



# Development Program 2025

Program	Duration/Date	Target Audience	Objective	Cost
<b>JANUARY</b>				
<b>Compliance Officer Training CPE Workshop</b>	21 <sup>st</sup> , 23 <sup>rd</sup> , 4 <sup>th</sup> , 6 <sup>th</sup>			<b>FREE DEVELOPMENTAL WORKSHOP</b>
<b>Grow Your Small Business Lending Program in 2025: Streamline Your Strategies, Procedures, and Processes</b>	14 <sup>th</sup>		<ul style="list-style-type: none"> <li>• Learn specific strategies, procedures, and processes to streamline your lending operations.</li> <li>• Receive ready-to-use templates, worksheets, and policy documents for immediate implementation.</li> <li>• Discover ways to optimize your lending program for increased efficiency and profitability.</li> <li>• Follow step-by-step guidance to enhance your lending processes effectively.</li> <li>• Benefit from personalized feedback: Submit your</li> </ul>	TBD



			existing processes or policies two weeks prior for a complimentary review and tailored recommendations.	
<b>Building Resilience: Stress Testing + Basil Risk - Based Assessment Masterclass for Financial Institutions</b>	15-16 (Two and ½ days)	Risk Managers, Compliance Manager, Chief Executive Officer, Internal Auditors, Regulators	The training program is structured in an easily digestible format to enable individuals with no risk management/regulatory reporting experience to acquire knowledge and skills required to implement Basil related capital regulatory reporting requirements in their financial institution.	USD300.00
<b>Advanced Certificate in Customer Service Leadership</b>	16 <sup>th</sup>			USD500.00
<b>Advanced Certificate in Sales and Marketing</b>	17 <sup>th</sup>			UD500.00
<b>Human Resources Management Certification Program (Part 1)</b>	20 <sup>th</sup>			USD500.00
<b>Transform Your Credit Union with AI: Practical Use Cases for Each Department in Your Organization</b>	21 <sup>st</sup>		<ul style="list-style-type: none"> <li>• Discover practical AI applications that enhance member services and operational efficiency.</li> <li>• Receive implementation templates and guidelines to</li> </ul>	



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			<p>kickstart your AI initiatives immediately.</p> <ul style="list-style-type: none"><li>• Identify key areas where AI can make the greatest impact in your organization.</li><li>• Follow step-by-step plans to integrate AI solutions responsibly.</li></ul>	
<b>Achieve Your Best Lending Growth Year Ever</b>	28 <sup>th</sup>		<ul style="list-style-type: none"><li>• Learn innovative strategies to grow your lending activity month by month.</li><li>• Access exclusive worksheets and policy templates ready for immediate use.</li><li>• Identify key market opportunities for lending expansion.</li><li>• Develop a personalized action plan with step-by-step guidance.</li><li>• Receive expert feedback: Submit your existing lending strategies two weeks prior for a detailed review and improvement suggestions.</li></ul>	
<b>Digital Leadership</b>	29 <sup>th</sup>			TBD

**FEBRUARY**



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<b>Green Lending Training Course</b>	19 <sup>th</sup> - April 2 <sup>nd</sup> (Every Wednesday 10:00am-1:00 pm AST)	Lending officers, Senior officers, Marketing officers, Business Development Officers.		<b>Free Developmental Workshop</b>
<b>Board of Directors Certification Program (Level 2-Advanced)</b>	3 <sup>rd</sup>			USD1500.00
<b>Human Resources Management Certification Program (Part 1)</b>	3 <sup>rd</sup>			USD500.00
<b>Branch Management Certification Program (Level 2- Advanced)</b>	4 <sup>th</sup>			USD500.00
<b>Executive Management Certification Program Level 1 Fundamentals)</b>	5 <sup>th</sup>			USD1500.00
<b>Board of Directors Certification Program (Fundamentals of Board Leadership)</b>	6 <sup>th</sup>			USD350.00
<b>AML for CEOs and Board of Directors</b>	6 <sup>th</sup> (1 Hour)	CEO's and Board of Directors of Financial Institutions and Designated Non-Financial Institutions (DNFI's)	To address AML/CFT from a governance perspective	USD1200.00



