



Oxford
Business
School

Activity	Mandatory
Interactive Course	Yes
Module Assessments	Yes
Discussion Forums	Yes
Exercises	Yes
Course Evaluation	Yes

Oxford Advanced

Leadership and Management Program



Oxford Advanced Leadership and Management program drives organizational change, performance, and growth. We influence CEOs, MDs, DGs and organization's Executive members align business activities, systems, and global teams to gain a strategic edge. We inspire you to negotiate complex deals that deliver superior outcomes. The program helps organisations balance innovation and profitability while managing risk. At the end of the training, you will capture opportunities to create value as global markets shift. Digital disruption will become your competitive advantage and you will be able to inspire and empower colleagues.

DATES AND PROGRAM FEES

Program Fee: \$5,200
 April 24th – May 5th 2023
 Nov 27th – Dec 8th 2023



ALM Course Overview

As your challenges change, renewing your leadership skills is a priority to stay relevant and effective. Advanced Leadership and Management gives you a chance to step back and reflect, refocus and renew, so you become a more effective leader of yourself and others. The program is designed to spark self-reflection, innovation, and collaboration.

This two-week program features global case studies, personal assessments and feedback, professional one-on-one coaching, guest speakers, and development of a personal case addressing a leadership challenge or strategic opportunity for your organization.

Key benefits of ALM program *This program will change the way you and your company do business. You will emerge better able to tackle your organization's toughest strategic challenges, lead with greater confidence, and inspire performance at all levels as a key member of your company's senior leadership*

Invited Delegates *The program is for proven business leaders within two levels of the CEO who are central to the company's succession plan. Members of the executive committee, heads of business units, and senior members of the operating group are all ideal candidates*



DR CLAUDIA SIGAMONEY is a sought after woman in leadership within the corporate sector and the academic sector. Dr Sigamoney is articulate and intuitive Manager with over 20 years of solid and progressive experience in Executive Leadership and Management, Overseeing various functional areas of business, staff sourcing and recruitment, account management, and client relationship management. Entrepreneurial minded with a talent for establishing and implementing plans and programs aligned with corporate needs. Some of the important keys to Dr Sigamoney's long experience and success include:

- Managerial leadership in strategic thinking providing strategic, financial & operational leadership with closely directing, co-ordinating and working with the Executive Teams.
- Practiced in sourcing passive candidates, harnessing power of education through encouraging staff to up-skill, and reducing cost-per-hire.
- Recognized as a hands-on leader who is adept in all facets of organisational development in compensation, staff recruiting, hiring, training, performance evaluation, employee retention, and professional development programs.
- Strong project manager who uses critical thinking and effectively manages change, delivers results, and secures employee buy-in at all organizational levels.
- Established reputation for quality, satisfaction, and results both in the corporate and educational sector.
- Managed academic full function roles to Accenture learning experience.



PROF. HONG BO received her degrees in Economics from Lanzhou University of China (BA), Renmin University of China (MSc), London School of Economics and Political Science UK (MSc.), and University of Groningen the Netherlands (PhD). Prof. Bo's research covers topics in financial economics, including firm investment decisions under uncertainty, capital market imperfections, comparative financial systems, corporate finance, corporate governance, and the Chinese economy. She has published in internationally well-recognized academic journals, including Journal of Corporate Finance, Review of Finance, Journal of Banking and Finance, Economica, Regional Studies, European Journal of Finance, and International Review of Financial Analysis, etc. Over the years, Prof Bo's PhD supervision has covered various topics on the Chinese financial system and the corporate sector. Finished and ongoing PhD projects include investment behaviour of Chinese firms; seasoned equity offering of Chinese firms; China's private equity market; corporate bond market in China; China's overseas infrastructure investment; Interaction between African firms and Chinese firms in Africa. Prof. Bo also has experience in academic management, having been associate dean and associate director for learning and teaching at SOAS University of London between 2016-2019. In addition to her responsibilities at SOAS, Prof. Bo has also actively engaged with the general public regarding knowledge transfer beyond SOAS by delivering public lectures for industries, providing executive training for officials in international organisations, and teaching for other universities both in the UK and overseas. She has been invited to speak for 100 Women in Finance, St. Gallen Symposium, United Nations Association Warwick and District, International Dialogue Network, and the Cabinet Office. She has also provided expert commentary for the media including BBC World News (Business Live; Asian Business Report), BBC World Service, CNBC Europe Closing Bell, Sky News, TRT WORLD, RT TV, and CCTV dialogue, etc..



