR Business Partners
- Labour Relations and Industrial Relations Officers

- Policy Analysts, Workforce Planners and Organisational Development Specialist
- Performance Management and M&E Officers
- Legal and Compliance Officers

Institutional Beneficiaries

- Ministries, Departments and Agencies (MDAs)
- Local Government and Municipal Authorities
- State-Owned Enterprises and Regulatory

Authorities

- Regional and Continental Institutions
- Development partners and large NGOs

PROGRAMME OBJECTIVES

Overall Objective

To strengthen human resource leadership, governance and institutional performance across Africa by equipping executives and senior officials with strategic, compliant and future-ready HRM capabilities.

Specific Objectives

Participants will be enabled to:

- Position HR as a strategic partner in public sector reform and governance
- Design and implement robust HR policies and workforce strategies aligned with organisational manda
- Strengthen talent management, succession planning and leadership pipe
- Establish effective performance management and accountability systems
- Manage labour relations, employment law compliance and ethical conduct profession
- Lead HR transformation, digitalisation and change management initiative
- Align HR systems with institutional performance, service delivery and citizen outcomes.

ALIGNMENT WITH PROGRAMME CLUSTERS

Core & Strategic HRM Programmes Focus on:

- Strategic HR planning and governance
- HR policy design and institutional accountability
- Executive HR leadership and organisational strategy

Outcome: HR functions that drive institutional mandates and reform agendas.

Talent, Performance & Organisational Effectiveness Covers:

- Talent management and succession plan
- Competency-based HR system
- Performance management, KPIs and organisational design

Outcome: High-performing, results-driven and agile institutions.

Labour Relations, Employment Law & Ethics Addresses:

- Labour and industrial relations management
- Employment law compliance
- Dispute resolution, discipline and ethical governance

Outcome: Reduced disputes, improved compliance and enhanced institutional credibility.

HR Transformation & Change Management

Focus areas include:

- HR digitalisation and HRI
- Evidence-based HR and people analytics
- Organisational change and culture transformation

Outcome: Modern, efficient and future-ready HR systems.

Public Sector & Executive HR Specialisations Targets:

- Public sector HR reform
- HR management in State-Owned Enterprise
- Executive compensation and workforce planning

Outcome: Stronger governance and performance in public institutions.

Contemporary & Cross-Cutting HR Programmes Covers:

- Diversity, equity and inclusion
- Gender-responsive HRM
- Employee wellbeing, risk management and future of work

Outcome: Inclusive, resilient and sustainable institutions.

PROGRAMME EXPECTATIONS

Participant Expectations

Participants are expected to:

- Actively engage in executive-level discussions and case studies
- Share institutional challenges and best practice
- Develop a practical HR action plan or reform roadmap
- Apply acquired tools and frameworks in their organisations

Institutional Expectations

Participating institutions are encouraged to:

- Nominate staff with decision-making or implementation authority
- Support post-training institutional reform
- Monitor and evaluate impact after training

PROGRAMME OUTCOMES

Strategic Outcomes

- Strengthened HR leadership and governance frameworks

- Improved alignment between HR strategy and institutional goals
- Enhanced compliance with labour laws and ethical standards

Operational Outcomes:

- Effective talent management and succession system
- Improved performance management and accountability
- Reduced labour disputes and grievance cases

Institutional Outcomes

- Modernised HR systems supporting service delivery
- Increased organisational efficiency and staff morale
- Sustainable internal capacity for HR reform

Individual Outcomes

- Executives and managers with strong strategic HR competency
- Enhanced leadership credibility and decision-making capability
- Improved career progression and professional standing

VALUE PROPOSITION OF NC CONSULTANTS, AFRICA NC Consultants, Africa offers:

- Deep expertise in public sector reform and governance
- Trainers with hands-on executive and policy experience
- Practical, context-specific and results-oriented learning
- Flexible delivery modes tailored to senior officials
- Measurable institutional impact beyond the classroom

CONCLUSION

The Executive Human Resources Management Programme Portfolio is a strategic investment in people, performance and governance. Institutions that participate will gain the leadership capacity required to translate reform policies into operational excellence and citizen-centred service delivery.

NC Consultants Africa, invites governments, state-owned enterprises, regional institutions and development partners to nominate their executives and senior officials to participate in these programmes and partner with us in building high-performing, ethical and future-ready public institutions across Africa.

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HUMAN RESOURCES MANAGEMENT: CORE & STRATEGIC HRM PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HRM 01	Strategic Human Resources Management for Executives	5 Days	12 Jan –16 Jan 2026 11 May–15 May 2026 13 Jul–17 Jul 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
HRM 02	Advanced HR Policy Design & Implementation	5 Days	19 Jan–23 Jan 2026 08 Jun–12 Jun 2026 14 Sep–18 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
HRM 03	Human Capital Planning & Workforce Analytics	5 Days	26 Jan–30 Jan 2026 04 May–08 May 2026 12 Oct–16 Oct 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
HRM 04	HR Governance & Institutional Accountability	5 Days	05 Jan–09 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027
HRM 05	Executive HR Leadership & Organisational Strategy	10 Days	19 Jan–30 Jan 2026 18 May–29 May 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
HRM 06	Talent Management & Succession Planning	5 Days	05 Jan–09 Jan 2026 15 Jun–19 Jun 2026 02 Nov–06 Nov 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
HRM 07	Performance Management Systems & KPIs	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
HRM 08	Competency-Based HR Systems	5 Days	26 Jan–30 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 07 Dec–11 Dec 2026 11 Jan –15 Jan 2027
HRM 09	Organisational Design & Job Evaluation	5 Days	05 Jan –09 Jan 2026 11 May –15 May 2026 12 Oct –16 Oct 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027

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HUMAN RESOURCES MANAGEMENT: CORE & STRATEGIC HRM PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HRM 10	High-Performance Work Systems	10 Days	05 Jan–16 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
HRM 11	Labour Relations & Industrial Relations Management	5 Days	05 Jan–09 Jan 2026 18 May–22 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan –29 Jan 2027
HRM 12	Employment Law for HR Managers & Executives	5 Days	26 Jan –30 Jan 2026 15 Jun –19 Jun 2026 02 Nov–06 Nov 2026 14 Dec –18 Dec 2026 11 Jan–15 Jan 2027
HRM 13	Collective Bargaining & Dispute Resolution	5 Days	12 Jan –16 Jan 2026 08 Jun–12 Jun 2026 28 Sep–02 Oct 2026 07 Dec–11 Dec 2026 18 Jan –22 Jan 2027
HRM 14	Ethics, Discipline & Grievance Handling	5 Days	19 Jan -23 Jan 2026 01 Jun–05 Jun 2026 12 Oct–16 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
HRM 15	HR Transformation & Change Leadership	10 Days	05 Jan–16 Jan 2026 06 Jul –17 Jul 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
HRM 16	Managing Organisational Change & Culture	5 Days	12 Jan –16 Jan 2026 11 May–15 May 2026 19 Oct–23 Oct 2026; 14 Dec–18 Dec 2026 18 Jan –22 Jan 2027
HRM 17	HR Digitalisation & HR Information Systems (HRIS)	5 Days	19 Jan–23 Jan 2026 08 Jun–12 Jun 2026 28 Sep–02 Oct 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
HRM 18	Evidence-Based HR & People Analytics	5 Days	26 Jan–30 Jan 2026 04 May–08 May 2026 14 Sep–18 Sep 2026 30 Nov–04 Dec 2026 11 Jan–15 Jan 2027

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HUMAN RESOURCES MANAGEMENT: CORE & STRATEGIC HRM PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HRM 19	Public Sector HR Management & Reform	5 Days	05 Jan-09 Jan 2026 06 Jul-10 Jul 2026 21 Sep-25 Sep 2026 07 Dec-11 Dec 2026 18 Jan-22 Jan 2027
HRM 20	HR Management in State-Owned Enterprises	5 Days	12 Jan-16 Jan 2026 15 Jun-19 Jun 2026 12 Oct-16 Oct 2026 14 Dec-18 Dec 2026 25 Jan-29 Jan 2027
HRM 21	Executive Compensation & Reward Strategy	5 Days	05 Jan -09 Jan 2026 20 Jul-24 Jul 2026 05 Oct-09 Oct 2026 07 Dec-11 Dec 2026 11 Jan-15 Jan 2027
HRM 22	Strategic Workforce Planning for the Public Sector	10 Days	05 Jan-16 Jan 2026 07 Sep-18 Sep 2026 02 Nov-13 Nov 2026 07 Dec-18 Dec 2026 11 Jan -22 Jan 2027
HRM 23	Diversity, Equity & Inclusion in the Workplace	5 Days	12 Jan-16 Jan 2026 02 Mar-06 Mar 2026 06 Jul-10 Jul 2026 07 Dec-11 Dec 2026 11 Jan -15 Jan 2027
HRM 24	Gender-Responsive Human Resources Management	5 Days	19 Jan-23 Jan 2026 04 May-08 May 2026 03 Aug-07 Aug 2026 14 Dec-18 Dec 2026 18 Jan -22 Jan 2027
HRM 25	Occupational Health, Safety & Employee Wellbeing	5 Days	26 Jan-30 Jan 2026 01 Jun-05 Jun 2026 07 Sep-11 Sep 2026 07 Dec-11 Dec 2026 25 Jan-29 Jan 2027
HRM 26	HR Risk Management & Compliance	5 Days	05 Jan-09 Jan 2026 09 Mar-13 Mar 2026 05 Oct-09 Oct 202 14 Dec-18 Dec 2026 11 Jan -15 Jan 2027
HRM 27	Coaching, Mentoring & Leadership Development	5 Days	12 Jan -23 Jan 2026 04 May-15 May 2026 07 Sept-18 Sep 2026; 07 Dec-18 Dec 2026 11 Jan-22 Jan 2027

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HUMAN RESOURCES MANAGEMENT: CORE & STRATEGIC HRM PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
HRM 28	Future of Work & Strategic HR Leadership	5 Days	12 Jan–23 Jan 2026 21 Sep–02 Oct 2026 09 Nov–20 Nov 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027



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EXECUTIVE SUMMARY

The digital transformation journey across Africa requires a skilled and future-ready workforce capable of driving innovation, enhancing public service delivery, and protecting national information assets. NC Consultants presents a comprehensive portfolio of ICT & Computer Technology training programmes designed to empower government ministries, public institutions, parastatals, NGOs, and development partners with the digital competencies necessary for modern governance.

Our training programmes are aligned with the African Union Digital Transformation Strategy (2020–2030), national ICT policies, e-government strategies, and emerging 4IR trends shaping public service modernization.

Through these programmes, your institution will achieve:

- Strengthened ICT capabilities
- Improved digital governance and cybersecurity resilience
- Competent internal technical teams
- Reduced reliance on external ICT support
- Enhanced data-driven decision-making

STRATEGIC IMPORTANCE OF ICT UPSKILLING IN AFRICAN PUBLIC INSTITUTIONS

Strengthening E-Government Implementation

The effective rollout of e-services requires:

- Skilled IT managers and technicians
- Secure networks
- Functional databases
- Skilled system administrators

Our programmes empower staff at all levels to support digital public service delivery.

Supporting National Development and ICT Policies

The training portfolio aligns with:

- National Digital Transformation Strategies
- Public Sector Reform Initiatives
- Vision 2030 / Vision 2063 Programmes
- SDG 9: Industry, Innovation and Infrastructure
- Public Financial Management reforms
- Smart city and e-governance initiatives

Building Cybersecurity Resilience Cyber threats are rising across African governments. Our cybersecurity and network courses build capacity to:

- Prevent cyberattacks
- Protect national data
- Strengthen institutional digital security

Training Portfolio

The following courses will be reflected in your training.

ICT Leadership & Technology Governance Courses (Management Level) Ideal for Permanent Secretaries, Directors, Managers, Unit Heads, ICT Supervisors & Senior Officers.

- Understanding Information Control for IT Managers

- Information Technology for Non-IT Executives
- Managing Information Technology Projects
- Integrated Computer Applications for Managers
- IT Management – Building Information Systems
- Introduction to Server Administration Services

Institutional Benefits

- Strengthened ICT governance
- Enhanced leadership and strategic planning
- Improved technology adoption and implementation
- Better IT project execution and monitoring

Technical ICT Skills Development Courses (Core ICT Staff & Technicians)

- Database Management & Website Administration
- Networking & Computer Applications
- Introduction to Visual Basic
- An Introduction to GIS and Data Models
- Computer Architecture
- Computer Systems Maintenance and Repairs
- Computer Network Design and Administration
- Cisco Certified Network Associate (CCNA)
- CCNA Cybersecurity Operations
- Database Systems
- Network Server Security – Protecting the Server and Client
- Introduction to Windows Server Administration

Institutional Benefits

- Skilled internal ICT teams
- Reduced downtime and fewer system failures
- Improved ICT infrastructure management
- Better monitoring of servers, networks and digital assets
- Increased national information security

Cybersecurity, Networking & ICT Protection Courses

- Ethical Hacking – Basic Concepts of Networking
- Network Server Security
- CCNA Cybersecurity Operations
- Network Design & Administration

Institutional Benefits

- Strengthened cyber readiness
- Better prevention of data breaches
- Improved resilience of government networks
- Protection of sensitive citizen and national information

Digital Skills, Productivity, and Creativity Courses (General Public Service Staff)

- Information and Communication Technology Training (General ICT Competence)
- Data Entry Operator Course
- Contemporary Graphic and Web Design
- Web Design Fundamentals
- Digital Marketing
- Data Analysis
- Introduction to Microsoft PowerPoint

Institutional Benefits

- Improved productivity and workflow
- Better digital communication within departments
- Enhanced public engagement through digital platforms
- Increased efficiency in data reporting and presentation

TARGET MINISTRIES & INSTITUTIONS

- Ministries of ICT, Finance, Education, Health, Environment, Justice, Trade, Labour, Agriculture
- ICT Authorities, Regulators, and E-Government Units
- Parastatals & SOEs (Utilities, Ports, Transport, Energy, Telecoms)
- Local Government and Municipalities
- National ICT Agencies and Data Centres
- NGOs and Development Organizations
- Security Agencies: Police, Military, Correctional Services
- Universities, Colleges & Research Institutions

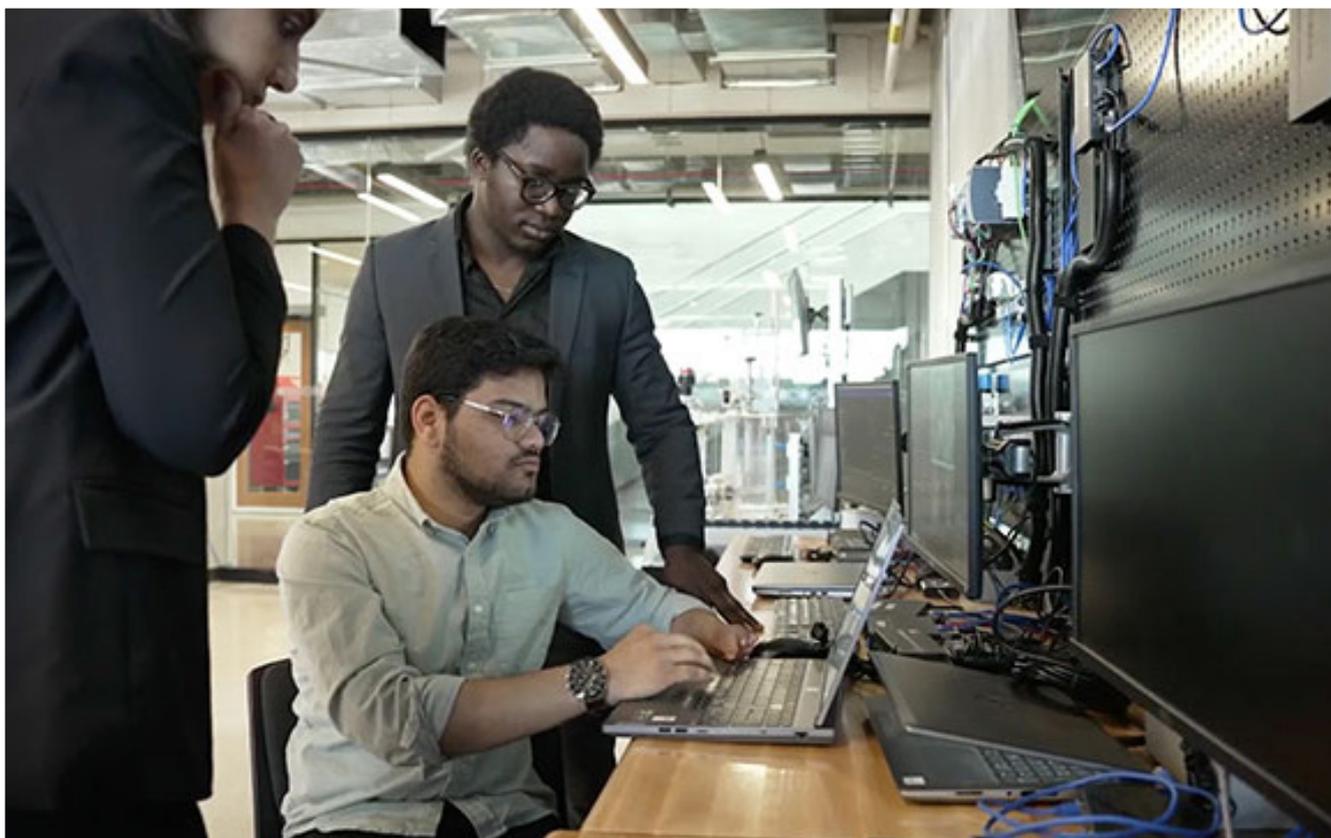
EXPECTED INSTITUTIONAL IMPACT

Organizational Gains

- Digitally competent workforce ready for modernization
- Enhanced internal ICT support and reduced third-party outsourcing
- Improved cybersecurity frameworks
- Increased efficiency, service delivery and public trust
- Standardized ICT skills across departments
- Capacity to implement digital transformation independently