<b>Committee Management Certification Program (Level 1- Fundamentals)</b>	7 <sup>th</sup>			USD1200.00
<b>Effective Communication for Leadership Impact</b>	11 <sup>th</sup>			USD200.00
<b>Elevate Your Leadership: Integrate Strategy, Operations, and Risk for Sustainable Growth CU Leadership Series</b>			<p><b>. In this comprehensive session, you will:</b></p> <ul style="list-style-type: none"><li>• Learn how to unify your strategy, day-to-day operations, and risk management processes to achieve predictable profitability and growth.</li><li>• Receive comprehensive templates and worksheets that you can implement immediately.</li><li>• Develop a cohesive six- to nine-month plan with step-by-step guidance tailored to your organization's needs.</li><li>• Benefit from personalized consultation: Submit your plans or request additional help, and receive individual support included with the session.</li></ul>	



<b>Board of Directors Certification Program (Corporate Strategy &amp; Strategic Management)</b>	13th			USD350.00
<b>Enterprise Risk Management</b>	<i>12<sup>th</sup> -13<sup>th</sup> 10:00 am- 4:00pm</i>	Directors, General Managers, Internal Auditors, Risk and Compliance Managers/Officers.	Understanding the nature of risk. <ul style="list-style-type: none"><li>• Knowing the relevance of risk management in credit union operations.</li><li>• Becoming familiar with ERM and its components.</li><li>• Knowing how to develop action steps for the implementation of key components of the ERM framework.</li><li>• Becoming familiar with these steps to develop a risk register.</li><li>• Understanding risk tolerance and risk appetite.</li></ul>	US\$280 per participant, per day
<b>Upcoming Workshop Strategic Management</b>				
<b>Conflict Resolution Strategies for Team Strategy</b>	18 <sup>th</sup>			USD200.00



<p>Predictable Profitability: Leveraging Enterprise Risk Management for Success <i>Enterprise Risk Management Series</i></p>	<p>18<sup>th</sup></p>		<p><b><i>By attending this session, you will:</i></b></p> <ul style="list-style-type: none"> <li>• Transform your ERM approach from reactive to proactive, aligning it with profitability objectives.</li> <li>• Develop operational plans that integrate risk management strategies for controlled growth.</li> <li>• Identify opportunities where risk management can actively enhance profits.</li> <li>• Reduce uncertainty in strategic initiatives through effective ERM practices.</li> <li>• Implement practical tools and templates provided during the session for immediate application.</li> <li>• Receive personalized feedback by submitting your ERM policies two weeks prior for an expert review.</li> </ul>	<p>TBD</p>
<p><b>Board of Directors Certification Program (Framework for Ethics &amp; Governance)</b></p>	<p>20<sup>th</sup></p>			<p>USD350.00</p>



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<b>Corporate Credit Scoring Modeling</b>	19 <sup>th</sup> -20 <sup>th</sup>	Lending Managers, Heads of Departments in financial institutions, Credit Analysis, Risk Managers, Financial Regulators, Credit Modelers and IT professionals, or others with interest in this area.	The training program is structured in an easily digestible format to enable individuals with no risk management/regulatory reporting experience to acquire knowledge and skills related to Corporate Credit Scoring	USD750
<b>Mental Health Mastery for Personal Well-Being</b>	25 <sup>th</sup>			USD200.00
<b>Optimize Your Lending Department Audits: Best Practices for Programs, Processing, and Reporting</b>	25 <sup>th</sup>		In this comprehensive session, you will: <ul style="list-style-type: none"><li>• Learn best practices for auditing lending programs, processing, and reporting.</li><li>• Identify key areas where your lending department can improve performance and reduce risks.</li><li>• Receive practical templates, checklists, and tools that you can implement immediately.</li><li>• Gain insights into regulatory requirements and how to ensure your department meets them effectively.</li><li>• Develop a step-by-step action plan to optimize your auditing processes.</li></ul>	