PROFESSOR PRADEEP BRIJJAL Oxford University Business School facilitator/trainer and an Associate Professor at the University of Cape Town, and an Extraordinary Professor at the University of the Western Cape. He lectures in various finance and business management modules ranging from undergraduate to post graduate levels. Professor Brijjal also lectures to MBA students in various quantitative and finance related modules. He has published over twenty articles in peer reviewed journals in the fields of Business, Entrepreneurship, and Finance and has presented his research at various national and international conferences. He currently supervises master's and doctoral students in the fields of Entrepreneurship, and Finance. Professor Brijjal is also a reviewer of journal articles and finance text books and an evaluator for the CHE. He is also involved in various business training for professionals and informal businesses. His research focusses in the areas of finance, investment and entrepreneurship.

Course Structure

Module I: Leading Strategic Innovation and Change

Effectively lead innovation and transformation efforts that will impact your organization now and into the future.

- Understand the role innovation plays as organizations evolve and leadership's role in shaping transformation and change.
- Drive the strategic alignment of organizational structures, systems, competencies, and culture for successful outcomes.
- Overcome the unique challenges of open innovation and digital transformation.
- Deliver short-term results while working toward longer-term innovation.
- Explore how leadership renewal is linked to organizational renewal.

Module II: Understanding the Behavioral Economics That Lead to Better Decisions

Improve your decision-making skills, lead others to better decisions, and become a more effective negotiator.

- Understand the behavioral factors that affect decision-making, ethics, and negotiations.
- Create an organizational architecture that leads to better decision-making for yourself, employees, and key stakeholders.
- Engage in a series of real-world simulations, with feedback on your own behavior, to test your analytic ability and tactical skills and to experiment with new ideas.
- Learn a negotiation framework that will help you analyze, prepare for, and execute negotiations more systematically and effectively.
- Gain techniques for mitigating your weaknesses and leveraging your strengths.

Module III: Master Marketing in a Digital World

Gain a comprehensive understanding of long-standing marketing principles and how they relate to our digital world.

- Learn how digital transformation and AI are disrupting the consumer landscape and how to capitalize on that disruption.
- Leverage core marketing principles to create, communicate, and deliver customer and brand value at all stages of the product life cycle.
- Continually fine-tune strategies to remain relevant and address shifting market conditions.
- Use pricing strategies to effectively capture and maximize value.
- Recognize changing customer needs and innovate new products and services to meet them.

Module IV: Becoming a More Authentic Leader

Uncover, analyze, and strengthen the unique personal characteristics that will enable you to lead with greater authenticity, integrity, and purpose.

- Increase self-awareness through introspection and feedback from peers and coaches.
- Gain clarity about your values, motivations, and leadership purpose.
- Lead and live with greater mindfulness and intentionality.
- Participate more fully in group discussions and learn how to "deeply listen" to peers.
- Empower and inspire others by communicating authentically.

Module V: Navigating Corporate Responsibility, Accountability, and Ethics

Successfully manage the challenges and trade-offs of meeting the complex demands of investors, customers, employees, and society.

- Responsibly handle situations that involve competing responsibilities, serious legal issues, factual uncertainties, aggressive or hostile stakeholders, and intense time pressure.
- Understand the different stakeholders and shareholder interests involved in many CEO and C-suite managerial decisions.
- Clearly define the specific economic, legal, and ethical responsibilities you and your company have to investors, customers, employees, and society.

- Use your understanding of responsibilities to resolve “gray area” problems in practical, effective ways.

Module VI: Driving Financial Performance

Maximize financial performance while creating value and managing risk.

- Gain a conceptual framework and techniques for understanding and analyzing financial issues.
- Assess the financial health of your business through the three pillars of financial performance: profitability, liquidity, and financial structure.
- Understand your critical role in company valuation.
- Analyze opportunities for adding value to the organization.
- Evaluate the risks of your decisions in an uncertain and turbulent environment.

Module VII: Capitalizing on Digital Transformation and AI

Overcome the challenges and seize the opportunities created by digital transformation.