Participant Gains

- Professional certification
- Relevant, practical hands-on skills
- Ability to operate modern tools and systems
- Improved performance and promotion readiness



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ICT & COMPUTER TECHNOLOGY PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
ICT 01	Understanding Information Control for IT Managers	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
ICT 02	Database Management & Website Administration	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
ICT 03	Information and Communication Technology	10 Days	12 Jan – 23 Jan 2026 15 Jun – 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
ICT 04	Networking & Computer Applications	10 Days	19 Jan – 30 Jan 2026 15 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
ICT 05	Information Technology for Non IT Executives	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
ICT 06	Managing Information Technology Projects	10 Days	19 Jan – 30 Jan 2026 11 May – 22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
ICT 07	Introduction to Server Administration Services	10 Days	10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
ICT 08	Integrated Computer Applications for Managers	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
ICT 09	IT Management-Building Information Systems	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
ICT 10	Introduction to Visual Basic	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 08 Jan 2027



ICT & COMPUTER TECHNOLOGY PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
ICT 11	Ethical Hacking:- Basic Concepts of Networking	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
ICT 12	An Introduction to GIS and Data Models	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
ICT 13	Data Entry Operator	10 Days	12 Jan – 23 Jan 2026 15 Jun – 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
ICT 14	Computer Architecture	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
ICT 15	Web Design Fundamentals	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
ICT 16	Digital Marketing	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
ICT 17	Data Analysis	5 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
ICT 18	Contemporary Graphic and Web Design	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
ICT 19	Computer Systems Maintenance and Repairs	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027

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ICT & COMPUTER TECHNOLOGY PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
ICT 20	Computer Network Design and Administration	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
ICT 21	Database Systems	10 Days	30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027 19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026
ICT 22	Cisco Certified Network Associate (CCNA)	10 Days	02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027 12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026
ICT 23	CCNA Cybersecurity Operations	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 24 Aug – 4 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
ICT 24	Introduction to Microsoft PowerPoint	10 Days	12 Jan – 23 Jan 2026 18 May – 29 May 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
ICT 25	Network Server Security-Protecting the Server and Client	10 Days	05 Jan – 16 Jan 2026 11 May – 22 May 2026 02 – 13 Nov 2026 28 Dec – 08 Jan 2026
ICT 26	Introduction to Windows Server Administration	10 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 21 Sep – 2 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027

EXECUTIVE SUMMARY

Africa's urbanization is accelerating rapidly, placing Local Government Authorities (LGAs), Municipal Councils, Town Boards, and City Administrations at the centre of national development. As cities evolve, effective governance, modern administrative competencies, and innovative service delivery models are required to successfully manage growing populations, infrastructure development, fiscal responsibility, urban risks, and community welfare.

NC Consultants presents a comprehensive suite of Local Government & Municipal Councils Capacity-Building Programmes designed to strengthen leadership, improve financial and operational management, enhance governance systems, and modernize local service delivery across African municipalities

Our tailor-made training programmes, aligned with your training calendar, directly support:

- Decentralization reforms
- Good governance & accountability
- Urban management modernization
- Sustainable infrastructure planning
- Improved community service delivery
- Professionalization of local governance systems

This proposal invites Ministries of Local Government, Municipal Councils, District Administrations, and City Authorities to nominate officials for our upcoming capacity-building cohorts.

PURPOSE OF THE PROPOSAL

The purpose of this proposal is to:

- ✓ Strengthen Local Government institutions by enhancing the competencies administrative, technical, financial, and political leaders.
- ✓ Support African governments in professionalizing municipal services through targeted training
- ✓ Introduce a coherent training strategy aligned with national and local development goals
- ✓ Encourage Ministries and Municipal Councils to nominate officials for NC Consultants' next training cycles
- ✓ Present a training package that directly improves governance, revenue collection, compliance, infrastructure management, sanitation systems, and community **engagement**

WHY THIS TRAINING IS CRITICAL NOW

Rapid Urbanization & Infrastructure Pressure

As Africa becomes the fastest urbanizing continent, local authorities must address:

- Housing shortages
- Infrastructure pressure
- Environmental challenges
- Sanitation and waste management complexities
- Urban risk and disaster threats

Our courses equip councils to adapt and innovate.

Financial Sustainability Challenges

Traditional revenue models are no longer sufficient. Councils require:

- Modern revenue enhancement techniques
- Strategic financial planning
- Improved budgeting, auditing, and reporting
- Effective procurement and project management

Governance & Accountability Demands

Local authorities must uphold:

- Transparency
- Citizen engagement
- Ethical leadership
- Policy alignment with national standards

Our programmes build these capacities.

Modernization and Technology Integration The future of municipalities is smart, data-driven and economically inclusive. Training builds readiness for:

- Smart growth
- E-governance innovations
- Digital public service delivery

COMPREHENSIVE TRAINING PORTFOLIO

- a. Local Government Governance, Leadership & Public Administration
 - Local Government Governance Training
 - Local Government Management
 - New Mayor and Council Members Programme
 - Corporate Governance for Municipal and Local Council Officials
 - Finance and Governance for Municipal and Local Council Officials
 - Policy Analysis and Management for Municipal and Local Councils
 - City Management & Urban Development
 - Community Empowerment & Social Inclusion Course
 - The Social Welfare Agenda Course
 - ADBS Operations for City Mayors & Local Government Officials

Institutional Benefits:

- Better governance structures
- Stronger leadership and policy execution
- Improved council effectiveness
- Ethical and accountable public service culture

- b. **Urban Development, Land Administration & Infrastructure Planning**

- Urban Disaster Risk Management (UDRM)
- Land Development Administration
- Local Government Community Planning
- Smart Growth: Tools and Innovative Strategies
- Capital Improvement Plan – Community Strengthening Tools
- Property Maintenance: Unsafe Buildings, Car Yards
- Drafting a Law You Can Use

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- Facilities & Asset Management for Municipal **Councils**
- Sanitation and Wastewater Management (Modern & Technological Methods)
- Works Procurement Programme
- Selection & Employment of Consultants

Institutional Benefits:

- Modern, resilient, and safe urban development
- Efficient land administration and zoning
- Improved infrastructure planning and maintenance
- Stronger compliance, safety, and regulatory frameworks

c. Financial Management, Revenue Enhancement & Budget Control

- Financial Management for Local Government Authorities
- Local and Municipal Government Finance
- Local Government Budget Management
- Local Government Finance & Administration
- Budgeting & Budgetary Control for Municipal and Local Councils
- Revenue Enhancement Programme
- Auditing Governance Processes in Local Government
- Auditing Projects
- Project Risk Management for Municipal & Local Councils

Institutional Benefits:

- Increased internal revenue
- Improved budgeting discipline
- Transparent financial reporting
- Better audit compliance
- Reduced leakages and mismanagement

d. Project Management, Procurement & Operational Efficiency

- Procurement & Project Management for Local Authorities
- Project Management for Local Government
- Project Risk for Municipal and Local Councils
- Selection & Employment of Consultants
- Facilities & Asset Management Programme

Institutional Benefits:

- Stronger project execution
- Reduced procurement irregularities
- Improved infrastructure delivery
- Compliance with national procurement laws

e. Human Resource Management & Organizational Development

- Human Resource Management for Municipal Councils
- Strategic Financial Planning & Change Management
- Leadership & Organizational Administration Programmes

Institutional Benefits:

- Professional workforce
- Enhanced staff productivity
- Improved HR planning and labour relations

TARGET INSTITUTIONS

- Ministries of Local Government
- Municipal Councils & City Administrations
- District / Town Councils
- Metropolis Authorities
- Housing & Urban Development Agencies
- Public Works Departments
- Infrastructure & Utilities Authorities
- Disaster Risk Management Units
- Sanitation and Waste Management Authorities
- Local Treasury & Finance Departments

EXPECTED IMPACT ON INSTITUTIONS

Organizational Outcomes

- Improved municipal service delivery
- Modernized administrative systems
- Strong financial sustainability
- Reduced governance failures
- Enhanced community engagement

Staff-Level Outcomes

- Professional competency
- Administrative efficiency
- Ethical decision-making
- Leadership readiness
- Practical operational skills



LOCAL GOVERNMENT & MUNICIPAL COUNCILS PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LGV 01	Local Government Governance	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
LGV 02	Urban Disaster Risk Management (UDRM)	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
LGV 03	Municipal Clerks	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
LGV 04	Local Government Management	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
LGV 05	Land Development Administration	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
LGV 06	Local Government Community Planning	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
LGV 07	New Mayor and Council Members	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
LGV 08	Smart Growth: Tools and Innovative Strategies for Municipalities	10 Days	12 Jan – 23 Jan 2026 18 May – 29 May 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
LGV 09	Property Maintenance: Unsafe Building, Car Yards Drafting a law you can use	10 Days	05 Jan – 16 Jan 2026 11 May – 22 May 2026 02 – 13 Nov 2026 28 Dec – 08 Jan 2026

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LOCAL GOVERNMENT & MUNICIPAL COUNCILS PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LGV 10	Capital Improvement Plan - Tools for Making Communities Stronger	10 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 21 Sep – 2 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
LGV 11	Shared Municipal Incentive	10 Days	06 July – 10 Jul 16 Nov – 20 Nov 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027
LGV 12	Financial Management for Local Government Authorities	10 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 07 Dec – 18 Dec 2026 11 Jan - 22 Jan 2027
LGV 13	Local and Municipal Government Finance	10 Days	12 Jan – 23 Jan 2026 06 Jul – 17 Jul 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
LGV 14	Local Government Budget Management	10 Days	12 Jan – 16 Jan 2026 13 Jul – 17 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 01 Jan 2027
LGV 15	ADBS Operations for City Mayors & Local Government Officials	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
LGV 16	Local Government Finance & Administration	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
LGV 17	Facilities & Asset Management for Municipal Councils and Local Councils	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
LGV 18	Budgeting & Budgetary Control for Municipal and Local Councils	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
LGV 19	Procurement & Project Management for Municipal Councils and Local Government Authorities	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027

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LOCAL GOVERNMENT & MUNICIPAL COUNCILS PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LGV 20	Tax Management and Planning for Municipal Councils and Local Government Authorities	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
LGV 21	Sanitation and Waste Water Management for Municipal Authorities (Contemporary and Technological Methods)	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
LGV 22	Human Resource Management for Municipal Councils and Local Authorities	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
LGV 23	Strategic Financial Planning and Change Management for Municipal Councils and Local Authorities	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
LGV 24	Policy Analysis Management for Municipal and Local Councils	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
LGV 25	City Management & Urban Development	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
LGV 26	Community Empowerment & Social Inclusion Course for Mayors, Municipal and Local Council Officials	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
LGV 27	Local Government Accounting & Financial Reporting	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
LGV 28	Auditing Governance Processing in the Local Government Environment	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027

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LOCAL GOVERNMENT & MUNICIPAL COUNCILS PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LGV 29	Auditing Projects, Project Management Projects Risk for Municipal & and Local Councils	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2027
LGV 30	The Social Welfare Agenda Course for Municipal and Local Councils Officials	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
LGV 31	Corporate Governance for Municipal and Local Council Officials	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
LGV 32	Finance and Governance for Municipal and Local Council Officials	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
LGV 33	Revenue Enhancement PROGRAMME for Municipal Councils and Local Authorities	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
LGV 34	Works Procurement PROGRAMME for Municipal and Local Council Officials	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
LGV 35	Selection and Employment of Consultants in Municipal Councils and Local	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027

INTRODUCTION

Across Africa, Logistics and Supply Chain Management (LSCM) systems are becoming central to economic competitiveness, service delivery, industrialisation, trade facilitation, and humanitarian response. At the same time, governments, development partners, and the private sector are under increasing pressure to mainstream gender equality, inclusivity, and social equity within supply chains.

Despite significant infrastructure investments, many supply chains remain inefficient, exclusionary, and vulnerable, particularly to women, youth, and marginalized groups working within procurement, logistics operations, warehousing, transport, cross-border trade, and humanitarian supply chains.

NC Consultants Africa, has therefore developed a comprehensive portfolio of contemporary short-term executive training programmes that integrate technical excellence in logistics and supply chain management with gender-responsive planning, leadership, governance, and policy implementation.

PROGRAMME OVERVIEW

The Logistics and Supply Chain Management with Gender Equality Programmes consist of over 25 specialised short-term courses, delivered in 5-day and 10-day executive formats, and scheduled throughout January 2026 to January 2027 to maximise accessibility.

The programmes:

- Combine strategic, operational, policy, and technical dimensions of logistics and supply chains.
- Embed gender equality, inclusion, and social responsibility as core design principles rather than add-ons.
- Are tailored for public sector institutions, SOEs, private sector operators, development agencies, and NGOs.
- Align with SDGs (5, 8, 9, 12), Agenda 2063, national gender policies, and donor requirements.

TARGET GROUPS

These programmes are specifically designed for:

Public Sector

- Permanent Secretaries and Principal Secretaries
- Directors and Deputy Directors (Procurement, Transport, Trade, Gender, Finance)
- Supply Chain and Logistics Officers
- Public Procurement Authorities
- Customs, Border, and Trade Facilitation Officials
- Municipal and Local Government Managers

State-Owned Enterprises & Utilities

- Executives and Senior Managers
- Supply Chain, Logistics, and Operations Managers
- Fleet, Transport, and Warehouse Managers
- Compliance and Risk Managers

Private Sector

- Logistics and Transport Companies
- Manufacturers, Wholesalers, and Distributors
- Mining, Energy, and Agribusiness Firms
- Procurement and Contract Management Professionals

Development & Humanitarian Sector

- Development Agencies and NGOs
- Humanitarian Logistics Coordinators
- Gender and Social Inclusion Specialists
- Project and Programme Managers

Technical & Professional Staff

- Engineers, Technologists, and Technocrats
- Economists, Planners, and Analysts
- Monitoring and Evaluation Officers
- Policy Researchers and Consultants

PROGRAMME OBJECTIVES

The core objectives of the Logistics and Supply Chain Management with Gender Equality Programmes are to:

- Strengthen strategic leadership and decision-making in logistics and supply chain systems.
- Equip participants with modern supply chain tools, frameworks, and global best practices.
- Build capacity to mainstream gender equality and inclusion across supply chain policies, plans, and operations.
- Enhance procurement governance, transparency, and ethical sourcing.
- Improve efficiency, resilience, and sustainability of supply chains.
- Address gender-specific risks, vulnerabilities, and barriers in logistics and transport.
- Promote women's leadership and participation in supply chain management.
- Strengthen public sector supply chain reforms and compliance.
- Support climate-smart, digital, and innovative logistics systems.
- Align institutional supply chains with national development goals and donor expectations.

PROGRAMME SCOPE AND KEY THEMATIC AREAS

The programmes comprehensively cover the following integrated themes:

Core Logistics & Supply Chain Management

- Strategic Supply Chain Design and Management
- Inventory, Warehousing, and Distribution Systems
- Transport and Fleet Management
- Global and Regional Trade Logistics
- Supply Chain Risk and Resilience
- Supply Chain Finance and Cost Optimisation

Gender Equality & Inclusion

- Gender Mainstreaming in Supply Chains
- Gender-Responsive Procurement and Sourcing
- Women's Leadership in Logistics and Transport

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- Gender-Sensitive Workplace Practices
- Gender Audits and Compliance
- Addressing Gender Vulnerabilities and Safety Risks

Governance, Policy & Compliance

- Public Sector Supply Chain Governance
- Logistics Policy, Regulation, and Reform
- Ethical and Responsible Sourcing
- Monitoring and Evaluation of Inclusive Supply Chains
- Accountability, Transparency, and Audit Readiness

Sustainability, Digitalisation & Innovation

- Sustainable and Climate-Smart Supply Chains
- Digital Supply Chains and Data-Driven Decision-Making
- Inclusive PPPs in Logistics and Supply Chains
- Humanitarian and Emergency Logistics with Gender Lens

PROGRAMME EXPECTATIONS

At the conclusion of each programme, participants are expected to:

- Demonstrate practical competence in logistics and supply chain management.
- Apply gender-responsive tools and frameworks within their organisations.
- Improve policy implementation and operational efficiency.
- Strengthen procurement integrity and compliance.
- Enhance institutional readiness for donor-funded and PPP projects.
- Act as change agents for inclusive and sustainable supply chains.