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<b>Board of Directors Certification Program (Fostering Effective Board Structure)</b>	27 <sup>th</sup>			USD350.00
<b>Women in Finance</b>	27 <sup>th</sup> (8:00-10:30am)	Mid-Senior level managers from the financial services sector	To promote growth and enhancement of women in the financial sector; To explore challenges and opportunities of women in their careers along with smart networking journey.	TBD
<b>MARCH</b>				
<b>Upcoming Courses in March</b> Empower Your Supervisory Committee: Enhance Oversight and Governance Effectiveness  Maximize Marketing ROI: Data-Driven Strategies for Credit Unions  Collections Department Best Practices	To Be Determined			TBD
Managerial Leadership Certification Program	4 <sup>th</sup>			USD1200.00



<b>Board of Directors Certification Program (Leveraging Financial Tools for Decisions)</b>	6 <sup>th</sup>			USD350.00
<b>Cybersecurity Digital Risk Management</b>	11 <sup>th</sup>			TBD
<b>Board of Director Certification Program (Executive Relationships Management)</b>	13 <sup>th</sup>			USD350.00
Certified Credit Professional (CCP) Certified by the Chartered Banker Institute Scotland (Credits towards Chartered Banker MBA)	Start date- 13 <sup>th</sup> <b>9 months</b>	Persons involved in the credit process or those who have an interest in the area.	To develop professional competence in making good credit decisions.	US\$3,750
<b>Embracing and Managing Change for Corporate Transformation</b>	26 <sup>th</sup>			USD200.00
<b>Credit Assessment Techniques for Microcredit Institutions</b>	26 <sup>th</sup> – 27 <sup>th</sup> 2 days	Credit Officers, relationship managers and any professional involved in the area of credit and related products from Micro credit institutions.	To provide more awareness on how to perform effective credit and financial analysis for lending purposes. Participants will demonstrate improved understanding skills in commercial lending, use various models to assess the suitability of credit applications, identify risk factors which could potentially lead to	TBD



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			non-performance, assess the financial health of a company.	
<b>Fundamentals of Data Analytics and Business Intelligence</b>	28 <sup>th</sup>			USD200.00
<b>APRIL</b>				
<b>Upcoming Courses in April</b>  Keeping it All Together: Keys to Directing and Managing all Departments a CEO  Strategic Board Leadership: Navigating Challenges and Opportunities  Governance Fundamentals: Understanding your Board Packet	TBD			TBD



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<b>Branch Management Certification Program (Level 1- Fundamentals- Second Cohort)</b>	1 <sup>st</sup>			USD500.00
<b>ComplianceAID AMLFC Anti money Laundering &amp; Financial Crimes Prevention (Hybrid) Conference</b>	2 <sup>nd</sup> -4 <sup>th</sup>			
<b>Certified International Risk Manager (CIRM) (Certified by the Chartered Banker Institute – Scotland) Credits towards Chartered Banker MBA</b>	Start date- 9 <sup>th</sup> (9 months)	Risk Managers, Financial Managers, Fund Administrators, Operations Managers, Insurance advisors/Brokers, Real Estate Agents/Brokers	To provide participants with the tools to analyze a variety of enterprise-wide risks, towards reaching sound risk mitigation decisions.	US\$4,500
<b>Value Based Marketing</b>	15-16 <sup>th</sup>			TBD
<b>Delinquency Management &amp; Collections</b>	16 <sup>th</sup> – 17 <sup>th</sup>	Credit Committee Members, Managers, (CEOs), Delinquency Managers/Officers, Credit Managers, Loan Officers	Understanding proper loan underwriting. • Understanding loan provisioning. • Learning how to analyze a delinquency report.	US\$280 per participant, per day