- Understand how digital transformation and artificial intelligence (AI) impact operating and business models.
- Maximize new opportunities for digital value creation and capture.
- Address the common strategic, operational, and cognitive challenges of digital transformation and AI.
- Establish a framework for understanding the digitally transformed world and developing strategies and tactics for shaping your business environment.
- Understand the broader digital transformation implications impacting the labor force and society at large.

Module VIII: Leverage Strategic Choice and Differentiation

Become an effective leader-strategist. Set the direction of your business and craft its overarching strategy.

- Dissect your firm’s external environment to understand how outside factors combine to shape the overarching competitive environment.
- Evaluate the patterns that distinguish highly profitable industries.
- Manage the relationship between the competitive strategy of a business unit and the corporate strategy of an enterprise.
- Think holistically about your environment, your firm, and your own role as a leader.
- Take strategic actions to position your firm for future success in an environment experiencing profound transformation.

Module IX: Use Management Systems to Drive Performance and Governance

Create a high-performance organization using management systems and processes that foster a culture of accountability and establish effective governance.

- Develop a comprehensive framework for driving organizational performance.
- Create a winning culture, drive sustained financial results, promote personal accountability, and manage risks.
- Facilitate effective governance among top executives, boards of directors, and investors.
- Understand the interplay between boards and capital markets.
- Balance creating short-term accountability with fostering a long-term orientation.

Module X: Leading in a Global Economy

Determine how each country’s economic performance and geopolitical context will impact your global business strategy.

- Understand the trends driving globalization.
- Accurately assess regional business environments and growth trajectories.
- Analyze a country’s economic performance, social and political context, institutional strengths and weaknesses, and government strategy.
- Identify and anticipate policy barriers (and incentives) to doing business and the potential impact of a country’s accounting, fiscal, investment, and innovation policies.
- Make competitive decisions that consider and address country differences.



Department Contact

- Oxford University Business School, Oxford Office Park, 3 Bauhinia Str Centurion, Pretoria, 0046, South Africa
- Tel: +27 (0) 12 004 0028 (Africa)
- Mob: +27 (0) 72 573 8221
- Fax: +1 (844) 308 8352 (United States)
- exec.edu@ox-edu.co.uk
- Mon - Fri : 09:00 - 18:00

Social Info



Why they train with us:

Learners enroll with us because of the content of our courses. This is important to consider when applying to any institution of learning. They are always excited about the modules that Oxford offer for every course. The delivery of our trainings and our tutorial system is another thing that appeal to most learners making Oxford University Business School, Worldwide, stand out from all other institutions, and the opportunity to have discussions in small groups with leading experts and researchers at the forefront of the subject is one of the best things about our institution.

Our training programs are diverse and learners find it easy to find like-minded people in all our classes. Our programs are current and with versatile subjects so learners never feel bored and everything feels very relevant to the future but also the past.

Learners Activities:

Oxford executive education is more than training or coursework. Our learners' classes don't stop at 05pm. They include night discussions between 07:30 – 08:45pm among trainees at place of residence with friends and colleagues on case studies, assignments and group presentations during our training.

Through extra activities, you'll meet new people, pursue your interests (or discover new ones), and enrich your understanding of the world and the people in it with whom you share similar professions.

Health & Wellbeing:

Physical health, mental and emotional wellness which form wellbeing remains a critical priority. Everything you need to stay healthy can be found in all residences and hotels we allocate to our learners. Because of the intensive nature of our programs, we encourage all trainees to spare 30 minutes a day and engage in health, wellness, and fitness activities.

Diversity & Inclusion:

We are committed to creating an inclusive living and learning environment for every member of our community. We ensure equality and diversity irrespective of race, gender, religion and belief, sexual orientation. We encourage responsible behaviour and our policy discourages any form of harassment to any of our learners, facilitators and staff.