PROGRAMME OUTCOMES

Institutional Outcomes

- More efficient and resilient supply chains
- Improved compliance with gender and procurement policies
- Increased participation of women in supply chain roles
- Enhanced service delivery and cost efficiency
- Stronger monitoring, reporting, and accountability

Individual Outcomes

- Executive-level leadership and strategic capability
- Practical mastery of contemporary supply chain tools
- Enhanced professional credibility and career progression
- Increased ability to manage complex, multi-stakeholder supply chains

National and Regional Impact

- Inclusive economic growth and trade facilitation
- Stronger public sector governance
- Gender-equitable logistics systems
- Alignment with Agenda 2063, SDGs, and national gender frameworks



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LOGISTICS & SUPPLY CHAIN PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LS 01	Gender-Responsive Supply Chain Strategy & Leadership	5 Days	12 Jan–16 Jan 2026 11 May–15 May 2026 10 Aug–14 Aug 2026 07 Dec–11 Dec 2026 18 Jan –22 Jan 2027
LS 02	Inclusive Logistics Systems for Public Sector & SOEs	5 Days	19 Jan –23 Jan 2026 08 Jun –12 Jun 2026 21 Sep–25 Sep 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
LS 03	Gender Mainstreaming in Procurement & Supply Chains	5 Days	26 Jan–30 Jan 2026 04 May–08 May 2026 05 Oct –09 Oct 2026 07 Dec–11 Dec 2026 11 Jan –15 Jan 2027
LS 04	Strategic Supply Chain Management for Executives	5 Days	05 Jan –16 Jan 2026 18 May–29 May 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027
LS 05	Women's Leadership in Logistics & Transport Systems	5 Days	05 Jan -09 Jan 2026 15 Jun–19 Jun 2026 12 Oct–16 Oct 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
LS 06	Gender-Sensitive Inventory & Warehouse Management	5 Days	12 Jan-16 Jan 2026 01 Jun –05 Jun 2026 02 Nov –06 Nov 2026 07 Dec –11 Dec 2026 25 Jan–29 Jan 2027
LS 07	Sustainable & Inclusive Supply Chains	5 Days	05 Jan–09 Jan 2026 22 Jun–26 Jun 2026 07 Sep–11 Sep 2026 30 Nov–04 Dec 2026 11Jan –15 Jan 2027
LS 08	Gender Equality in Global & Regional Trade Logistics	5 Days	12 Jan–16 Jan 2026 11 May–15 May 2026 19 Oct–23 Oct 2026; 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
LS 09	Ethical, Inclusive & Responsible Sourcing	5 Days	19 Jan -23 Jan 2026 08 Jun–12 Jun 2026 28 Sep–02 Oct 2026 07 Dec–11 Dec 2026 25 Jan –29 Jan 2027

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LOGISTICS & SUPPLY CHAIN PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LS 10	Public Sector Supply Chain Governance & Gender	5 Days	26 Jan –30 Jan 2026 04 May–08 May 2026 14 Sep–18 Sep 2026 30 Nov–04 Dec 2026 11Jan–15 Jan 2027
LS 11	Gender-Responsive Logistics Policy & Regulation	5 Days	12 Jan –16 Jan 2026 15 Jun–19 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
LS 12	Inclusive Transport & Distribution Network Design	10 Days	26 Jan–30 Jan 2026 06 Jul–17 Jul 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 202 18 Jan –29 Jan 2027
LS 13	Supply Chain Risk Management & Gender Vulnerabilities	5 Days	26 Jan-30 Jan 2026 01 Jun –05 Jun 2026 12 Oct–16 Oct 2026 14 Dec –18 Dec 2026 25 Jan–29 Jan 2027
LS 14	Digital Supply Chains & Gender Inclusion	10 Days	05Jan-16 Jan 2026 29 Jun–10 Jul 2026 21 Sep–02 Oct 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
LS 15	Humanitarian & Emergency Logistics with Gender Lens	5 Days	19 Jan –23 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
LS 16	Gender-Inclusive Fleet & Transport Operations	5 Days	05 Jan –09 Jan 2026 22 Jun –26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
LS 17	Supply Chain Finance & Gender-Responsive Budgeting	5 Days	12 Jan -16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
LS 18	Monitoring & Evaluation of Inclusive Supply Chains	5 Days	05 Jan -09 Jan 2026 20 Jul–24 Jul 2026 21 Sep–25 Sep 2026 30 Nov–04 Dec 2026 18 Jan–22 Jan 2027

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LOGISTICS & SUPPLY CHAIN PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
LS 19	Gender Equality & Supply Chain Leadership for Executives	5 Days	05 Jan -09 Jan 2026 03 Aug-07 Aug 2026 05 Oct-09 Oct 2026 07 Dec-11 Dec 2026 11 Jan -15 Jan 2027
LS 20	Gender-Responsive PPPs in Logistics & Supply Chains	10 Days	19 Jan -23 Jan 2026 03 Aug-14 Aug 2026 12 Oct -23 Oct 2026 07 Dec-18 Dec 2026 18 Jan-29 Jan 2027
LS 21	Trade Facilitation & Gender Inclusion	5 Days	26 Jan -30 Jan 2026 17 Aug -21 Aug 2026 14 Sep-18 Sep 2026 30 Nov-04 Dec 2026 25 Jan -29 Jan 2027
LS 22	Occupational Safety, Labour & Gender in Logistics	5 Days	05 Jan -09 Jan 2026 07 Sep-11 Sep 2026 19 Oct-23 Oct 2026 07 Dec-11 Dec 2026 11Jan-15 Jan 2027
LS 23	Climate-Smart & Gender-Inclusive Supply Chains	5 Days	12 Jan-16 Jan 2026 17 Aug-21 Aug 2026 02 Nov-06 Nov 2026 14 Dec-18 Dec 2026 18 Jan-22 Jan 2027
LS 24	Gender Audits & Compliance in Supply Chains	5 Days	05 Jan -09 Jan 2026 24 Aug-28 Aug 2026 28 Sep-02 Oct 2026 30 Nov-04 Dec 2026 25 Jan-29 Jan 2027
LS 25	Inclusive National Supply Chain Frameworks	10 Days	19 Jan-30 Jan 2026 14 Sep-25 Sep 2026; 02 Nov-13 Nov 2026 07 Dec-18 Dec 2026 11 Jan -22 Jan 2027
LS 26	Strategic Logistics Transformation & Gender Equity	5 Days	26 Jan-30 Jan 2026 21 Sep-25 Sep 2026 09 Nov-13 Nov 2026 14 Dec-18 Dec 2026 18 Jan -22 Jan 2027

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EXECUTIVE SUMMARY

NC Consultants presents a comprehensive and strategic Pan-African Marketing Proposal designed to increase participation in our diverse Management & Administration training cohort.

The programme portfolio includes over 70 specialized courses that address the most urgent capacity gaps facing African economies, public institutions, and corporate organizations today—including:

- Public Sector Management
- Human Capital Development
- Governance & Leadership
- Organizational Performance
- ICT-enabled Administration
- Finance & Donor Project Management
- Real Estate & Facilities Management
- Strategic Innovation and Change Management

This proposal outlines a targeted multi-channel strategy, positioning NC Consultants as a top-tier partner in executive capacity development for African institutions.

With the annual training calendar already prepared, this proposal is structured to ensure maximum uptake and long-term institutional partnerships.

WHY AFRICAN MINISTRIES NEED THESE PROGRAMMES NOW

African governments and institutions are actively pursuing:

- Public sector modernization
- Digital transformation and e-Government adoption
- Corporate governance enhancement
- Strategic HR reforms
- Public service delivery improvement
- Gender equity and inclusive leadership
- Migration, refugee, and social protection management
- Donor-funded project accountability
- Modernized real estate and facilities management
- Sustainable economic development strategies
- Organizational restructuring and efficiency

Your programmes directly support these priorities by providing skills, frameworks, and tools to strengthen institutional effectiveness and accelerate national development.

PROGRAMME CLUSTERS ALIGNED TO AFRICAN DEVELOPMENT PRIORITIES

Leadership, Governance & Public Sector Transformation

- Strategic Leadership Development Forum
- Public Administration, Finance & Communication
- Best Management Practices in Public Services
- Advanced Management for Senior Government Officials
- Policy Analysis Management for Civil Servants
- Public Management Administration and e-Government
- Strategic Planning & Change Management
- Effective Problem-Solving & Decision-Making
- Managing for Development Results

Human Capital, HR & Workforce Development

- Managing Social & Human Capital
- Human Resource Management
- Advanced Human Resource Management
- Personnel & Industrial Relations
- Workforce Management & Development
- Leadership Skills & Empowerment for Women Managers
- Managing a Diverse & Inclusive Workplace
- Managing Remote Teams
- Setting Expectations & Assessing Performance
- Career Brand Management
- Managing the Training Function (Basic & Advanced)
- Advanced Training for Gender Trainers

Organizational Change, Modernization & Administrative Excellence

- Organizational Change Management
- Executive Secretaries & Executive Assistants Programme
- Management for Regional & District Administrators
- Workplace Intercultural Competence
- Awareness Building & Motivation
- Corporate PR & Image Building
- Public Relations Management
- Marketing Management
- Marketing Analytics: Products, Distribution & Sales
- Innovation Management
- Strategic Sales Management

Public Finance, Procurement & Donor Project Management

- Public Debt Management
- Strategic Financial Planning & Management
- Management Control of Donor-funded Projects
- Managing Donor-funded Projects
- Letters of Credit Management
- Financial Monitoring Reports for Donor Projects
- Global Procurement & Sourcing
- Supply Chain Management
- Investment & Portfolio Management
- Making Smart Investment Decisions

Migration, Social Protection & Community-Focused Programmes

- Management of Refugees & Illegal Immigrants
- Social Protection & Risk Management
- Management of NGOs, CBOs, SMMEs & Community Groups
- Rural Business Management
- Management of Viral Diseases for Counsellors

Real Estate, Facilities & Infrastructure Management

- Facilities & Assets Management
- Estate Management
- Infrastructure Management for Public Institutions
- Modern Technologies in Real Estate Management

Project Management, Monitoring & Strategic Oversight

- Managing Major Projects
- Performance Benchmarking
- Management Control & Monitoring
- Portfolio Management & Governance

Technology-Enhanced Administration

- Computerized Records and Data Management
- Computer-Based Records Management
- General Computer Applications for Managers
- Public Management & e-Government Systems
- Work Automation and Administrative Efficiency

TARGET AUDIENCE

Government & Public Sector

- Permanent Secretaries
- Directors, Deputy Directors
- HR, Finance & Planning Departments
- Local Governments & District Administrators
- Public Enterprises & Parastatals
- Migration & Refugee Departments
- Ministries of Finance, Trade, Social Development, Home Affairs, Local Government, Education, Transport, Agriculture, etc.

Development Agencies

- NGOs
- International Donor Organizations
- UN Agencies
- Civil Society Groups

Corporate Sector

- HR Managers & Admin Teams
- Marketing & PR Departments
- Real Estate Firms
- Supply Chain & Procurement Teams
- Boards & Executive Leadership Teams

EXPECTED IMPACT FOR MINISTRIES

- Improved service delivery
- Strengthened leadership pipeline
- Increased accountability and governance compliance
- Enhanced HR efficiency and employee performance
- Improved project management of donor funds
- Better decision-making and public communication
- Modernized administrative systems
- Strengthened community and social protection interventions



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MANAGEMENT & ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 01	Managing Social and Human Capital	5 Days	12 Jan – 23 Jan 2026 23 Feb – 06 Mar 2026 07 Sep – 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
GM 02	Portfolio Management and Governance	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
GM 03	Workplace Intercultural Competence	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
GM 04	Managing For Development Results	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
GM 05	Social Protection and Risk Management	10 Days	05 Jan – 16 Jan 2026 27 Feb – 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
GM 06	Facilities And Assets Management	10 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 05 Oct – 9 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027
GM 07	Modern Technologies in Managing Real Estates	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
GM 08	Strategic Leadership Development Forum	10 Days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
GM 09	Corporate Public Relation & Image Building	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027

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MANAGEMENT & ADMINISTRATION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 10	Executive Secretaries	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
GM 11	Executive Assistants	10 Days	19 Jan – 30 Jan 2026 15 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan -15 Jan 2027
GM 12	Management of Refugees & Illegal Immigrants	10 Days	05 Jan – 16 Jan 2026 22 Jun – 03 Jul 2026 05 Oct – 16 Oct 2026 30 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
GM 13	Management for Regional & District Administrators	10 Days	19 Jan – 30 Jan 2026 11 May–22 May 2026 02 Nov – 13 Nov 2026 28 Dec – 8 Jan 2027
GM 14	Awareness Building and Motivation	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
GM 15	Workforce Management and Development	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
GM 16	Training on Performance Benchmarking	10 Days	05 Jan – 16 Jan 2026 13 Jul – 24 Jul 2026 09 Nov – 20 Nov 2026 04 Jan – 15 Jan 2027
GM 17	Training on Performance Benchmarking	10 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
GM 18	Organizational Change Management	10 Days	05 Jan – 09 Jan 2026 16 Mar – 20 Mar 2026 12 Oct – 16 Oct 2026 07 Dec – 11 Dec 2026 11 Jan – 15 Jan 2027

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MANAGEMENT & ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 19	Human Resource Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
GM 20	Personnel & Human Resource Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
GM 21	Corporate Restructuring Management	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
GM 22	Strategic Planning and change Management	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
GM 23	Public Relations Management	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
GM 24	Marketing Management	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
GM 25	Public Debt Management	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
GM 26	Public Enterprise Restructuring & Privatization	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
GM 27	Privatisation Management	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027



MANAGEMENT & ADMINISTRATION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 28	Policy Analysis Management For Civil Servants	10 Days	05 Jan – 16 Jan 2026 09 Mar – 20 Mar 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026
GM 29	Strategic Financial Planning and Management	10 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026
GM 30	Management Control and Monitoring of Donor Funded Projects	10 Days	05 Jan – 16 Jan 2026 02 Mar – 13 Mar 2026 02 Nov – 13 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
GM 31	Management of NGOs, CBOs, SMME's, CIGs	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
GM 32	Computerized Records and Data Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
GM 33	Computer Based Records Management	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
GM 34	General Computer Applications For Managers	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
GM 35	Advanced Management Course For Senior Government Officials	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
GM 36	Training on Performance Benchmarking	10 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027

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MANAGEMENT & ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 37	Organizational Change Management	10 Days	05 Jan–09 Jan 2026 09 Mar–13 Mar 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027
GM 38	Management For Regional & District Administrators	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
GM 39	Public Enterprise Restructuring & Privatization	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
GM 40	Managing the Training Function (Advanced)	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
GM 41	Rural Business Management	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
GM 42	Best Management Practices in Public Services	10 Days	19 Jan – 30 Jan 2026 04 May – 15 May 2026 05 Oct – 16 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
GM 43	Personnel & Industrial Relation Management	10 Days	05 Jan – 16 Jan 2026 02 Mar – 13 Mar 2026 02 Nov – 13 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
GM 44	Advanced Human Resource Management	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
GM 45	Advanced- Training the Gender Trainers	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027



MANAGEMENT & ADMINISTRATION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 46	Leadership Skills, Empowerment and Effective Management Skills for Women Managers	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
GM 47	Estate Management	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
GM 48	Public Administration, Finance and Communication	10 Days	12 Jan – 23 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027
GM 49	Demand Management for Marketers	5 Days	12 Jan – 16 Jan 2026 15 Jun – 19 Jun 2026 14 Sep – 18 Sep 2026 07 Dec – 11 Dec 2026
GM 50	Managing a Diverse and Inclusive Workplace	5 Days	05 Jan – 09 Jan 2026 04 May - 08 May 2026 05 Oct - 09 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027
GM 51	How to Manage a Remote Team	5 Days	12 Jan – 16 Jan 2026 16 Feb - 20 Feb 2026 09 Nov - 13 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 14 Jan 2027
GM 52	Negotiation Skills-Negotiate and Resolve Conflict	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
GM 53	Setting Expectations and Assessing Performance Issues	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
GM 54	Infrastructure Management for Public Institutions	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027

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MANAGEMENT & ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 55	Successful Negotiation- Essential Strategies and Skills	5 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
GM 56	Management Control and Monitoring of Donor Funded Projects	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
GM 57	Marketing Analytics-Products, Distribution and Sales	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 026 04 Jan – 16 Jan 2027
GM 58	Innovation Management	5 Days	12 Jan – 16 Jan 2026 09 Mar - 13 Mar 2026 02 Nov - 06 Nov2026 14 Dec –18 Dec2026 11 Jan – 15 Jan 2027
GM 59	Management of Viral Diseases for Professional Counsellors	10 Days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 026 11 Jan – 22 Jan 2027
GM 60	Managing the Training Function	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
GM 61	Financial Monitoring Reports for Donor Financed Projects	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
GM 62	Making Smart Investment Decisions in the Global World	5 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 026 23 Nov – 27 Nov2026 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027
GM 63	Managing major projects	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027



MANAGEMENT & ADMINISTRATION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 64	Human Resources Management-HR for people Managers	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
GM 65	Public Management Administration and e-Government	10 Days	12 Jan – 23 Jan 2026 06 Jul – 17 Jul 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
GM 66	Career Brand Management	5 Days	12 Jan – 16 Jan 2026 13 Jul – 17 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 01 Jan 2027
GM 67	Supply Chain Management	10 Days	05 Jan – 16 Jan 2026 18 May – 29 May 2026 28 Sep – 09 Oct 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027
GM 68	Strategic Sales Management	5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
GM 69	Global Procurement and Sourcing	10 Days	05 Jan – 16 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 24 Nov – 04 Dec 2026
GM 70	Global Procurement and Sourcing	10 Days	12 Jan – 23 Jan 2026 04 May – 15 May 2026 14 Sep – 25 Sep 2026 07 Dec – 18 Dec 2026
GM 71	Strategic Management and Innovation	5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
GM 72	Investment and Portfolio Management	10 Days	12 Jan – 23 Jan 2026 04 May – 15 May 2026 07 Sep - 18 Sep 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027

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MANAGEMENT & ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
GM 73	Value Chain Management	5 Days	12 Jan - 16 Jan 2026 26 Oct - 30 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
GM 74	Strategic Innovation: Managing Innovation Initiatives	5 Days	12 Jan – 16 Jan 2026 09 Mar - 13 Mar 2026 02 Nov - 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
GM 75	From Corporate Social Responsibility to Corporate Social Innovation	5 Days	05 Jan – 09 Jan 2026 27 Apr - 1 May 2026 09 Nov - 13 Nov 2026 18 Jan – 22 Jan 2027
GM 76	Effective Problem-Solving and Decision making	5 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027



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MANAGING SCHOOLS AND ADMINISTRATION PROGRAMME

INTRODUCTION

In today's rapidly evolving educational landscape, effective management and leadership in schools are paramount. The Managing Schools and Administration Programmes offered by NC Consultants Africa aim to equip educational leaders with the skills and knowledge necessary to navigate the complexities of modern education. This proposal outlines our course offerings, target groups, and the compelling reasons for officials to attend and sponsor their staff.