			<ul style="list-style-type: none"> <li>Identifying and discussing the process of delinquency control.</li> <li>Understanding the collection process</li> </ul>	
<b>Advanced Certificate in Customer Service Leadership</b> <b>(2<sup>nd</sup> Cohort)</b>	17 <sup>th</sup>			USD500.00
<b>Advanced Certificate in Sales and Marketing</b> <b>(2<sup>nd</sup> Cohort)</b>	18 <sup>th</sup>			USD500.00
<b>Loan Syndication (NEW WORKSHOP)</b>	22 <sup>nd</sup> -23 <sup>rd</sup> & 28 <sup>th</sup>	Banking professionals such as corporate and investment bankers, relationship managers, credit officers, and members of loan syndication teams.	This course aims to enhance participants' understanding of syndicated loans within Caribbean and international contexts, catering to individuals with beginner to intermediate experience levels and addressing the needs of decision-makers and operational teams involved in loan syndication processes.	US\$750.00
<b>Teambuilding Strategies for Departmental Success</b>	24 <sup>th</sup>			USD200.00
<b>MAY</b>				
<b>Upcoming Courses in May</b>	TBD			TBD
Transform Your Credit Union with AI: Practical Use Cases				



<p>for Each Department in Your Organization</p> <p>Keys to Maintaining and Improving Board and CEO relations</p> <p>Essential for Consumer Lending Dept Managers</p>				
<p><b>Certified International Financial Planner (CIFP) (Certified by the Chartered Banker Institute-Scotland)</b>  <b>“Approved by the Financial Services Commission (FSC): for persons providing financial advice”</b></p>	<p>Start Date - 7<sup>th</sup> (9 Months)</p>	<p>Financial Planners, Account Executives or anyone who has interest in this area.</p>	<p>To develop financial needs analysis skills and relationship management in order to construct accurate financial profile of clients.</p>	<p>US\$4500</p>
<p><b>Regulatory Compliance- The Risk Based Approach</b></p>	<p>8<sup>th</sup> ½ day Workshop)</p>	<p>Compliance Officers, Risk officers</p>	<p>To assist participants with the design and implementation of the Risk Based approach in the area of regulatory compliance, taking into consideration the national legal and regulatory framework.</p>	<p>TBD</p>
<p><b>Mastering Your Emotional Intelligence</b></p>	<p>13<sup>th</sup> (1 day)</p>	<p>General Managers, HR Managers, Supervisors, Team Leaders, Staff Members</p>	<p>Why you should care about Emotional Intelligence.  <ul style="list-style-type: none"> <li>• Improving your Emotional Intelligence.</li> </ul> </p>	<p>US\$280 per participant, per day</p>



			<ul style="list-style-type: none"> <li>• Understanding how to demonstrate empathy in a wide range of situations</li> <li>Applying collaborative, inclusive and creative communication practices.</li> <li>• Implementing emotional intelligent motivational skills to achieve team results</li> </ul>	
<b>Building Trust for Relationship Management</b>	20 <sup>th</sup>			USD200.00
<b>Loan Securities Documentation</b>	21 <sup>st</sup> – 22 <sup>nd</sup>	Staff involved in taking, perfecting and registering securities documents. This includes Lending Officers for corporate and personal loans, securities officers, supervisors and managers of securities department	To secure the well-being of the Institution by ensuring that the securities held are legally correct and enforceable, providing adequate protection.	TBD
<b>AI Strategy for Credit Unions</b>	27 <sup>th</sup>			TBD
<b>Interpersonal Skillset for Personal Leadership</b>	27 <sup>th</sup>			USD200.00
<b>JUNE</b>				
<b>CCCU ANNUAL INTERNATIONAL CONVENTION – JUNE 20<sup>th</sup>- 25<sup>th</sup></b>				
<b>Human Resources Management Certification Program (Part 1)</b>	2 <sup>nd</sup>			USD500.00