Visit our schools and courses by clicking on links: -

- <https://ox-edu.co.uk/school-of-auditing/>
- <https://ox-edu.co.uk/school-of-banking-and-insurance/>
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Click on links to visit
http://www
one of our schools

Fee includes accommodation, tuition, course material, all meals, airport pick-up and airport drop-off

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Interactive Course	Yes
Module Assessments	Yes
Discussion Forums	Yes
Exercises	Yes
Course Evaluation	Yes

OXFORD EXECUTIVE LEADERSHIP PROGRAM

Oxford University Business School
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Centurion, 0045, Pretoria
South Africa

Email: info@ox-edu.co.uk

Tel: +27 12 004 0028



Diplomatic Protocol and Etiquette
 Public finance: management, oversight and strategy
 Project Performance Measurement and Management
 Budget preparation, financial allocation and cost control
 Grant development, performance management and monitoring
 Public debt management for legislatures and development partners
 Monitoring and evaluation: project management for the UN, Gov't & NPOs

Course Overview:

The Leadership Programme develops and refines your personal leadership skills, including your ability to handle difficult situations, influence others and build relationships. You will learn how to increase your mental and physical capacity when working under pressure, how to create an action plan, and inspire innovation in your team, and your organization.

You will learn and master the three leadership strategies - power, Influence and collaboration. The training explores the sources and uses of power and teaches influence strategies to help you become a more collaborative and successful leader.

During the training you will engage directly with faculty, collaborate and connect with other senior executives through discussions and group-based exercises. The program will prepare you for a high-potential leadership and groom you to take on more responsibility or a high-impact executive position within your organization. You'll learn the essential communication, collaboration, and coaching skills you need to empower and inspire your teams.



What this programme covers

Combining theory and functional practice, this programme aims to equip you with the ability to navigate the dynamics of leadership to lead teams effectively. On it, you'll explore your strengths and weaknesses as a leader, learn to articulate your vision, study the way decisions are made in organisations, and consider the role of leadership in driving change.

Over the course of the programme, you'll further explore the use of power and influence as leadership tools, analyse team motivations, learn how to drive and lead through change, and finally formulate your personal leadership purpose to align with your organisation's goals.

What you will learn

During the training you will explore the dynamics of power, learn strategies for influencing others, and become a more collaborative and successful leader.

- Learn how your personal leadership style impacts those around you
- Develop strategies for using personal power to build strong mutual-influence relationships within your organization
- Build a strong, cohesive team by leveraging the leadership potential of all members
- Create a personalized leadership action plan to make you more effective and accountable back at work

Target audience

The Leadership Strategies program is designed for emerging leaders with the drive and desire to take their leadership skills to the next level:

- High-potential leaders preparing to take on increasing levels of responsibility and challenge as they move into more senior leadership/management roles
- High-impact executives with a proven track record of success and seven to ten years of management experience—from any size company, any industry, and any country

Course Structure

The Leadership Programme is delivered through a careful blend of tutor inputs, group exercises, psychometric profiling, 360-degree feedback, personal reflection and one-to-one coaching. Throughout the programme the emphasis is on the practical application to your own situation and workplace.

The programme runs for a total of 10 days including a weekend:

Day 1 - Module 1 Effective leadership: Leading for high performance

Reflect on the relationship between effective leadership and performance in organizations.

- Define performance in the context of an organisation
- Discuss the impact that leaders can have on performance
- Outline the different traits, styles, and contexts of leadership
- Describe the evolution of leadership
- Interpret your own leadership style, or potential style, and that of those around you
- Identify effective and ineffective leadership in your context
- Review your strengths and weaknesses as a leader

Day 2 - Module 2 The job of the leader: Envisioning and engaging

Learn about vision and engagement as two core activities of leaders.

- Recall the primary activities of leaders in the Oxford Leadership Framework
- Recognise the link between vision and strategy
- Interpret the interplay between authentic behaviours and trust in leadership
- Indicate how the relationship between leaders and followers acts as a key factor in engagement
- Identify the different types of motivators for team members in your context
- Articulate your vision as a leader

Day 3 - Module 3 The job of the leader: Choosing and connecting

Learn about decision-making and connection as two core activities of leaders.

- Recognise the impact of personal biases in making decisions
- Interpret theoretical models and frameworks related to decision-making
- Outline the different types of connections leaders use to lead effectively
- Explain how leaders mobilise networks for effective leadership

- Review how important decisions are made in organisations
- Apply the power of doubt in making decisions

Day 4 - Module 4 Leading with power and influence

Explore the significance of power and influence within leadership.

- Articulate the relationship between leadership and power
- Distinguish between different forms of power
- Investigate influence as a form of soft power
- Deduce how to exercise influence in your organisation
- Analyse the importance of difficult conversations

Day 5 - Module 5 Leading teams for effective performance

Explore the functions and dynamics of high-performance leadership.