COURSE OFFERINGS

- **Effective Classroom & Lecture Room Management**
Target Group: Teachers, Educators, School Administrators
Overview: Focuses on strategies to create conducive learning environments, manage classroom dynamics, and enhance student engagement.
- **Navigating Complexity: A Leadership Program for Principals**
Target Group: School Principals, Vice Principals
Overview: Addresses the challenges faced by school leaders in a complex educational landscape, emphasizing decision-making and problem solving.
- **Governance for Principals**
Target Group: School Leaders, Board Members
Overview: Covers the principles of effective governance, compliance with educational policies, and ethical leadership.
- **Promoting and Managing Virtual Teaching and Learning in Schools**
Target Group: Educators, IT Coordinators, School Administrators
Overview: Equips participants with tools to effectively implement and manage virtual learning environments.
- **Managing Schools and Institutional Leadership**
Target Group: School Administrators, Department Heads
Overview: Focuses on strategic management of schools, including leadership styles and team dynamics.
- **Strategic Planning for School Libraries**
Target Group: Librarians, School Leaders
Overview: Aims to develop strategic plans to enhance library services and resources in schools.
- **The Role of the Bursar and Financial Administration of Schools**
Target Group: Bursars, Financial Officers
Overview: Provides insights into effective financial management, budgeting, and resource allocation within educational institutions.

- **Managing the Bursar's Role as a Principal and Ensuring Effective Governance**

Target Group: School Principals, Bursars

Overview: Highlights the intersection of financial management and governance in school leadership.

- **Introduction to Family Engagement in Education**

Target Group: Teachers, School Counselors, Administrators

Overview: Emphasizes the importance of engaging families in the educational process and strategies to foster collaboration.

TARGET GROUPS

- School Leaders: Principals, Vice Principals, and Administrative Staff
- Educators: Teachers and Academic Coordinators
- Support Staff: Bursars, Librarians, and IT Coordinators
- Policy Makers: Educational Officials and Board Members

REASONS TO ATTEND

- **Enhance Leadership Skills:** The courses are designed to cultivate effective leadership qualities that are crucial for navigating the complexities of educational management.
- **Address Local Challenges:** Tailored specifically for the African context, the programmes address unique challenges faced by schools, ensuring relevance and applicability.
- **Promote Student Success:** By investing in professional development, educational leaders can implement best practices that directly enhance student-learning outcomes.
- **Networking Opportunities:** Participants will connect with peers and experts in the field, fostering collaboration and sharing of best practices.
- **Strategic Development:** Courses focus on strategic planning and governance, essential for sustainable school development and improved institutional performance.
- **Compliance and Accountability:** Training on governance and financial management ensures that schools adhere to regulations and maintain accountability.
- **Family Engagement:** Understanding the role of families in education can lead to stronger community ties and support for schools.



MANAGING SCHOOLS AND ADMINISTRATION PROGRAMME			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
MSA 01	Effective Classroom & Lecture room Management	5 Days	05 Jan – 09 Jan 2026 11 May -15 May 2026 16 Nov - 20 Nov 2026 07 Dec – 11 Dec 2026 11 Jan – 15 Jan 2027
MSA 02	Navigating Complexity: A Leadership Program for Principals	10 Days	19 Jan – 30 Jan 2026 16 Mar - 27 Mar 2026 09 Nov - 20 Nov 2026 30 Nov – 11 Dec 2027
MSA 03	Governance for Principals	10 Days	12 Jan – 23 Jan 2026 27 Apr -08 May 2026 05 Oct - 16 Oct 2026 24 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
MSA 04	Promoting and Managing Virtual Teaching and Learning in Schools	5 Days	05 Jan – 16 Jan 2026 29 Jun- 10 Jul 2026 19 Oct - 30 Oct 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
MSA 05	Managing Schools and Institutional Leadership	5 Days	05 Jan – 09 Jan 2026 04 May - 08 May 2026 05 Oct - 09 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027
MSA 06	Strategic Planning for School Libraries	5 Days	12 Jan – 16 Jan 2026 16 Feb - 20 Feb 2026 09 Nov - 13 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 14 Jan 2027
MSA 07	The Role of the Bursar and Financial Administration of Schools	5 Days	19 Jan – 23 Jan 2026 02 Mar – 06 Mar 2026 26 Oct – 30 Oct 2026 07 Dec – 11 Dec 2026 25 Jan – 29 Jan 2027
MSA 08	Managing the Bursar's Role as a Principal and Ensuring Effective Governance	10 Days	19 Jan – 30 Jan 2026 01 Jun – 12 Jun 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
MSA 09	Introduction to Family Engagement in Education	15 Days	05 Jan – 23 Jan 2026 06 Jul – 24 Jul 2026 30 Nov – 18 Dec 2026 04 Jan – 22 Jan 2027

(HUMAN RESOURCES PUBLIC RELATIONS, STRATEGIC MANAGEMENT, INNOVATION & WORKPLACE DIVERSITY PROGRAMMES)

INTRODUCTION

African public institutions and organizations operate in an environment that demands professionalism, innovation, transparency, and strong institutional leadership. Human resource management, public relations, strategic management and workplace diversity have become central pillars for building efficient public systems capable of meeting national development goals, global reforms, and the expectations of a rapidly evolving workforce

To support Ministries and organizations across the continent in strengthening these institutional capacities, our consultancy presents a comprehensive cohort of programmes designed to enhance HR effectiveness, strategic communication, innovation-driven leadership, and inclusive workplace practices. These programmes are structured to build capabilities that enable institutions to perform at higher levels and achieve sustainable organizational transformation.

PURPOSE OF THE PROGRAMME COHORT

The primary purpose of this cohort is to provide Ministries and organizations with practical, forward-looking capacity-building solutions that strengthen human capital management, broaden institutional communication capabilities, and enhance strategic leadership effectiveness. This cohort further aims to:

- Equip HR practitioners with advanced skills in industrial relations, workforce optimization, and organizational effectiveness.
- Strengthen public relations practitioners' roles as strategic communication partners and institutional image builders.
- Enhance organizational capacity for long-term strategic planning and execution.
- Cultivate creativity, innovation and problem-solving within government and public-sector entities.
- Foster inclusive workplaces by strengthening diversity management competencies.
- Support institutions in modernizing administrative systems and improving their responsiveness to the demands of citizens, employees and stakeholders.

RATIONALE AND RELEVANCE TO AFRICAN MINISTRIES AND AGENCIES

- Across Africa, organizations face key challenges that require targeted professional development:
- The need for HR systems that support meritocracy, productivity, industrial harmony, and staff motivation.
- Increasing importance of public relations in strengthening government communication,

transparency and public trust.

- The urgency for strategic management skills to drive institutional reforms and ensure effective execution of government policies.
- The necessity for innovation to respond to changing national, technological, and economic realities.
- Workforces that are increasingly diverse—requiring new competencies in managing inclusivity, generational differences, gender equity and multicultural environments.
- Demand for leadership teams that understand global enterprise trends and can translate them effectively into local operational strategies.
- This cohort addresses these realities by offering Ministries and organizations the skills, tools and governance-focused frameworks necessary to perform effectively in the contemporary public-sector environment.

PROGRAMME THEMES AND COVERAGE

The cohort integrates several highly relevant programmes designed to build institutional capacity across HR, PR, management and innovation. Each programme can stand alone or be combined within your annual training plan.

a. Human Resource Management and Industrial Relations

- HR Practitioners Workshop
- Strengthens the competencies of HR officers in recruitment, workforce planning, performance management, employee engagement, and compliance with labour codes.
- The HR as an Industrial Relations Expert
- Provides HR professionals with skills to manage labour relations, negotiate with unions, maintain industrial peace, and handle workplace disputes effectively.

b. Public Relations and Organizational Communication

- The Public Relations Practitioners Programme – An Asset for Every Organization Equips PR practitioners with advanced communication strategies, crisis communication tools, reputation management practices, and public-sector communication frameworks.
- The New Dispensations and Segments for PR Practitioners
- Examines emerging communication ecosystems, digital communication platforms, stakeholder-engagement strategies, and the evolving roles of PR officers in institutional leadership.

c. Strategic Management and Organizational Effectiveness

- Product Strategy and Brand Management

Enhances institutional ability to build strong public-sector brands, manage programmes effectively, and improve communication of government services.

- Strategic Marketing Management
- Provides skills for analysing environments, segmenting audiences, positioning public-sector initiatives, and improving citizen engagement.
- Managing Global Enterprises Supports officers in understanding global trends, international competitiveness, geopolitical influences and cross-border administrative challenges.

d. Innovation, Creativity and Workplace Diversity

- Creativity and Innovation Builds capacity to generate new ideas, create innovative solutions to public-sector challenges, and support national transformation agendas.
- Strategic Workplace Diversity Management Equips officers to manage multicultural and multigenerational workforces, promote inclusivity, prevent discrimination, and harness diversity for higher institutional performance.

EXPECTED OUTCOMES FOR MINISTRIES AND ORGANIZATIONS

Upon participation, institutions will achieve:

- Stronger HR structures that support productivity, morale and organizational excellence.
- Enhanced capacity to manage industrial relations and maintain peaceful labour environments.

- Improved organizational image through effective PR, communication and stakeholder engagement.
- Increased institutional capability in planning, executing and evaluating strategic initiatives.
- Greater innovation across departments leading to improved service delivery and modernization of public institutions.
- Enhanced workplace harmony through strategic diversity management practices.
- A more responsive and adaptive workforce capable of supporting national development goals.

These outcomes directly contribute to improved governance, institutional performance and public-sector efficiency.

TARGET BENEFICIARIES

The programmes are ideal for:

- Ministries of Public Service, Information, Labour,

Communication, Trade, Gender and Youth

- Public Relations Units
- HR Departments and Labour Relations Divisions
- Strategic Planning Units
- Public Enterprises, Parastatals and State-Owned

Entities

- Senior Government Managers and Administrators
- Communication, Brand and Media Teams
- Diversity and Inclusion Offices
- Provincial, Municipal and District Administrations





OTHER PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
OC 01	HR Practitioners Workshop	10 Days	12 Jan – 23 Jan 2026 04 May – 15 May 2026 07 Sep – 18 Sep 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
OC 02	The Public Relations Practitioners Programme(an Asset for every Organization)	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027
OC 03	The new Dispensations and Segments for PR Practitioners	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027
OC 04	The H.R as an Industrial Relations Expert	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 12 Oct – 23 Oct 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
OC 05	Product Strategy and Brand Management	10 Days	05 Jan – 16 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 24 Nov – 04 Dec 2026 18 Jan – 29 Jan 2027
OC 06	Strategic Marketing Management	10 Days	12 Jan – 23 Jan 2026 04 May – 15 May 2026 14 Sep – 25 Sep 2026 07 Dec – 18 Dec 2026 28 Dec – 08 Jan 2027
OC 07	Managing Global Enterprises	10 Days	05 Jan – 16 Jan 2026 18 May – 29 May 2026 28 Sep – 09 Oct 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027
OC 08		5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
OC 09	Strategic Workplace Diversity Management	10 Days	12 Jan – 23 Jan 2026 06 Jul – 17 Jul 2026 26 Oct – 06 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027

EMPOWERING AFRICA'S CAPACITY FOR TRANSPARENT, EFFICIENT & ACCOUNTABLE PROCUREMENT

EXECUTIVE SUMMARY

NC Consultants presents a robust and strategic marketing proposal dedicated to increasing participation in our Procurement & Supply Chain Training Cohort across Africa. Our training suite addresses critical procurement needs in the continent's public and private sectors, including:

- Public procurement compliance
- Donor-funded project accountability
- Contract management
- Supply chain optimization
- Anti-corruption and fraud prevention
- Inventory, logistics & materials management
- ERP & digital procurement systems
- World Bank, AFDB & international procurement standards

This proposal outlines a continent-wide, multi-channel marketing strategy that positions NC Consultants as a leading provider of procurement and supply chain capacity development.

WHY PROCUREMENT & SUPPLY CHAIN CAPACITY IS A PRIORITY FOR AFRICAN MINISTRIES

African nations are undergoing major reforms in:

- Public procurement frameworks
- Infrastructure development & construction projects
- Donor funding compliance
- Public financial management transparency
- Digital transformation in procurement (e-procurement)
- Public sector anti-corruption strategies
- National logistics & supply chain modernization

Your programmes directly address these needs, making the cohort not only relevant but also urgent for Ministries, State Enterprises, and Local Authorities.

PROGRAMME CLUSTERS

To enhance clarity and sector relevance, the courses are grouped into strategic clusters.

a. Procurement Governance, Policy & Compliance

- Government Tendering & Procurement Procedures
- Works Procurement
- Contract & Procurement Fraud
- Investigating Conflict of Interest & Procurement Contract Fraud
- World Bank Procurement & Consultant Guidelines
- E-Procurement
- Tendering for Government Procurement

This cluster targets:

- Ministries of Finance
- Procurement Authorities

- Public Procurement Regulators
- Anti-corruption Units
- State-Owned Enterprises
- Internal Audit Units

b. Donor-Funded Project Procurement & Accountability

- ✓ Procurement Management for Donor-Financed Projects
- ✓ Management of Donor-Funded Projects
- ✓ Management Control & Monitoring of Donor-Funded Projects

Target institutions include:

- Ministries implementing donor-funded projects
- UN & NGO-funded initiatives
- International development agencies (USAID, EU, GIZ, AFDB, World Bank)
- Project Implementation Units (PIUs)

c. Supply Chain & Logistics Optimization

- Supply Chain & Logistics
- Logistics & Materials Management
- Inventory & Assets Management
- Equipment & Materials Procurement Management
- Supply Chain Sourcing
- Supplier Management

Target sectors:

- Ministries of Health, Agriculture, Trade, Transport, Education
- State logistics entities
- Private sector supply chain teams

d. Advanced Procurement & Operational Excellence

- Operations Management (Analysis & Improvement Methods)
- Supply Chain & ERP Integration
- Value Chain Management
- Target:
- Corporations, government enterprises, manufacturing, distribution networks
- National procurement and operations improvement programmes

TARGET AUDIENCE

Government Ministries

- Finance
- Public Works & Infrastructure
- Health
- Education
- Agriculture
- Local Government
- Energy & Natural Resources
- Water & Sanitation