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<b>Managerial Leadership Certification Program</b>	3rd			USD1200.00
<b>Executive Management Certification program (Level 1 – Fundamentals)</b>	4 <sup>th</sup>			USD1500.00
<b>Understanding Financial Statements</b>	4 <sup>th</sup> -5 <sup>th</sup>	Persons who would like to improve their working knowledge in interpreting financial statements.	To assist participants in mastering the fundamentals of financial statements and develop a clear understanding of how they work, learn how to interpret them accurately and discover how to use the information to make more effective, better-informed business decisions.	TBD
<b>Audit Techniques</b>	4 <sup>th</sup> - 5 <sup>th</sup> 10:00- 4:00pm	Supervisory Committee Members, Internal Auditors, Risk Managers/Officers	Understand how to conduct operational audits using the Business Process Audit Methodology <ul style="list-style-type: none"> <li>• Understand what a Business Process is and the typical Business Processes you can expect to see in the Credit Union.</li> <li>• Understand the keys to doing a Business Process Risk Assessment</li> <li>• Identify the Framework for illustrating risks and controls</li> <li>• Understand, and be able to apply, essential interviewing skills for gathering of process and control information</li> </ul>	US\$280 per day per participant





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			• Understand the keys to documenting audit work with greater efficiency	
<b>Board of Directors Certification Program (Fundamentals of Board Leadership)</b>	5 <sup>th</sup>			USD350.00
<b>Committee Management Certification Program (Level 1- Fundamentals)</b>	6 <sup>th</sup>			USD1200.00
<b>Forensic Document Examination</b>	18 <sup>th</sup> -19 <sup>th</sup>	Persons who have the responsibility for evaluating documents for validity.	This two-day workshop will dive deeper into the fascinating world of handwriting identification with emphasis on digital signatures.	TBD
<b>Board of Directors Certification Program (Fostering Effective Board Structure)</b>	26 <sup>th</sup>			USD350.00
<b>JULY</b>				
<b>Board of Directors Certification Program (Leveraging Financial Tools for Decisions - Second Cohort)</b>	3 <sup>rd</sup>			USD350.00
<b>INTERNATIONAL CO-OPERATIVE DAY – JULY 5<sup>TH</sup></b>				
<b>Cybersecurity Digital Risk Management</b>	8 <sup>th</sup>			TBD



<b>Branch Management Certification Program (Level 1 Fundamentals- 3<sup>rd</sup> Cohort)</b>				USD500.00
<b>Anti-Fraud Hybrid Seminar</b>	10 <sup>th</sup>	Operations personnel, Security Officers, IT Professionals, Internal/External Auditors, Fraud Examiners, Risk Compliance Officers.	To create awareness of new developments and seek to provide mitigation strategies to combat fraud.	TBD
<b>Managing Your Portfolio to minimize your ECL</b>	10 <sup>th</sup>	Credit Managers Supervisors, Risk & Compliance Managers, Accountants, Finance Managers, Delinquency Managers General Managers/CEOs	Provide a refresher on IFRS 9 <ul style="list-style-type: none"> <li>• Discuss the key components of the ECL calculations</li> <li>• Show examples of how the ECL calculation is done</li> <li>• Discuss strategies to contain ECL</li> <li>• The importance of risk-based lending on ECL control</li> <li>• Lessons learnt from the pandemic</li> <li>• Examine features of an ideal ECL model</li> <li>• Demo of an ECL model</li> </ul>	USD280 per day per participant
<b>Board of Directors Certification Program (Executive Relationships Management)</b>	10 <sup>th</sup>			USD350.00

**WORLD COUNCIL CONFERENCE – JULY 14<sup>th</sup> – 16<sup>th</sup>**

**AUGUST**



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<b>Managerial Leadership Certification Program</b>	5 <sup>th</sup>			USD1200.00
<b>Board of Directors Certification Program (Level 2- Advanced)</b>	7 <sup>th</sup>			USD1500.00
<b>Advanced Certificate in Customer Service Leadership (3<sup>rd</sup> Cohort)</b>	14 <sup>th</sup>			USD500.00
<b>Advanced Certificate in Sales &amp; Marketing (3<sup>rd</sup> Cohort)</b>	15 <sup>th</sup>			USD500.00
<b>Loan Securities Documentation</b>	19 <sup>th</sup>	Credit Managers, Supervisors, Credit Committee Members, Lending Officers, Securities Officers or Clerks	<ul style="list-style-type: none"> <li>• Recognizing the criteria for, and the importance of, writing audit reports.</li> <li>• Being able to explain why audit reports are written.</li> <li>• Knowing the readers of your reports.</li> <li>• Describing how readers use the reports.</li> <li>• Knowing limitations placed on your reports and yourself as the writer.</li> </ul>	USD280 per day per participant
<b>Value Based Marketing</b>	19-20 <sup>th</sup>			TBD