- Describe the role of teams in organisations
- Identify some of the challenges and limitations of building and harnessing teams
- Articulate what leaders need in order to build a high-performance team
- Deduce the role of the leader in high-performance teams
- Analyse the challenges and opportunities of optimising team performance in your context

Day 6 - Module 6 Strategies and models for leading change

Consider the role of the leader in driving change.

- Discuss how leaders can drive change in organisations through change management models
- Articulate which change management model is most suitable for your organisational context
- Compare different strategies for managing change
- Deduce the challenges facing leaders tasked with driving change
- Distinguish the role of the leader in managing change

- Analyse the extent to which change is being effectively managed in your organization

- Reflect on the role of alignment in your organization

Day 7 - Module 7 Mastering complexity and plurality

Explore strategies to manage the complexity inherent in leadership.

- Differentiate between plurality and complexity within organisations
- Assess the ways in which organisations manage multiple corporate and social goals
- Analyse the challenges and tensions in leading for the present and the future
- Evaluate how your organisation plans for the future
- Assess how alignment reinforces the purpose and strategy of organisations

Day 8 - Module 8 Reflect on your purpose as a leader

Establish alignment between your personal purpose and the purpose of your organisation.

- Analyse the relationship between your personal purpose and your level of authenticity as a leader
- Assess the tensions between authenticity and adaptability
- Deconstruct the role of the leader today
- Formulate your personal purpose as a leader
- Create alignment between your personal purpose and your organisation's purpose

Our Team of ALM instructors



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- Tel: +27 (0) 12 004 0028 (Africa)
- Mob: +27 (0) 72 573 8221

- Fax: +1 (844) 308 8352 (United States)
- exec.edu@ox-edu.co.uk
- Mon - Fri : 09:00 - 18:00

Social Info



Why they train with us:

Learners enroll with us because of the content of our courses. This is important to consider when applying to any institution of learning. They are always excited about the modules that Oxford offer for every course. The delivery of our trainings and our tutorial system is another thing that appeal to most learners making Oxford University Business School, Worldwide, stand out from all other institutions, and the opportunity to have discussions in small groups with leading experts and researchers at the forefront of the subject is one of the best things about our institution.

Our training programs are diverse and learners find it easy to find like-minded people in all our classes. Our programs are current and with versatile subjects so learners never feel bored and everything feels very relevant to the future but also the past.

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Health & Wellbeing:

Physical health, mental and emotional wellness which form wellbeing remains a critical priority. Everything you need to stay healthy can be found in all residences and hotels we allocate to our learners. Because of the intensive nature of our programs, we encourage all trainees to spare 30 minutes a day and engage in health, wellness, and fitness activities.

Diversity & Inclusion:

We are committed to creating an inclusive living and learning environment for every member of our community. We ensure equality and diversity irrespective of race, gender, religion and belief, sexual orientation. We encourage responsible behaviour and our policy discourages any form of harassment to any of our learners, facilitators and staff.

FEE US\$ 4,750

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The fee includes 10 days accommodation, all meals, training cost and material, airport pick-up and drop-off and weekend tour to major attractions withing Gauteng Province

TRAINING SCHEDULE					DELIVERY	
April	17 th – 26 th 2023	March	04 th – 13 th 2024	April	07 th – 16 th 2025	In-Person in classroom environment & online
August	21 st – 30 th 2023	August	12 th – 21 st 2024	August	11 th – 20 th 2025	
December	11 th – 20 th 2023	December	02 nd – 11 th 2024	December	15 th – 23 rd 2025	





OXFORD TRAINING APPLICATION FORM

Name of Organization					
Country					
Contact Person					
Title					
Tel. of main contact					
Fax		Email			
Physical Address					
Postal Address					
Name of the course selected		No. of Participants	Course Date DD MM YR		Preferred Delivery
1.			/	/	Online Classroom
2.			/	/	Online Classroom
3.			/	/	Online Classroom
4.			/	/	Online Classroom
5.			/	/	Online Classroom
6.			/	/	Online Classroom
Expect number of participants					
Training Location					
Outline special requests / In-house (if any) for consideration in the training requested by your Organisation:					

Number of trainees and department expected during the year in each corresponding training program	1.
	2.
	3.
	4.
	5.
	6.
	7.

Name:.....Date.....

Title.....Signature.....

Company Stamp/Seal