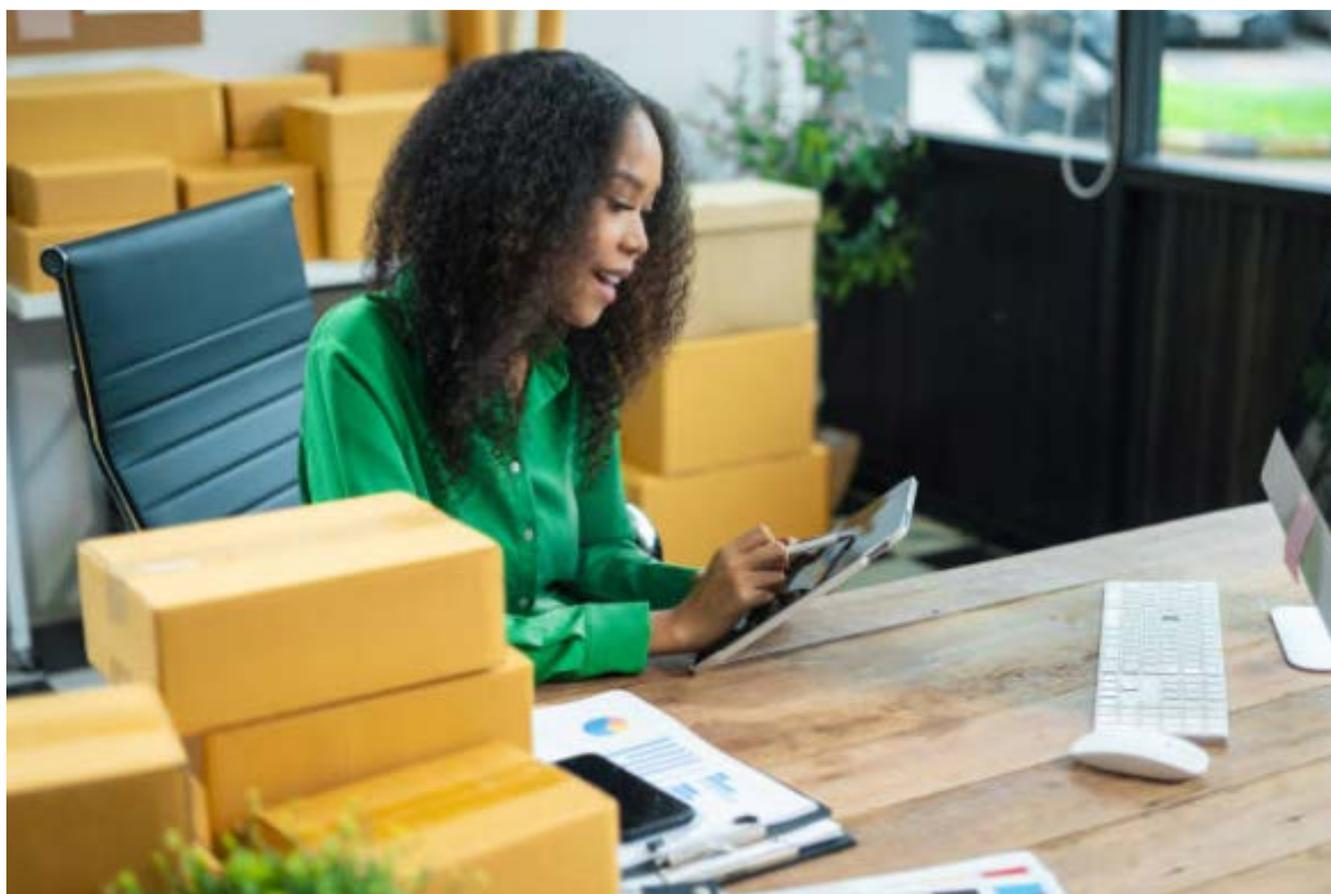


PROCUREMENT & SUPPLY CHAIN PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
PPS 01	Supply Chain & Logistics	10 Days	12 Jan – 23 Jan 2026 11 May – 22 May 2026 26 Oct – 06 Nov 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
PPS 02	E-procurement	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 16 Nov – 26 Nov 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
PPS 03	Procurement Management for Donor Financed Projects	10 Days	12 Jan – 23 Jan 2026 18 May – 29 May 2026 12 Oct – 23 Oct 2026 24 Nov – 04 Dec 2026 18 Jan – 29 Jan 2027
PPS 04	Operations Management- Analysis and Improvement Methods	10 Days	19 Jan – 30 Jan 2026 25 May – 05 Jun 2026 05 Oct – 16 Oct 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
PPS 06	Supply Chain Sourcing	10 Days	19 Jan – 30 Jan 2026 04 May – 15 May 2026 05 Oct – 16 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
PPS 07	Tendering for Government Procurement	10 Days	05 Jan – 16 Jan 2026 02 Mar – 13 Mar 2026 02 Nov – 13 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
PPS 08	Logistics and Materials management	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
PPS 09	Inventory and Assets Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
PPS 10	Equipment and Materials Procurement Management	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027



PROCUREMENT & SUPPLY CHAIN PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
PPS 11	World bank Procurement and Consultant Guidelines (Provisions, Analysis, Clarifications , Observations and Comments)	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
PPS 12	Value Chain Management	5 Days	05 Jan – 09 Jan 2026 04 May – 08 May 2026 05 Oct – 09 Oct 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
PPS 13	Supply Chain and Enterprise Resource Planning (ERP)	10 Days	12 Jan – 23 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027



EXECUTIVE SUMMARY

Across Africa, Ministries, Government Agencies, Public Institutions, NGOs, and Development Organizations are increasingly required to deliver high-impact projects—efficiently, transparently, and within tightening budgets. Yet many institutions continue to face persistent challenges including delays, poor planning, cost overruns, inadequate monitoring, donor-reporting gaps, and limited project sustainability.

NC Consultants Africa, presents a strategic, practical and transformative portfolio of Projects & Project Management Programmes designed to build a continent-wide corps of competent, agile, and world-class project managers capable of delivering results aligned with national development priorities and the AU Agenda 2063.

This proposal invites your Ministry/Organization to nominate participants for our upcoming calendar of specialized training, each crafted to directly strengthen institutional performance, accountability, and service delivery.

PROGRAMME SCOPE: PROJECTS & PROJECT MANAGEMENT COURSES

Our comprehensive courses include:

Foundational & Core Project Management Programmes

- Introduction to Project Management – Principles
- Project Management Basics for Success
- Project Management Life Cycle
- Initiating and Planning Projects
- Best Practices for Project Management Success

Planning, Budgeting, Scheduling & Monitoring

- Budgeting and Scheduling Projects
- Project Monitoring, Evaluation and Reporting
- Project Cycle Management & Logical Framework Approach

Specialized Project Streams

- IT Project Management
- International Project Management
- Agricultural Project Management
- Computerized Project Management

NGO & Development-Focused Programmes

- Finance and Project Management for NGOs
- Fundraising & Project Management for NGOs
- Financial Management for Development Projects

These courses are offered across multiple calendar dates, enabling Ministries and organizations to schedule training with maximum convenience.

TARGET PARTICIPANTS

This programme is ideal for:

- Directors, Deputy Directors & Chief Officers

- Project Managers & Project Officers
- Planning, M&E, Procurement, and Finance Officers
- Engineers, ICT Teams & Infrastructure Units
- NGO Program Officers
- Agricultural Extension & Development Officers
- Donor-funded project coordinators
- Regional and District Development Administrators

PROGRAMME GOALS

The overarching purpose is to strengthen Africa's human capital capacity in project design, implementation, monitoring, and sustainability.

Specific goals:

- Enhance project planning, budgeting, and scheduling skills.
- Build institutional capacity for predictable and transparent project execution.
- Improve donor reporting, compliance and financial accountability.
- Equip officers with modern ICT and computerized tools for project management.
- Introduce global best practices tailored for African realities.
- Produce competent project managers capable of implementing multi-sectoral development initiatives.

EXPECTED OUTCOMES FOR PARTICIPATING MINISTRIES & INSTITUTIONS

Upon completion, your officers will:

- Plan and implement projects more efficiently
- Improve project monitoring, risk management & reporting
- Strengthen donor confidence and attract more funding
- Reduce delays and cost overruns in major national projects
- Manage ICT, infrastructure, agricultural, and development projects using best practices
- Implement LFA, RBM, and M&E systems effectively
- Produce results that directly advance national development priorities

ALIGNMENT WITH YOUR MINISTRY'S MANDATE AND AU DEVELOPMENT GOALS

Our programmes support the following institutional priorities:

- Effective service delivery
- Public sector accountability and transparency
- Sustainable development and capacity-building
- Results-based management
- Digital transformation in project implementation
- Donor-funded project compliance



PROJECTS & PROJECT MANAGEMENT PROGRAMMES

DURATION	COURSE	DURATION	JAN 2026 – JAN 2027
PPM 01	Introduction to Project Management – Principles	10 days	05 Jan – 16 Jan 2026 09 Mar – 20 Mar 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
PPM 02	Project Management - Basics for Success	5 days	05 Jan – 09 Jan 2026 04 May - 08 May 2026 05 Oct - 09 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027
PPM 03	Project Management Life Cycle	5 days	12 Jan – 16 Jan 2026 16 Feb - 20 Feb 2026 09 Nov - 13 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 14 Jan 2027
PPM 04	Budgeting and Scheduling Projects	5 days	19 Jan – 23 Jan 2026 02 Mar – 06 Mar 2026 26 Oct – 30 Oct 2026 07 Dec – 11 Dec 2026
PPM 05	Best Practices for Project Management Success	5 days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 23 Nov – 27 Nov 2026 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027
PPM 06	IT Project Management	5 days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
PPM 07	International Project Management	5 days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
PPM 08	Computerized Project Management	10 days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
PPM 09	Finance and Project Management for NGO's	10 days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2027



PROJECTS & PROJECT MANAGEMENT PROGRAMMES			
DURATION	COURSE	DURATION	JAN 2026 – JAN 2027
PPM 10	Fund Raising & Project Management for NGO's	5 days	12 Jan – 16 Jan 2026 15 Jun – 19 Jun 2026 14 Sep – 18 Sep 2026 07 Dec – 11 Dec 2026
PPM 11	Project Monitoring ,Evaluation and Reporting	10 days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
PPM 12	Project Management	10 days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 31 Aug – 11 Sep 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
PPM 13	Agricultural Project Management	10 days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
PPM 14	Initiating and Planning Projects	10 days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
PPM 15	Project Cycle Management and Logical Framework Approach	10 days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
PPM 16	Financial Management for Development Project	10 days	05 Jan – 16 Jan 2026 06 Jul – 17 Jul 2026 02 Nov – 13 Nov 2026 11 Jan – 22 Jan 2027



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(FOR AFRICAN MINISTRIES, PUBLIC INSTITUTIONS, SOCIAL SECURITY AGENCIES AND INSURANCE BODIES)**INTRODUCTION**

Across Africa, the management of pensions, insurance portfolios and institutional risk has become increasingly complex due to emerging financial uncertainties, demographic changes, governance reforms, and heightened accountability requirements in the public sector. Ministries, pension funds, insurance regulators, public enterprises and social-security institutions are mandated to safeguard public resources and ensure that pension, insurance and risk-management systems operate sustainably, transparently and in line with national and international standards.

To support these mandates, our consultancy presents a comprehensive series of Risk, Insurance & Pension Administration Programmes designed to strengthen institutional performance, enhance governance, improve financial resilience, and equip officers with advanced competencies required in modern pension, insurance and risk systems.

This proposal outlines the purpose, relevance and institutional benefits of these programmes, which are aligned with your existing training calendar.

PURPOSE OF THE PROGRAMME COHORT

The overall purpose of this cohort is to build strong institutional foundations for sustainable pension administration, sound insurance operations and robust risk-governance systems within African public institutions. Specifically, the programmes seek to:

- Strengthen public institutions' ability to manage pensions and social security systems effectively and equitably.
- Enhance financial reporting, compliance and accounting practices within insurance, pensions and social-security environments.
- Build comprehensive risk-management capacities that enable Ministries and agencies to anticipate, evaluate and control operational, financial and strategic risks.
- Equip Boards, Executive Committees and technical teams with governance tools necessary for oversight of public funds and insurance schemes.
- Improve internal audit, monitoring, control and risk-communication capabilities.
- Ensure alignment with international standards for pensions, insurance accounting, internal control, and enterprise risk management.
- These programmes directly support national economic-governance reforms and long-term social-protection sustainability.

RATIONALE AND RELEVANCE TO AFRICAN MINISTRIES AND INSTITUTIONS

Institutions mandated to manage pensions, retirement benefits, insurance funds and public-sector risk operate in environments characterized by:

- Increasing demand for financial transparency
- Pressure to sustain pension and insurance funds
- Need for actuarially sound pension systems
- Risks associated with investment decisions, contributions and benefit obligations
- Emerging global insurance and reinsurance standards
- Regulatory and compliance requirements within public-sector auditing frameworks
- Challenges in communicating risk to stakeholders and Boards
- Growing exposure to credit, operational and strategic risks
- Rising public expectations for accountability and responsible stewardship of national assets

These realities require Ministries and institutions to develop strong competencies in risk identification, financial analysis, internal control, pension administration, and insurance operations.

The proposed programmes provide a robust, African-contextualised capacity-building solution that directly addresses these needs.

PROGRAMME COVERAGE AND THEMATIC AREAS

The cohort integrates interlinked themes that build comprehensive institutional capacity across pensions, insurance and risk governance. The following training components are included:

Pension and Social Security Administration

- Management of Pensions and Social Security
- Strengthening administrative efficiency, governance structures, member services, and sustainability of pension funds.

Retirement Schemes & Insurance Management

- Enhancing capacity for managing retirement benefits, annuities, life insurance products and long-term schemes.

Pension, Insurance and Reinsurance Accounting

- Pension Accounting
- Developing accurate financial reporting systems that reflect fund performance, actuarial valuations, liabilities and obligations.

Insurance Accounting

- Equipping officers with the skills required to manage insurance financial statements, premium flows, claims reserves and reinsurance arrangements.

Reinsurance Accounting

- Providing technical capacity to record, manage and reconcile reinsurance contracts, risk-sharing agreements and recoveries.

Risk Management and Risk Governance

- Risk Management Principles and Practices
- Offering foundational concepts of risk oversight, control environments and identification processes applicable to public-sector systems.
- Risk Assessment and Management
- Tools and methodologies for quantifying risk exposure and implementing mitigation strategies.
- Risk Governance – Engaging the Board
- Strengthening governance practices that enable boards and senior executives to provide oversight and policy direction.
- Applied Risk Communication for the 21st Century
- Enhancing institutional ability to communicate risk in ways that support decision-making and stakeholder confidence.

Financial, Operational and Strategic Risk Skills

- Risk Management and Credit Principles
 - ✓ Supporting institutions in evaluating creditworthiness, investment risk, counterparty risk and portfolio exposure.
- Portfolio and Risk Management
 - ✓ Developing competencies in asset allocation, investment diversification, risk-return balances and performance evaluation.
- Insurance Risk Management and Processes
 - ✓ Understanding underwriting risks, claims exposure, solvency issues and regulatory implications.
- Internal Control, Audit and Compliance
 - ✓ Corporate Risk Management and Internal Control /

Audit Management

Strengthening compliance frameworks, internal control processes, monitoring systems and audit-based oversight.

Risk Management and Post Entry Audit

Building capacity to detect, assess and prevent financial and operational irregularities through effective post-entry review mechanisms.

Expected Institutional Outcomes By participating in these programmes, Ministries and agencies can expect:

- Stronger governance and accountability within pension and insurance systems.
- Improved sustainability of retirement schemes and social-security funds.
- Enhanced accuracy and transparency in pension and insurance accounting.
- Effective internal control, compliance and auditing processes.
- Better management of investment portfolios and reduced exposure to financial risks.
- Robust enterprise risk-management frameworks aligned with global standards.
- Improved communication of risks to Boards, stakeholders and the public.
- Reduced institutional vulnerabilities through stronger operational and financial risk safeguards.

Collectively, these outcomes enhance the performance, credibility and resilience of national systems tasked with securing the financial well-being of citizens.

Target Beneficiaries

The programmes are designed for officers from:

- Ministries of Finance, Labour, Public Service, Planning and Social Development
- Pension Funds and Retirement Benefit

Administrators

- Social Security Institutions
- Insurance Regulators and State Insurance

Corporations

- Public Financial Management Units
- Internal Audit and Risk Departments
- Investment and Portfolio Management Units
- Public Enterprises, Parastatals and State-Owned

Entities

- Boards and oversight committees responsible for pension and insurance governance



RISK, INSURANCE & PENSION ADMINISTRATION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
RIP 01	Management of Pensions and Social Security	10 days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026
RIP 02	Retirement Schemes & Insurance Management	15 days	05 Jan - 23 Jan 2026 02 Mar - 20 Mar 2026 02 Nov - 20 Nov 2026 30 Nov – 18 Dec 2026 04 Jan – 22 Jan 2027
RIP 03	Pension Accounting	15 days	12 Jan – 30 Jan 2026 08 Jun – 26 Jun 2026 26 Oct - 13 Nov 2026 28 Dec – 15 Jan 2027
RIP 04	Reinsurance Accounting	10 days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
RIP 05	Insurance Accounting	15 days	05 Jan – 23 Jan 2026 01 Jun - 19 Jun 2026 02 Nov - 20 Nov 2026 11 Jan – 29 Jan 2027
RIP 06	Risk Management Principles and Practices	5 days	12 Jan - 16 2026 26 Oct - 30 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
RIP 07	Risk Assessment and Management	5 days	12 Jan – 16 Jan 2026 09 Mar - 13 Mar 2026 02 Nov - 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
RIP 08	Risk Management and Credit principles	5 days	05 Jan – 09 Jan 2026 27 Apr - 1 May 2026 09 Nov - 13 Nov 2026 18 Jan – 22 Jan 2027
RIP 09	Applied Risk Communication for the 21st Century	5 days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
RIP 10	Risk Governance- Engaging the Board	5 days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 23 Nov – 27 Nov 2026 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027



RISK, INSURANCE & PENSION ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
RIP 11	Portfolio and Risk Management	5 days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
RIP 12	Insurance Risk Management and Processes	5 days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
RIP 13	Risk Management an Post Entry Audit	5 days	05 Jan – 09 Jan 2026 04 May – 08 May 2026 05 Oct – 09 Oct 2026 14 Dec – 18 Dec 2026
RIP 14	Corporate Risk Management and Internal Control Audit Management	5 days	05 Jan – 09 Jan 2026 28 Dec– 2027 31 Dec 2026 04 Jan – 08 Jan



INTRODUCTION

Rural Development, agriculture and environmental management remain the backbone of livelihoods, food security, climate resilience and economic growth across Africa. However, these sectors continue to face persistent challenges including climate change, environmental degradation, weak institutional capacity, limited financing, and systemic gender inequalities.

Women constitute a significant proportion of the rural agricultural workforce, yet they continue to face unequal access to land, finance, technology, extension services, leadership opportunities and decision-making platforms. At the same time, environmental policies and rural development programmes often fail to fully integrate gender-responsive approaches, reducing their effectiveness and sustainability.