## SEPTEMBER

<b>SEPTEMBER</b>				
<b>Executive Management Certification Program (Level 1- Fundamentals)</b>	3 <sup>rd</sup>			USD1500.00
<b>Critical Thinking and Audit Report Writing</b>	3 <sup>rd</sup> - 4 <sup>th</sup>	Supervisory Committee Members, Risk Managers/Officers, Internal Auditors	<ul style="list-style-type: none"><li>• Recognizing the criteria for, and the importance of, writing audit reports.</li><li>• Being able to explain why audit reports are written.</li><li>• Knowing the readers of your reports.</li><li>• Describing how readers use the reports.</li><li>• Knowing limitations placed on your reports and yourself as the writer.</li></ul>	USD280 per day per participant
<b>Board of Directors Certification Program (Fundamentals of Board Leadership)</b>	4 <sup>th</sup>			USD350.00
<b>Committee Management Certification (Fundamentals of Board Leadership)</b>	5 <sup>th</sup>			USD1200.00



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<b>Branch Management Certification Program (Level 2- Advanced) Second Cohort)</b>	9 <sup>th</sup>			USD500.00
<b>Board of Directors Certification Program (Corporate Strategy &amp; Strategic Management)</b>	11 <sup>th</sup>			USD350.00
<b>Operations Management Workshop</b>	15 <sup>th</sup> - 16 <sup>th</sup> & 18 <sup>th</sup>	Operations personnel.		TBD
<b>Board of Directors Certification Program (Framework for Ethics and Governance)</b>	18 <sup>th</sup>			USD350.00
<b>Board of Directors Certification Program (Fostering Effective Board Structure)</b>	25 <sup>th</sup>			USD350.00
<b>OCTOBER</b>				
<b>INTERNATIONAL CREDIT UNION DAY – 16<sup>th</sup></b>				
<b>Cooperate Governance for Credit Unions</b>	TBD			FREE DEVELOPMENTAL WORKSHOP



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<b>Digital Leadership (London) Conference</b>	1 <sup>st</sup> -4 <sup>th</sup>			TBD
<b>Board of Directors Certification Program (Leveraging Financial Tools for Decisions)</b>	2 <sup>nd</sup>			USD350.00
<b>Branch Management Certification Program (Level 1- Fundamentals)</b>	7 <sup>th</sup>			USD500.00
<b>Loan Administration</b>	8 <sup>th</sup> -9 <sup>th</sup>		Identifying the key elements of credit administration. • Analyzing the key elements of credit administration and determining the best practices in credit operations. • Enabling participants to review and analyze their own credit administration system, identify areas for improvement and implement necessary changes. • Learning how to grant a good loan. . Learning good interview techniques	US\$280 per participant, per day
<b>Board of Directors Certification Program</b>	9 <sup>th</sup>			USD500.00



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(Executive Relationships Management)				
<b>Advanced Certificate in Customer Service Leadership (4<sup>th</sup> Cohort)</b>	23rd			USD500.00
<b>Advanced Certificate in Sales Marketing (4<sup>th</sup> Cohort)</b>	24 <sup>th</sup>			USD500.00
<b>JBA/JIFS 12th Annual AML/CFT Hybrid Conference</b>	14 <sup>th</sup> - 15 <sup>th</sup>	Compliance practitioners, comprising officers of financial institutions who are legally responsible for AML/CFT matters; attorneys at law; front-line staff and internal and external auditors from the local and regional financial sectors	To raise awareness of the risks that money laundering and terrorist financing pose to the financial sectors, and to promote effective co-operation at the highest levels among member institutions on compliance matters common to the industry; To identify emerging money laundering trends and typologies and to share information and best practices	TBD
<b>Chartered Banker MBA Financial Crimes &amp; Compliance MBA Offered by Bangor University (Module also Available as short courses)</b>		Ambitious individuals in banks and other financial services firms, or those seeking to join the industry, who wish to extend their knowledge and understanding and to acquire the skills to cope with change in the ever-changing industry.	The program provides practical principles for bank management, combining MBA disciplines with specialized areas like risk management and ethics. It offers intensive learning to enhance skills, knowledge and career growth for management and executives.	TBD