PROGRAMME OVERVIEW

The Rural Agriculture, Environment and Gender Equality Programmes consist of over 25 specialised short-term courses, delivered in 5-day and 10-day executive formats, scheduled strategically from January 2026 to January 2027. The programmes:

- Address policy, technical, institutional and leadership dimensions of rural and environmental development.
- Mainstream gender equality and social inclusion across all thematic areas.
- Respond to the needs of public sector institutions, SOEs, development agencies, NGOs and the private sector.
- Emphasise climate-smart, sustainable and inclusive development approaches.
- Provide multiple intakes to accommodate executive availability and organisational nominations.

TARGET GROUPS

The programmes are designed for a broad yet strategic audience, including:

Public Sector

- Permanent Secretaries and Principal Secretaries
- Directors and Senior Managers (Agriculture, Environment, Water, Gender, Rural Development)
- Agricultural Extension Officers and Environmental Officers
- Policy Analysts and Planners
- Local Government and Municipal Officials

State-Owned Enterprises & Public Agencies

- Executives and Senior Managers
- Project and Programme Managers
- Natural Resource and Environmental Management

Specialist

- Development Partners & NGOs
- Development Programme Managers
- Gender and Social Inclusion Specialists

- Climate Change and Environmental Experts
- Monitoring and Evaluation Officers

Private Sector & Agribusiness

- Agribusiness Executives and Managers
- Cooperative Leaders
- Agricultural Finance and Value Chain Specialists

Technical Professionals

- Engineers, Technologists and Technocrats
- Environmental Scientists and Planners
- Researchers, Consultants and Academics

PROGRAMME OBJECTIVES

The overall objectives of the Rural Agriculture, Environment and Gender Equality Programmes are to:

- Strengthen institutional and leadership capacity in rural agriculture and environmental management.
- Equip participants with practical tools for gender-responsive policy and programme design.
- Promote inclusive agricultural value chains and rural livelihoods.
- Enhance understanding and application of climate-smart agriculture and environmental sustainability.
- Strengthen natural resource governance and land-use management.
- Improve gender mainstreaming in agricultural projects, budgets and monitoring frameworks.
- Support food security, nutrition and poverty reduction strategies.
- Build capacity in environmental impact assessment (EIA) with a gender lens.
- Enhance monitoring, evaluation and accountability of rural and environmental programmes.
- Develop strategic leadership for inclusive rural transformation.

PROGRAMME SCOPE AND KEY THEMATIC AREAS

The programmes comprehensively cover the following integrated themes:

Rural Agriculture & Food Systems

- Gender-Responsive Agricultural Policy and Planning
- Inclusive Agricultural Value Chains
- Women's Leadership in Agriculture
- Agricultural Extension Services and Innovation
- Agribusiness Development and Cooperatives
- Agricultural Finance and Gender-Responsive Budgeting
- Food Security and Nutrition Environment, Climate & Natural Resources
- Environmental Policy and Governance
- Climate Change Adaptation and Resilience
- Climate-Smart Agriculture
- Sustainable Land and Water Management
- Biodiversity Conservation
- Environmental Impact Assessment (EIA) with Gender Lens

- Disaster Risk Reduction in Rural Areas

Gender Equality & Social Inclusion

- Gender Mainstreaming in Rural Development
- Gender Audits and Compliance
- Addressing Gender Gaps in Access to Resources
- Inclusive Decision-Making and Leadership
- Gender-Sensitive Monitoring and Evaluation

Cross-Cutting & Institutional Themes

- Integrated Rural Development Planning
- Programme and Project Management
- Results-Based Monitoring and Evaluation
- Policy Implementation and Reform
- Institutional Accountability and Governance

PROGRAMME EXPECTATIONS

Upon completion of the programmes, participants are expected to:

- Apply gender-responsive planning and implementation tools in their institutions.
- Improve policy formulation, programme design and service delivery.
- Strengthen climate resilience and environmental sustainability in rural interventions.
- Enhance institutional compliance with gender and environmental frameworks.
- Lead and influence inclusive rural development reforms.
- Serve as champions of gender equality and sustainability within their organisations.

PROGRAMME OUTCOMES

Institutional Outcomes

- Improved design and delivery of rural and environmental programmes
- Stronger gender mainstreaming across policies and projects

- Enhanced accountability, monitoring and reporting
- Increased effectiveness of climate and environmental interventions
- Improved food security and rural livelihoods
- Individual Outcomes
- Executive-level leadership and strategic capability
- Practical mastery of rural, environmental and gender tools
- Enhanced professional credibility and career advancement
- Increased capacity to manage complex, multi-sectoral programmes
- National and Regional Impact
- Inclusive and sustainable rural development
- Stronger alignment with SDGs, Agenda 2063 and national development plans
- Improved resilience to climate and environmental risks
- Greater participation of women in agriculture and environmental governance



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Email: admin@ncconsultants.org


RURAL DEVELOPMENT, AGRICULTURE, ENVIRONMENT & GENDER EQUALITY PROGRAMME

CODE	COURSE	Duration	JAN 2026 – JAN 2027
RAE 01	Gender-Responsive Rural Agricultural Policy & Planning	5 Days	12 Jan–16 Jan 2026 02 Mar–06 Mar 2026 06 Jul–10 Jul 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
RAE 02	Inclusive Agricultural Value Chains & Gender Equality	5 Days	19 Jan–23 Jan 2026 04 May–08 May 2026 03 Aug–07 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
RAE 03	Women’s Leadership in Agriculture & Rural Development	5 Days	26 Jan–30 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
RAE 04	Gender Mainstreaming in Agricultural Projects & Programmes	5 Days	05 Jan –09 Jan 2026 09 Mar–13 Mar 2026 05 Oct–09 Oct 202 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027
RAE 05	Sustainable Agriculture & Gender-Inclusive Food Systems	10 Days	12 Jan –23 Jan 2026 04 May–15 May 2026 07 Sep–18 Sep 2026; 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
RAE 06	Climate-Smart Agriculture & Gender Resilience	5 Days	05 Jan -09 Jan 2026 08 Jun–12 Jun 2026 02 Nov–06 Nov 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
RAE 07	Rural Livelihoods, Poverty Reduction & Gender	5 Days	12 Jan-16 Jan 2026 01 Jun–05 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
RAE 08	Gender-Sensitive Agricultural Extension Services	5 Days	19 Jan -23 Jan 2026 15 Jun - 19 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027



RURAL DEVELOPMENT, AGRICULTURE, ENVIRONMENT & GENDER EQUALITY PROGRAMME			
CODE	COURSE	Duration	JAN 2026 – JAN 2027
RAE 09	Gender & Environmental Policy Implementation	5 Days	05 Jan–09 Jan 2026 20 Apr–24 Apr 2026 12 Oct–16 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
RAE 10	Gender-Responsive Natural Resource Management	10 Days	05 Jan–09 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
RAE 11	Climate Change Adaptation & Gender in Rural Areas	5 Days	12 Jan–16 Jan 2026 11 May–15 May 2026 02 Nov–06 Nov 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
RAE 12	Environmental Impact Assessment (EIA) with Gender Lens	10 Days	26 Jan –30 Jan 2026 08 Jun–19 Jun 2026 05 Oct–16 Oct 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
RAE 13	Gender & Sustainable Land Use Management	5 Days	19 Jan -23 Jan 2026 04 May–08 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 18 Jan –22 Jan 2027
RAE 14	Gender Equality in Water, Irrigation & Rural Sanitation	5 Days	12 Jan –16 Jan 2026 15 Jun–19 Jun 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 11 Jan –15 Jan 2027
RAE 15	Biodiversity Conservation & Gender Inclusion	5 Days	05 Jan- 09 Jan 2026 01 Jun –05 Jun 2026 12 Oct –16 Oct 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
RAE 16	Gender-Inclusive Agribusiness Development	5 Days	19 Jan -23 Jan 2026 08 Jun–12 Jun 2026 17 Aug–21 Aug 2026 14 Dec–18 Dec 2026 18 Jan –22 Jan 2027
RAE 17	Food Security, Nutrition & Gender Equality	5 Days	19 Jan -23 Jan 2026 22 Jun –26 Jun 2026 07 Sep –11 Sep 2026 07 Dec –11 Dec 2026 11 Jan –15 Jan 2027

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Email: admin@nccconsultants.org


RURAL DEVELOPMENT, AGRICULTURE, ENVIRONMENT & GENDER EQUALITY PROGRAMME

CODE	COURSE	Duration	JAN 2026 – JAN 2027
RAE 18	Agricultural Finance & Gender-Responsive Budgeting	5 Days	19 Jan -23 Jan 2026 01 Jun –05 Jun 2026 02 Nov–06 Nov 2026 14 Dec –18 Dec 2026 25 Jan– 29 Jan 2027
RAE 19	Monitoring & Evaluation of Gender-Responsive Rural Programmes	5 Days	26 Jan -30 Jan 2026 06 Jul–10 Jul 2026 21 Sep–25 Sep 2026 07 Dec –11 Dec 2026 18 Jan –22 Jan 2027
RAE 20	Gender Equality in Agricultural Procurement & Cooperatives	5 Days	26 Jan-30 Jan 2026 15 Jun–19 Jun 2026 12 Oct–16 Oct 2026 14 Dec–18 Dec 2026 11 Jan –15 Jan 2027
RA 21	Gender-Responsive Disaster Risk Reduction in Rural Areas	5 Days	19 Jan -23 Jan 2026 20 July–24 Jul 2026 05 Oct –09 Oct 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
RAE 22	Climate Finance & Gender in Agriculture & Environment	10 Days	05 Jan –16 Jan 2026 03 Aug –14 Aug 2026 21 Sep–02 Oct 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027
RAE 23	Environmental Governance & Gender Accountability	5 Days	05 Jan -09 Jan 2026 17 Aug –21 Aug 2026 02 Nov–06 Nov 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
RAE 24	Gender Audits & Compliance in Agriculture & Environment	5 Days	12 Jan -16 Jan 2026 24 Aug–28 Aug 2026 28 Sep–02 Oct 2026 07 Dec–11 Dec 2026 11 Jan –15 Jan 2027
RAE 25	Integrated Rural Development & Gender Mainstreaming	10 Days	05 Jan -09 Jan 2026 07 Sep–18 Sep 2026 02 Nov–13 Nov 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027
RAE 26	Strategic Leadership for Gender Equality in Rural & Environmental Sectors	5 Days	26 Jan –30 Jan 2026 07 Sep–11 Sep 2026 09 Nov–13 Nov 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027

INTRODUCTION

In modern public and corporate institutions, Executive Secretaries, Personal Assistants and Senior Administrative Professionals are no longer clerical support staff. They are strategic enablers of leadership, governance, decision-making and institutional performance. Across Africa, senior offices are increasingly dependent on highly competent administrative professionals who can manage information, coordinate executive workflows, uphold ethics and protocol, and support policy and governance processes.

However, rapid changes in digital administration, governance standards, public sector reforms, information security and executive accountability have outpaced traditional secretarial training. This has created a clear skills gap between institutional expectations and the current capabilities of many administrative professionals.

NC Consultants Africa, has therefore designed a comprehensive portfolio of contemporary Secretarial and Administration programmes to strengthen professional competence, executive effectiveness and institutional credibility.

PROGRAMME OVERVIEW

The Secretarial and Administrative Excellence Programme Portfolio is a structured set of high-impact 5-day and 10-day executive short-term courses targeting senior-level administrative professionals and executive support staff.

The programmes integrate professional administration, governance support, communication, digital office systems, ethics, protocol and leadership, ensuring that participants become trusted strategic partners to executives and senior officials.

Core Focus Areas

- Executive secretarial excellence and office leadership
- Strategic administrative support to senior management and boards
- Professional communication, protocol and executive correspondence
- Records, information management and digital administration
- Ethics, confidentiality, compliance and public sector governance
- Time management, productivity and executive coordination
- Leadership, professionalism and future-ready administrative practice

TARGET GROUPS

Primary Target Groups

- Executive Secretaries
- Personal Assistants to Ministers, Permanent Secretaries, CEOs and Directors
- Senior Secretaries and Administrative Officers
- Chief Administrative Assistants

- Office Managers and Executive Office Coordinators

Secondary Target Groups

- Administrative Officers in Ministries, Departments and Agencies
- Parliamentary, Judicial and Municipal Secretarial Staff
- Secretariat staff of Boards, Commissions and Regulatory Authorities
- Senior Administrative Staff in State-Owned Enterprises and NGOs

Institutional Beneficiaries

- Ministries, Departments and Agencies (MDAs)
- Local Government Authorities and Municipal Councils
- State-Owned Enterprises and Public Corporations
- Regional and Continental Institutions
- Large Private and Development Organisations

PROGRAMME OBJECTIVES

Overall Objective

To enhance professional competence, leadership capacity and strategic relevance of executive secretarial and administrative professionals in support of effective governance, executive performance and institutional excellence.

Specific Objectives

Participants will be equipped to:

- Deliver high-level executive secretarial and administrative support aligned with organisational mandates
- Apply strategic office management and governance support practices
- Manage executive communication, correspondence and stakeholder relations professionally
- Implement effective records, information and digital office systems
- Uphold ethics, confidentiality, protocol and compliance standards
- Improve executive productivity through advanced time, diary and meeting management
- Provide administrative support to policy formulation, boards and decision-making processes
- Adapt to emerging trends in digitalisation and the future of administrative work

ALIGNMENT WITH THE LISTED COURSE THEMES

- Core Secretarial & Executive Administration Covers executive office management, coordination, leadership and strategic administrative support.

Outcome: Highly competent executive offices that enable senior leadership effectiveness.

- Communication, Protocol & Professional Image
Focuses on executive correspondence, stakeholder liaison, protocol, etiquette and professional conduct.
- Outcome: Improved institutional image and effective executive communication.
- Office Systems, Records & Digital Administration
- Addresses digital filing, information management, cyber awareness and office automation.

Outcome: Secure, efficient and modern administrative systems.

- Planning, Time Management & Operational Support
- Covers productivity, diary management, meetings, conferences and logistics.

Outcome: Enhanced executive efficiency and workflow coordination.

- Ethics, Compliance & Public Sector Administration
Addresses ethics, confidentiality, administrative law and governance frameworks.

Outcome: Strong compliance, reduced risk and enhanced institutional credibility.

- Executive & Advanced Specialisations Focuses on board support, leadership skills and strategic administrative roles.
- Outcome: Administrative professionals positioned as strategic partners to leadership.
- Contemporary & Cross-Cutting Issues
- Covers gender-responsive administration, customer service, wellbeing and future-of-work trends.

Outcome: Inclusive, resilient and future-ready administrative professionals.

Participant Expectations

Participants are expected to:

- Actively participate in case studies, simulations and practical exercises

- Share workplace experiences and challenges
- Develop a personal or institutional administrative
- Apply knowledge and tools in their offices after training

Institutional Expectations

Participating organisations are encouraged to:

- Nominate staff supporting senior leadership
- Provide an enabling environment for post-training application
- Recognise and support professional development of administrative staff

PROGRAMME OUTCOMES

Institutional Outcomes

- Improved efficiency and professionalism of executive offices
- Enhanced governance support and compliance
- Stronger institutional image and stakeholder confidence

Operational Outcomes

- Better managed records, communication and executive workflows
- Improved meeting, diary and event coordination
- Reduced operational risks related to information handling and ethics

Individual Outcomes

- Increased professional confidence and executive relevance
- Improved career progression and leadership readiness
- Recognition as trusted executive support professionals





SECRETARIAL AND ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SEC 01	Executive Secretarial & Office Management Excellence	5 Days	05 Jan–09 Jan 2026 15 Jun–19 Jun 2026 02 Nov–06 Nov 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
SEC 02	Advanced Personal Assistant Skills for Senior Executives	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
SEC 03	Professional Administrative Management for Public Sector	5 Days	26 Jan–30 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
SEC 04	Strategic Office Administration & Governance Support	10 Days	05 Jan–09 Jan 2026 11 May–15 May 2026 12 Oct–16 Oct 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
SEC 05	Executive Office Leadership & Coordination	5 Days	05 Jan–16 Jan 2026 18 May–29 May 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
SEC 06	Business Communication & Executive Correspondence	5 Days	12 Jan–16 Jan 2026 09 Mar–13 Mar 2026 13 Jul–17 Jul 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
SEC 07	Protocol, Etiquette & Diplomatic Office Practice	5 Days	19 Jan–23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
SEC 08	Professional Writing, Minutes & Records Management	5 Days	26 Jan–30 Jan 2026 04 May–08 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
SEC 09	Stakeholder Relations & Executive Liaison Skills	5 Days	12 Jan–16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027

Kindly take note that all our training programmes in this catalog can also be delivered in your premises or a chosen country, upon request, tuned to your specific work expectations (T&C applies).
Email: admin@ncconsultants.org



SECRETARIAL AND ADMINISTRATION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SEC 10	Records & Information Management in the Digital Age	5 Days	05 Jan –09 Jan 2026 08 Jun–12 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
SEC 11	Electronic Document & Filing Systems	5 Days	19 Jan–23 Jan 2026 04 May–08 May 2026 17 Aug–21 Aug 2026 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027
SEC 12	Office Automation & Digital Tools for PAs	5 Days	12 Jan–16 Jan 2026 22 Jun–26 Jun 2026 28 Sep–02 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
SEC 13	Cyber Awareness & Information Security for Admin Staff	5 Days	19 Jan–23 Jan 2026 06 Jul–10 Jul 2026 12 Oct–16 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
SEC 14	Executive Time Management & Productivity Mastery	5 Days	05 Jan–09 Jan 2026 15 Jun–19 Jun 2026 02 Nov–06 Nov 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027
SEC 15	Event, Meeting & Conference Management	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
SEC 16	Travel, Logistics & Diary Management for Executives	5 Days	26 Jan–30 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
SEC 17	Ethics, Confidentiality & Professional Conduct	5 Days	26 Jan–30 Jan 2026 15 Jun–19 Jun 2026 02 Nov–06 Nov 2026 14 Dec–18 Dec 2026 11 Jan–15 Jan 2027
SEC 18	Administrative Law & Compliance for Secretaries	5 Days	12 Jan–16 Jan 2026 08 Jun–12 Jun 2026 28 Sep–02 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027



SECRETARIAL AND ADMINISTRATION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SEC 19	Public Sector Administration & Office Governance	5 Days	19 Jan-23 Jan 2026 01 Jun-05 Jun 2026 12 Oct-16 Oct 2026 14 Dec-18 Dec 2026 25 Jan-29 Jan 2027
SEC 20	Executive Support in Policy & Decision-Making	5 Days	19 Jan-23 Jan 2026 20 Jul-24 Jul 2026 05 Oct-09 Oct 2026 07 Dec-11 Dec 2026 11 Jan-15 Jan 2027
SEC 21	Leadership Skills for Senior Administrative Professionals	5 Days	05 Jan-09 Jan 2026 17 Aug-21 Aug 2026 28 Sep-02 Oct 2026 14 Dec-18 Dec 2026 18 Jan-22 Jan 2027
SEC 22	Strategic Administrative Support to Boards & CEOs	10 Days	05 Jan-16 Jan 2026 07 Sep-18 Sep 2026 02 Nov-13 Nov 2026 07 Dec-18 Dec 2026 11 Jan -22 Jan 2027
SEC 23	Gender-Responsive Administration & Office Practice	5 Days	12 Jan-16 Jan 2026 24 Aug-28 Aug 2026 09 Nov-13 Nov 2026 07 Dec-11 Dec 2026 25 Jan-29 Jan 2027
SEC 24	Customer Service & Front Office Excellence	5 Days	26 Jan-30 Jan 2026 07 Sep-11 Sep 2026 02 Nov-06 Nov 2026 14 Dec-18 Dec 2026 11 Jan-15 Jan 2027
SEC 25	Stress Management & Wellbeing for Admin Professionals	5 Days	26 Jan -30 Jan 2026 14 Sep-18 Sep 2026 09 Nov-13 Nov 2026 07 Dec-11 Dec 2026 18 Jan-22 Jan 2027
SEC 26	Future of Administrative & Secretarial Work	10 Days	05 Jan-16 Jan 2026 21 Sep-02 Oct 2026 09 Nov-20 Nov 2026 07 Dec-18 Dec 2026 11 Jan-22 Jan 2027

INTRODUCTION

Across Africa, the social welfare landscape is evolving rapidly due to rising vulnerabilities, public health challenges, poverty, displacement, orphan hood, youth risks, mental health concerns, and pressures on families and community systems. These realities demand a highly trained, compassionate, and professionally equipped workforce capable of providing psychosocial support, facilitating community resilience, and strengthening national social protection systems.

NC Consultants Africa, proposes a comprehensive suite of Social Work & Psychosocial Capacity-Building Programmes designed to empower Ministries and social sector institutions with the knowledge, practical skills, and strategic competencies needed to deliver quality care and support to vulnerable populations

Rationale for the Programme

Many African governments and development organizations face critical challenges:

- Increasing numbers of orphaned and vulnerable children due to economic shocks, disease, and displacement
- Growing demand for mental health and psychosocial support services
- Shortage of skilled officers in child protection, OVC management, and community welfare
- Rising cases of elderly neglect and limited management capacity for old age homes
- Insufficient specialized counselling knowledge among frontline social workers
- The long-term psychosocial impact of pandemics, conflicts, and socio-economic disruptions

To address these issues, competent and professional social workers are essential—not only to deliver support but also to coordinate prevention, early intervention, crisis response, and long-term care.

This proposal responds directly to these needs by offering relevant, structured, and impactful training programmes aligned with Africa's social development priorities.

PROGRAMME OVERVIEW

The Social Work & Psychosocial Programmes include:
Specialized Counselling & Psychology Courses

- Child and Adolescent Counselling
- Introduction to Psychology
- Counselling Dementia Care

Childcare & Protection Courses

- Childcare and Development
- Managing Orphan and Vulnerable Children (OVC)
- Child Protection: Children's Rights – Theory and Practice
- Management of Children's Home and Operations

Community & Institutional Support Courses

- Strengthening Community Health Worker

Programmes

- Psychosocial Management and Operations
- Managing Old Age Homes

Contextual and Emerging Issues

COVID-19's Economic Impact and Crafting an Effective

Response

These programmes are offered on different dates as per the annual training calendar, allowing Ministries and organizations to send participants at the most convenient times throughout the year

OBJECTIVES OF THE PROGRAMMES

The overarching objectives are to:

- Strengthen the capacity of government and NGO personnel to deliver professional psychosocial support services.
- Equip officers with advanced knowledge in managing vulnerable populations, including children, elderly persons, and individuals with mental health needs.
- Improve institutional systems for child protection, community support, and social welfare service delivery.
- Enhance practical counselling skills across various age groups and psychosocial needs.
- Build resilient community health support structures capable of responding to crises, pandemics, and socio-economic shocks.
- Ensure social welfare institutions operate efficiently, ethically, and in alignment with national and international child protection frameworks.

TARGET BENEFICIARIES

These programmes are designed for:

- Ministry of Social Development
- Ministry of Health
- Ministry of Gender, Children & Social Welfare
- Ministry of Community Development
- Social workers & Social Welfare Officers
- Community Development Officers
- Child Protection Specialists
- NGO Project Officers
- Community Health Workers
- Psychosocial Support Practitioners
- Managers of Children's Homes and Old Age Facilities
- Welfare Officers in Hospitals, Clinics & Refugee Settlements
- Faith-based and CBO social services teams

Expected Outcomes

Upon completion of the programmes, participating Ministries and organizations will gain:
Enhanced Service Delivery

- ✓ Improved counselling and psychosocial intervention skills
- ✓ Strengthened child protection systems and community welfare frameworks

Institutional Capacity Growth

- ✓ Better management of old age homes, children's homes, and OVC programs
- ✓ Enhanced operational capacity for community health workers

Professional Efficiency

- ✓ Increased ability to respond to mental health, trauma, and family crises
- ✓ Effective application of psychological principles in real cases

Strengthened Compliance & Standards

- ✓ Improved adherence to national welfare policies, international child rights conventions, and social development protocols

Crisis Response Preparedness

- ✓ Institutional readiness to address health crises and socio-economic impacts like those experienced with COVID-19





SOCIAL WORK & PSYCHOSOCIAL PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SWP 01	Child and Adolescent Counselling	10 Days	05 Jan – 16 Jan 2026 27 Feb - 06 Mar 2026 07 Dec – 18 Dec 2026 04 Jan – 16 Jan 2027
SWP 02	Childcare and Development	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
SWP 03	Counselling	10 Days	19 Jan – 30 Jan 2026 15 Jun – 26 Jun 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
SWP 04	Dementia Care	10 Days	12 Jan – 23 Jan 2026 27 Apr - 08 May 2026 24 Aug - 04 Sep 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
SWP 05	Managing Old Age Homes	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
SWP 06	Managing Orphan and Vulnerable Children(OVC)	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2027
SWP 07	Introduction to Psychology	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
SWP 08	Management of Children's Home and Operations	10 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026
SWP 09	Psychosocial Management and Operations	10 Days	05 Jan – 16 Jan 2026 04 May -15 May 2026 14 Sep - 23 Sep 2026 30 Nov - 11 Dec 2026 18 Jan – 29 Jan 2027



SOCIAL WORK & PSYCHOSOCIAL PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
SWP 10	Strengthening Community Health Worker	10 Days	19 Jan – 30 Jan 2026 15 Jun - 26 Jun 2026 26 Oct – 06 Nov 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
SWP 11	Child Protection: Children’s rights-Theory and Practice	10 Days	18 May - 29 May 2026 17 Aug - 28 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
SWP 12	COVID-19’s Economic Impact and Crafting an Effective	10 Days	19 Jan – 30 Jan 2026 22 Jun - 03 Jul 2026 25 Aug - 05 Sep 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027



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Email: admin@nccconsultants.org

INTRODUCTION

In a rapidly evolving tourism landscape, strategic leadership and innovative practices are essential for public sector officials and executives. NC Consultants Africa's 2026 Short-Term Training Programmes are designed to equip leaders with the skills, Knowledge, and tools necessary to drive sustainable tourism, foster public-private partnerships, and enhance community engagement. This proposal outlines our comprehensive training offerings, aligning with the listed courses to motivate decision-makers to choose attend and sponsor their staff for participation.

PROGRAMME OVERVIEW

Strategic Destination Management for Public Sector Tourism Leaders

- ✓ **Objective:** Develop strategic insights for effective destination management.
- ✓ **Benefits:** Attract tourists, enhance competitiveness, and support local economies through targeted strategies.

Public-Private Partnerships in Tourism Development

- ✓ **Objective:** Promote collaboration between government and private sectors.
- ✓ **Benefits:** Leverage resources, share risks, and enhance project delivery for robust tourism development.

Climate Resilience & Sustainable Tourism for Governments

- ✓ **Objective:** Integrate sustainability into tourism policies and practices.
- ✓ **Benefits:** Build resilience against climate change, ensuring long-term viability and attractiveness of destinations.

Policy Design for Tourism, Culture & Creative Industries

- ✓ **Objective:** Equip leaders with skills to design effective tourism policies.
- ✓ **Benefits:** Foster an integrated approach to tourism, culture, and creative industries, enhancing cultural heritage and tourism appeal.

International Trade Negotiations for Tourism Services

- ✓ **Objective:** Understand the nuances of international trade agreements affecting tourism.
- ✓ **Benefits:** Enhance negotiation skills to promote tourism services effectively on global platforms.

Crisis & Risk Management in Hospitality & Tourism

- ✓ **Objective:** Prepare leaders to manage crises effectively within the tourism sector.
- ✓ **Benefits:** Improve organizational resilience and ensure safety for tourists and stakeholders.

Digital Transformation in Public Tourism Portals

- ✓ **Objective:** Leverage digital technologies to improve tourism service delivery.

- ✓ **Benefits:** Enhance user experience and streamline access to tourism information and services.

Data-Driven Decision Making for Tourism Policy

- ✓ **Objective:** Empower leaders to utilize data analytics in policy formulation.
- ✓ **Benefits:** Develop strategies based on evidence, driving effective tourism growth.

Marketing Africa Tourism to Global Markets

- ✓ **Objective:** Equip participants with marketing strategies tailored to global audiences.
- ✓ **Benefits:** Increase Africa's visibility as a premier travel destination, attracting diverse tourist demographics.

Responsible Tourism & Community Engagement for Public Servants

- ✓ **Objective:** Foster community involvement in tourism development.
- ✓ **Benefits:** Enhance local economies and create positive impacts through responsible tourism practices.

Tourism Statistics & Impact Assessment for Policy Makers

- ✓ **Objective:** Train officials to evaluate tourism's economic contributions accurately.
- ✓ **Benefits:** Informed policy-making that supports growth and sustainability in the tourism sector.

Leadership & Governance in Hospitality Management

- ✓ **Objective:** Cultivate leadership skills essential for effective governance in hospitality.
- ✓ **Benefits:** Strengthen governance structures, leading to improved service delivery and operational excellence.

Negotiation Skills for International Meetings

- ✓ **Objective:** Enhance negotiation skills for successful international collaboration.
- ✓ **Benefits:** Build capacity to engage in fruitful negotiations that support tourism initiatives

Public Sector Procurement for Tourism Projects

- ✓ **Objective:** Educate on procurement processes specific to tourism projects.
- ✓ **Benefits:** Ensure transparency and efficiency in public sector procurement, enhancing project success rates.

Sustainable Events Management for Governments

- ✓ **Objective:** Develop skills for managing environmentally sustainable events.
- ✓ **Benefits:** Promote responsible event practices that align with global sustainability goals.

Human Capital Development in Hospitality

- ✓ **Objective:** Focus on workforce development

- ✓ within the hospitality sector.
- ✓ **Benefits:** Build a skilled workforce that enhances service quality and customer satisfaction.

Visa Policy & Immigration Liaison for Trade Ministries

- ✓ **Objective:** Address visa policy issues affecting tourism.
- ✓ **Benefits:** Facilitate smoother travel experiences for tourists, boosting arrivals.

Economic Diplomacy for Tourism Promotion

- ✓ **Objective:** Understand the role of diplomacy in promoting tourism.
- ✓ **Benefits:** Enhance international relations that support tourism development and growth.

International Tourism Law & Compliance

- ✓ **Objective:** Familiarize participants with legal frameworks governing tourism.
- ✓ **Benefits:** Ensure compliance with international laws, protecting stakeholders and enhancing tourism integrity.

Public Communication & Media Engagement for Tourism Campaigns

- ✓ **Objective:** Develop skills for effective communication and media engagement.
- ✓ **Benefits:** Craft compelling narratives that enhance tourism campaigns and attract visitors.

Data Analytics for Public Sector Tourism Projects

- ✓ **Objective:** Utilize data analytics to improve tourism project outcomes.
- ✓ **Benefits:** Make informed decisions that enhance project effectiveness and visitor experiences.

Advanced Customer Experience in Hospitality (Public Sector Focus)

- ✓ **Objective:** Enhance customer service strategies within public sector hospitality.
- ✓ **Benefits:** Improve visitor satisfaction and loyalty through exceptional service delivery.

Hospitality Revenue Management for Governments

- ✓ **Objective:** Train officials in revenue management techniques specific to hospitality.

- ✓ **Benefits:** Maximize revenue opportunities while maintaining affordability for visitors.

Tourism Product Innovation for Policy Makers

- ✓ **Objective:** Foster innovation in tourism products and services.
- ✓ **Benefits:** Create unique offerings that attract tourists and enhance destination appeal.

Public Health & Safety at Tourism Sites

- ✓ **Objective:** Ensure health and safety standards are met at tourism sites.
- ✓ **Benefits:** Protect visitors and enhance the reputation of tourism destinations.

Cross-Border Tourism & Customs Cooperation

- ✓ **Objective:** Address challenges in cross-border tourism.
- ✓ **Benefits:** Facilitate smoother travel experiences through improved customs and cooperation.

Governance of Heritage & Cultural Tourism

- ✓ **Objective:** Promote effective governance of cultural and heritage tourism.
- ✓ **Benefits:** Enhance the preservation of cultural heritage while attracting tourism.

Strategic Leadership in Tourism & Public Service

- ✓ **Objective:** Intensive training on strategic leadership principles.
- ✓ **Benefits:** Equip leaders with the skills necessary for effective public service in tourism.

International Trade & Tourism Law

- ✓ **Objective:** Deep dive into legal frameworks affecting international tourism.
- ✓ **Benefits:** Build a solid understanding of international trade laws and their impact on tourism.