<b>Effective Debt Collections Techniques</b>	23 <sup>rd</sup> - 24 <sup>th</sup>	Credit officers, relationship managers, sales manager or any professional involved in the area of credit and related products.	For businesses to survive and grow it is important to institute measures to ensure a healthy cash flow. Participant will be able to use the information gained from this workshop to improve his/her ability to handle collection situations and make appropriate responses.	TBD
<b>NOVEMBER</b>				
<b>Credit Assessment Techniques</b>	5 <sup>th</sup> – 6 <sup>th</sup>	Credit officers, relationship managers and any professional involved in the area of credit and related products.	To provide more awareness on how to perform effective credit and financial analysis for lending and valuation purposes. Participants will demonstrate improved understanding skills in commercial lending, use various models to assess the suitability of credit applications, identify risk factors which could potentially lead to non-performance, assess the financial health of a company.	TBD
<b>Cybersecurity Digital Risk Management</b>	11=12 <sup>th</sup>			TBD
<b>Leadership Skills and Techniques for Supervisors</b>	12 <sup>th</sup> -13 <sup>th</sup>	Managers, Supervisors, Staff in supervisory positions	Leadership styles and practices <ul style="list-style-type: none"> <li>• The HR Role of Supervisors</li> <li>• Functions of Supervisors</li> <li>- Motivating and inspiring Teams</li> <li>- Setting direction</li> </ul>	USD280 per day, per participant





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			<ul style="list-style-type: none"> <li>- Mobilizing others</li> <li>• Balancing leadership skills and the ability to influence others</li> <li>• Individual leadership assessment</li> <li>• Leading with focus and direction</li> <li>• Adapting to, and leading change.</li> </ul>	
<b>DECEMBER</b>				
<b>Hybrid Seminar: Identity &amp; Document Authentication</b>	4 <sup>th</sup>	Front line staff, operations personnel, compliance officers, fraud investigators, HR officers, Risk Officers, Credit Officers, Internal/External auditors	To address the threats posed by false documentation and identification as well as explore vulnerabilities and techniques necessary for effective fraud detection	TBD

**For those interested in certified courses please see below CERTIFICATION PROGRAMMES**

<p><b>Certified by the Chartered Banker Institute in Scotland (CBI)</b></p> <p>Certified Financial Planner (CFP) – 9 months</p> <p>Certified International Risk Manager Programme (CIRM) – 9 months</p> <p>Certified Credit Professional Programme – (CCP) – 9 months</p>	<p><b>Collaboration with International Compliance Association:</b></p> <p>International Advanced Certificate in Financial Crimes &amp; Compliance - 9 Months</p> <p>International Diploma in Compliance (12 months)</p> <p>International Diploma in Anti-Money Laundering (12 months)</p> <p>International Diploma in Financial Crime Prevention (12 months)</p>
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**Chartered Banker Institute – Certificate Programmes NEW**

**Professional Banker Certificate**

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**CHARTERED BANKER MBA** (University of Bangor and  
Chartered Institute of

Bankers) (Scotland) \*Intake for Chartered Banker MBA Programme –  
April and October of each year.

**ShiftED Academy Inc. – Online Presentation Secrets workshop.**

**ACI FX Global Code** – in Association Cambsite Internationale  
(ACI) Financial Markets

**Wiley Efficient Learning**  
CFA Examination Prep, et al

**NB: DATES AND COSTS ARE SUBJECT TO CHANGE WITHOUT NOTICE**