Data-Driven Policy Making for Tourism

- ✓ **Objective:** Hands-on training in data-driven policy formulation.
- ✓ **Benefits:** Empower participants to use data for strategic decision-making





TOURISM AND HOSPITALITY PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
TH 01	Strategic Destination Management for Public Sector Tourism Leaders	5 Days	19 Jan – 23 Jan 2026 12 May – 16 May 2026 03 Nov – 07 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
TH 02	Public-Private Partnerships in Tourism Development	5 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
TH 03	Climate Resilience & Sustainable Tourism for Governments	5 Days	12 Jan – 16 Jan 2026 03 Nov – 07 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
TH 04	Policy Design for Tourism, Culture & Creative Industries	5 Days	05 Jan – 09 Jan 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
TH 05	International Trade Negotiations for Tourism Services	5 Days	19 Jan – 23 Jan 2026 30 Mar – 03 Apr 2026 07 Dec – 11 Dec 2026 18 Jan – 22 Jan 2027
TH 06	Crisis & Risk Management in Hospitality & Tourism	5 Days	19 Jan – 23 Jan 2026 12 May – 16 May 2026 03 Nov – 07 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
TH 07	Digital Transformation in Public Tourism Portals	5 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 03 Aug – 07 Aug 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
TH 08	Data-Driven Decision Making for Tourism Policy	5 Days	12 Jan – 16 Jan 2026 11 May – 15 May 2026 19 Oct – 23 Oct 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
TH 10	Responsible Tourism & Community Engagement for Public Servants	5 Days	26 Jan – 30 Jan 2026 08 Jun – 12 Jun 2026 28 Sep – 02 Oct 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027



TOURISM AND HOSPITALITY PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
TH 12	Tourism Statistics & Impact Assessment for Policy Makers	5 Days	05 Jan – 09 Jan 2026 23 Feb – 27 Feb 2026 26 Oct – 30 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
TH 13	Leadership & Governance in Hospitality Management	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 30 Nov – 04 Dec 2026 11 Jan – 14 Jan 2027
TH 14	Negotiation Skills for International Meetings	5 Days	19 Jan – 23 Jan 2026 16 Mar – 20 Mar 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 25 Jan – 29 Jan 2027
TH 15	Public Sector Procurement for Tourism Projects	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
TH 16	Sustainable Events Management for Governments	5 Days	12 Jan – 16 Jan 2026 15 Jun – 19 Jun 2026 14 Sep – 18 Sep 2026 07 Dec – 11 Dec 2026
TH 17	Human Capital Development in Hospitality	5 Days	26 Jan - 30 Jan 2026 20 Apr – 24 Apr 2026 09 Nov – 13 Nov 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
TH 18	Visa Policy & Immigration Liaison for Trade Ministries	5 Days	05 Jan – 09 Jan 2026 04 May - 08 May 2026 05 Oct - 09 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027
TH 19	Economic Diplomacy for Tourism Promotion	5 Days	12 Jan – 16 Jan 2026 16 Feb - 20 Feb 2026 09 Nov - 13 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 14 Jan 2027
TH 20	International Tourism Law & Compliance	5 Days	19 Jan – 23 Jan 2026 02 Mar – 06 Mar 2026



TOURISM AND HOSPITALITY PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
TH 21	Public Communication & Media Engagement for Tourism Campaigns	5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026
TH 22	Data Analytics for Public Sector Tourism Projects	5 Days	12 Jan – 16 Jan 2026 13 Jul – 17 Jul 2026 16 Nov – 27 Nov 2026 28 Dec – 01 Jan 2027
TH 23	Advanced Customer Experience in Hospitality (Public Sector Focus)	5 Days	05 – 09 Jan 2026 28 – 31 Dec 2026 04 Jan – 08 Jan 2027
TH 24	Hospitality Revenue Management for Governments	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
TH 26	Public Health & Safety at Tourism Sites	5 Days	05 Jan – 09 Jan 2026 29 Jun – 03 Jul 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
TH 27	Cross-Border Tourism & Customs Cooperation	5 Days	19 Jan – 30 Jan 2026 27 Apr – 8 May 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
TH 28	Governance of Heritage & Cultural Tourism	5 Days	05 Jan – 09 Jan 2026 01 Jun- 05 Jun 2026 05 Oct - 09 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
TH 29	Strategic Leadership in Tourism & Public Service	10 Days	12 Jan – 23 Jan 2026 29 Jun – 10 Jul 2026 16 Nov–27 Nov 2026 28 Dec – 08 Jan 2027
TH 30	International Trade & Tourism Law	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 26 Oct – 07 Nov 2026 04 Jan – 15 Jan 2027
TH 31	Data-Driven Policy Making for Tourism	10 Days	12 Jan – 23 Jan 2026 15 Jun– 26 Jun 2026 21 Sep – 02 Oct 2026 28 Dec – 08 Jan 2027

EXECUTIVE SUMMARY

Africa’s development trajectory is increasingly shaped by the interdependence of water security, energy transition, environmental sustainability and gender equality. Rapid urbanisation, climate change, infrastructure deficits, rural vulnerability, and persistent gender gaps demand highly skilled, policy-literate and technically competent leaders across the public and private sectors.

NC Consultants Africa, proposes a comprehensive portfolio of short-term executive and professional training programmes focused on Water, Energy and Environment (WEE), fully integrated with Gender Equality and Social Inclusion (GESI) principles.

The programmes are designed to strengthen policy, technical, governance and leadership capacity among African decision-makers, engineers, technocrats and development practitioners. They respond directly to national development priorities, regional frameworks, and continental commitments including Agenda 2063, SDGs 5, 6, 7 and 13, Nationally Determined Contributions (NDCs), Energy Compacts, Water Security Strategies and Climate Action Plans.

PROGRAMME OVERVIEW

The WEE–Gender Training Portfolio is delivered through 5-day and 10-day intensive programmes hosted across selected African training hubs between January 2026 and January 2027.

CORE THEMATIC COVERAGE

The programmes holistically address:

- a. Water–Energy–Environment Governance**
 - Integrated WEE policy and institutional coordination
 - Transboundary water governance and environmental diplomacy
 - Environmental law, compliance and safeguards
- b. Energy, Water & Climate Resilience**
 - Climate-resilient water and energy systems
 - Renewable energy–water linkages
 - Disaster risk reduction and resilience planning
- c. Gender Equality & Social Inclusion**
 - Gender-responsive policy design
 - Women’s leadership in water, energy and environment
 - Gender mainstreaming in infrastructure projects
 - Inclusive service delivery for vulnerable communities
- d. Infrastructure, Utilities & Service Delivery**
 - Water utilities management and governance

- Rural water supply and energy access
- Sustainable infrastructure and PPP models
- e. Environment, Natural Resources & Sustainability**
 - Environmental impact assessment and safeguards
 - Nature-based solutions
 - Sustainable mining, energy and environmental management
- f. Data, Digital Tools & Innovation**
 - Data analytics, GIS and digital tools for WEE planning
 - Evidence-based decision-making
 - Monitoring, evaluation and reporting frameworks

TARGET GROUPS

The programmes are intentionally structured to attract high-impact participants who influence policy, planning, regulation and implementation.

Primary Target Groups

- Permanent Secretaries and Directors-General
- Senior Officials in Water, Energy, Environment & Climate Ministries
- CEOs and Senior Managers of Utilities and Regulators
- Engineers, Technocrats and Infrastructure Specialists
- Rural Electrification & Water Authorities
- Environmental Protection Agencies
- Gender & Social Development Officers
- Climate Change Units and NDC Coordinators

Secondary Target Groups

- Local Government and Municipal Authorities
- Development Finance Institutions
- Regional Economic Communities (RECs)
- Donor-funded programme managers
- Research and technical institutions

PROGRAMME OBJECTIVES

To build a critical mass of competent, gender-responsive and climate-aware leaders capable of driving sustainable Water, Energy and Environment outcomes across Africa.

Specific Objectives

The programmes aim to:

- Strengthen policy formulation and regulatory effectiveness in WEE sectors
- Improve technical and operational capacity in water, energy and environmental systems
- Enhance gender equality and social inclusion in planning and implementation
- Build resilience to climate and environmental risks
- Improve institutional governance and leadership performance

- Promote integrated, data-driven decision-making
- Strengthen project design, financing and implementation readiness
- Support regional cooperation and transboundary governance

PROGRAMME EXPECTATIONS

Expectations from Participating Institutions

- Nomination of appropriately positioned officials
- Support for full programme participation
- Facilitation of post-training knowledge sharing within institutions

Expectations from Participants

- Active engagement in discussions and group work
- Sharing of country and institutional experiences
- Application of acquired skills in the workplace

Commitment from NC Consultants – Africa

- High-quality curriculum and expert facilitators
- Africa-focused and globally benchmarked content
- Professional learning environment
- Continuous programme evaluation and improvement

PROGRAMME OUTCOMES

Participant Outcomes

Upon completion, participants will be able to:

- Design and implement integrated WEE policies

- Apply gender-responsive approaches in projects
- Strengthen institutional governance and compliance
- Lead climate-resilient and inclusive initiatives
- Use data and digital tools for planning and monitoring

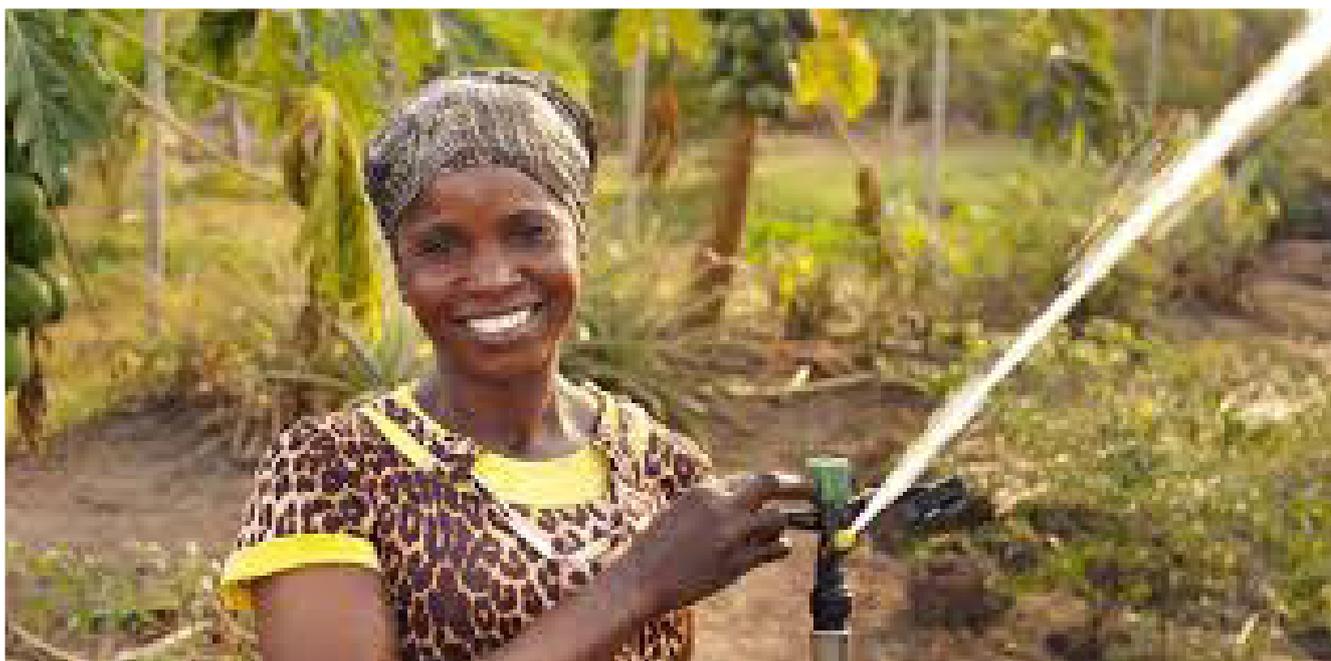
Institutional Outcomes

Participating organisations will benefit from:

- Improved policy coherence and coordination
- Enhanced service delivery and infrastructure management
- Stronger gender and social inclusion outcomes
- Increased resilience to climate and environmental risks
- Better alignment with national and international commitments

Continental Impact

- Strengthened African leadership in WEE sectors
- Progress towards universal access to water and energy
- Improved environmental stewardship
- Greater gender equality in infrastructure and resource governance



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WATER, ENERGY & ENVIRONMENT WITH GENDER EQUALITY AND SOCIAL INCLUSION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 01	Integrated Water–Energy–Environment Policy & Governance	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 02	Gender-Responsive Water & Energy Policy Design	5 Days	05 Jan–09 Jan 2026 22 Jun–26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 03	Climate Change, Water Security & Energy Resilience	10 Days	19 Jan–30 Jan 2026 07 Sep–18 Sep 2026 02 Nov–13 Nov 2026 07 Dec–18 Dec 2026 11 Jan –22 Jan 2027
WEE 04	Water Resource Management & Gender Inclusion	5 Days	19 Jan–23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 05	Renewable Energy, Water Systems & Gender Equity	5 Days	26 Jan –30 Jan 2026 04 May–08 May 2026 07 Sep–11 Sep 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
WEE 06	Environmental Governance & Social Safeguards	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
WEE 07	Gender Mainstreaming in Infrastructure Projects (Water & Energy)	5 Days	19 Jan–23 Jan 2026 20 Apr–24 Apr 2026 10 Aug–14 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 08	Rural Water Supply, Energy Access & Women’s Empowerment	5 Days	05 Jan–09 Jan 2026 08 Jun–12 Jun 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 18 Jan–22 Jan 2027



WATER, ENERGY & ENVIRONMENT WITH GENDER EQUALITY AND SOCIAL INCLUSION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 09	Water–Energy–Food Nexus for Policy Makers	5 Days	19 Jan -23 Jan 2026 04 May–08 May 2026 17 Aug–21 Aug 2026 14 Dec–18 Dec 2026 11Jan–15 Jan 2027
WEE 10	Climate-Smart Water & Energy Planning	10 Days	05 Jan -16 Jan 2026 06Jul–17 Jul 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11Jan–22 Jan 2027
WEE 11	Gender Equality in Climate & Environmental Action	5 Days	12Jan –16 Jan 2026 11 May–15 May 2026 19 Oct–23 Oct 2026; 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 12	Environmental Impact Assessment (EIA) & Gender Safeguards	5 Days	19 Jan-23 Jan 2026 08 Jun–12 Jun 2026 07 Dec–11 Dec 2026 25 Jan–29 Jan 2027
WEE 13	Water Utilities Management & Gender-Inclusive Leadership	5 Days	04 May –08 May 2026 14 Sep–18 Sep 2026 30 Nov–04 Dec 2026 11 Jan–15 Jan 2027
WEE 14	Energy, Environment & Gender-Responsive Budgeting	5 Days	05 Jan-16 Jan 2026 06 Jul–17 Jul 2026 14Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 15	Sustainable Water Infrastructure & PPPs	5 Days	19 Jan–23 Jan 2026 01 Jun–05 Jun 2026 07 Sep–11 Sep 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 17	Environmental Law, Compliance & Gender Rights	5 Days	05 Jan–09 Jan 2026 22 Jun –26 Jun 2026 19 Oct–23 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 18	Urban Water, Energy & Environmental Sustainability	5 Days	12 Jan-16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027



WATER, ENERGY & ENVIRONMENT WITH GENDER EQUALITY AND SOCIAL INCLUSION PROGRAMMES			
CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 19	Gender-Inclusive Climate Finance for Water & Energy	5 Days	26 Jan–30 Jan 2026 06 Jul–10 Jul 2026 05 Oct–09 Oct 2026 14 Dec–18 Dec 2026 25 Jan–29 Jan 2027
WEE 20	Disaster Risk Reduction: Water, Energy & Environment	5 Days	12 Jan–16 Jan 2026 08 Jun–12 Jun 2026 21 Sep–25 Sep 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 21	Data, Digital Tools & GIS for WEE Planning	5 Days	26 Jan–30 Jan 2026 04 May–08 May 2026 05 Oct–09 Oct 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 22	Public Health, Water Safety & Environmental Protection	5 Days	12 Jan–16 Jan 2026 20 Apr–24 Apr 2026 05 Oct–09 Oct 2026 30 Nov–04 Dec 2026 25 Jan–29 Jan 2027
WEE 23	Trans boundary Water Governance & Environmental Diplomacy	10 Days	05 Jan–09 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 24	Women's Leadership in Water, Energy & Environment	5 Days	12 Jan–16 Jan 2026 02 Mar–06 Mar 2026 06 Jul–10 Jul 2026 07 Dec–11 Dec 2026 11 Jan–15 Jan 2027
WEE 25	Sustainable Mining, Energy & Environmental Management	5 Days	19 Jan–23 Jan 2026 04 May –08 May 2026 03 Aug–07 Aug 2026 14 Dec–18 Dec 2026 18 Jan–22 Jan 2027
WEE 26	Nature-Based Solutions & Gender-Responsive Climate Action	5 Days	05 Jan–09 Jan 2026 01 Jun–12 Jun 2026 14 Sep–25 Sep 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027
WEE 27	Executive Programme: Water–Energy–Environment Nexus Leadership	10 Days	05 Jan–16 Jan 2026 29 Jun–10 Jul 2026 21 Sep–02 Oct 2026 07 Dec–18 Dec 2026 11 Jan–22 Jan 2027

Kindly take note that all our training programmes in this catalog can also be delivered in your premises or a chosen country, upon request, tuned to your specific work expectations (T&C applies).
Email: admin@ncconsultants.org



WATER, ENERGY & ENVIRONMENT WITH GENDER EQUALITY AND SOCIAL INCLUSION PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 – JAN 2027
WEE 28	Executive Programme: Gender, Climate & Sustainable Development	10 Days	19 Jan-30 Jan 2026 18 May-29 May 2026 14 Sep-25 Sep 2026 07 Dec-18 Dec 2026 11 Jan-22 Jan 2027



INFORMATION FOR INTERNATIONAL PARTICIPANTS

Visas / Flight Bookings / Trip & Accommodation

Participants are expected to make their individual flight bookings and accommodation, make payments and to ensure they have acquired the Visa of the Country they intend studying, in their valid passports (if visa is required) they also have to fulfill the Health and Traveling requirements of the Country they are visiting for Short – Term Studies including vaccination certificate.

Arrival at Airport & Shuttle Service

Our team will meet all International Participants on arrival at the Airport. A warm welcome awaits you. International participants will be transported in our Shuttle to their already booked residence and subsequent commencement of their short - term studies. Participants however will have to make their flight itinerary known to NC Consultants prior to their arrival, for these free services. Email: admin@ncconsultants.org

Weekend Travels, Leisure & Picnics Awaits You

We make learning fun in complementing your studies. We ensure you enjoy your stay while pursuing your studies.

Items to Have

- VALID PASSPORT
- VACCINATION CARD (IF REQUIRED)
- INSURANCE / MEDICAL AID
- AIR TICKET
- WARM CLOTHING (IF WINTER TIME)

Fees

COUNTRY	5 DAYS	10 DAYS	15 DAYS	20 DAYS
Eswatini	\$2,350	\$3,300	\$3,750	\$4,350
South Africa	\$2,450	\$3,400	\$3,850	\$4,450
Ghana	\$2,550	\$3,500	\$3,850	\$4,550
Rwanda	\$2,500	\$3,450	\$3,850	\$4,450

What's Included in the Fees

- Course Materials, Outlines and Guidelines
- Stationery
- Tea, snacks and Lunch
- Field Trip(s) and Excursions
- Access to Wi-Fi Broadband Service
- Closing Ceremony & Certification

Hosting Countries:

- ESWATINI
- SOUTH AFRICA
- GHANA
- RWANDA

