

Energy & Power/Engineering Services

# 2025 Training Brochure





# About Us

We are a leading and trusted Human Capital Partner with over 25 years of Experience.

## Our Services

---

- Learning & Development
- Recruitment
- Outsourcing
- HR Advisory

## Our Core Values

---

- Team Work
- Responsiveness
- Integrity
- Innovation
- Quality

# Our Training Model

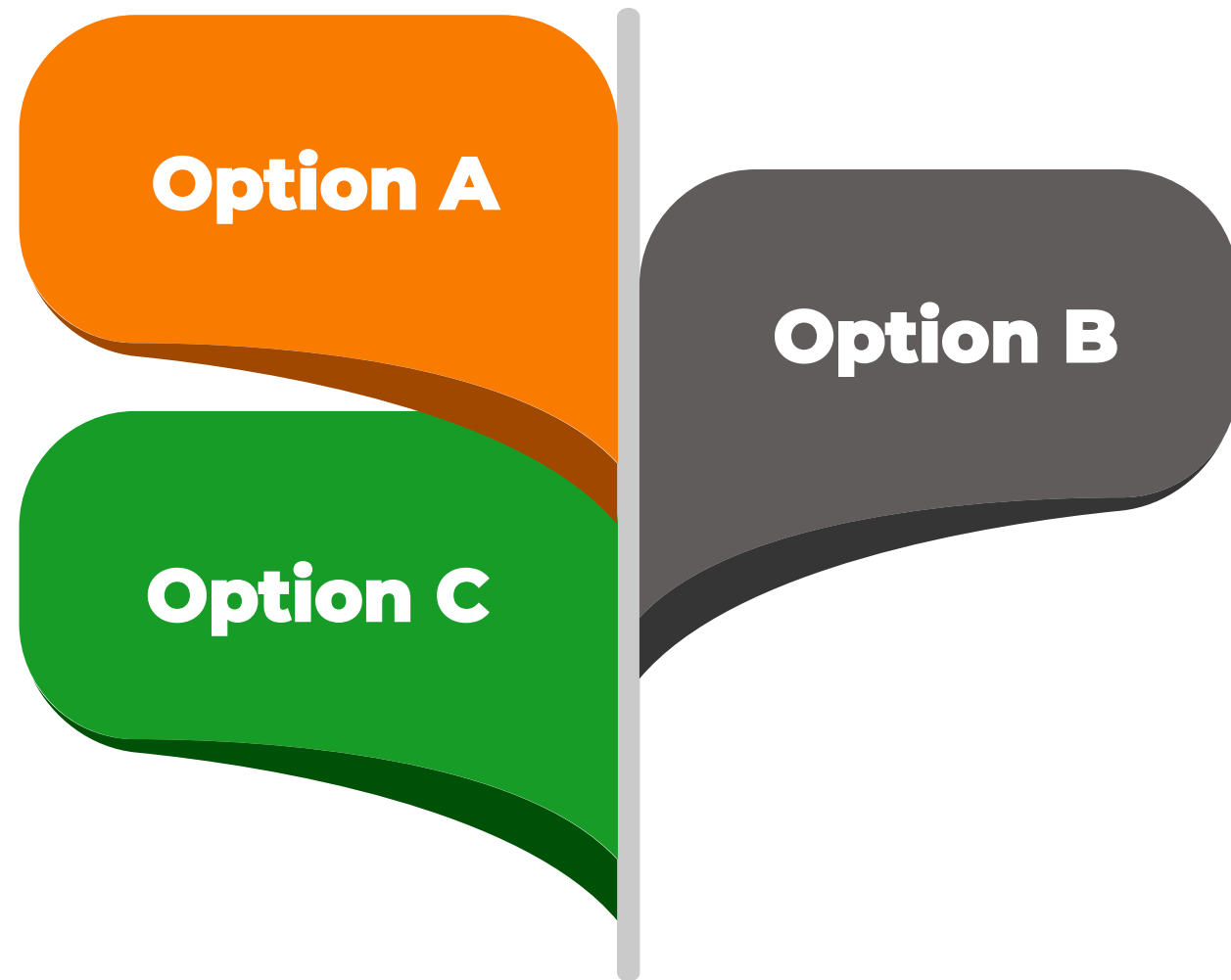
Kimberly Ryan advocates for a holistic approach to learning, emphasizing that sustainable change is attainable only through continuous support in developing systems, structures, and cultures that foster and reward desired behaviours.

Our passion for Learning and Development is greatly demonstrated in the delivery of training programs that feature the following:

- Customized and tailored to your training needs.
- Engaging and interactive classroom settings (both Virtual and Onsite).
- Scheduled to suit your preferred timings.



As graphically represented below, our learning and development model offers our clients options for operational effectiveness and organizational preferences.



In this regard, Kimberly Ryan specially packages its learning events to:

- Meet the needs of the organization/participants
- Identify and bridge existing skills gaps
- Evaluate the learning progress of the participants

### **Pre-training Diagnostic Options**

- Stakeholder based.
- Classroom based.

### **Delivery And Design Option**

- User Manuals.
- Case Studies.
- Role Play.
- Quiz.

### **Post Training Evaluation And Report**

- Assessment Centre.
- Scenario Interview.
- Report.

# Qualities That Set Our Program Apart From Our Competitors

---

## Moderate Level of Content

---

We are selective in our content, choosing the “need to know” over the “nice to know”, thereby avoiding information overload that minimize the impact of the program.

## Real-life Problem Solving

---

Our training focuses on real-world applications, giving participants the opportunity to use course content to solve actual problems they face regularly.

## Balance Between Affective, Behavioural And Cognitive Learning

---

Our program involves a three-pronged approach: fostering the right attitudes, developing, and practicing skills and promoting understanding of the concepts and models behind the subject.

## Allowance For Future Planning & Evaluation

---

At the end of each program, participants often ask, "Now what?" This is the key part of our approach, as we design all programs with the next steps and potential challenges in mind.

## Variety Of Learning Approaches

---

We enhance our training quality through pre-read documents, questions, case problems, role-playing, videos, simulations, and interactive exercises.

## Life-long-learning/On-going Support

---

After completing our program, we continue to support delegates' lifelong learning by periodically sending relevant materials, including articles, white papers, and book summaries.

# **Strategic HR Leadership Program**

## Program Overview:

In today's rapidly evolving business landscape, HR leaders play a critical role in driving organizational success. The Strategic HR Leadership Program (SHLP) is designed to equip HR professionals with the skills, knowledge, and expertise needed to excel as strategic business partners and leaders.

## Program Schedule:

Quarterly

March, June, September & December Cohorts.



## Program Objectives:

1. Equip HR professionals to create and align HR strategies with business goals, enhancing HR's impact on organisational success.
2. Provide insights on economic trends, such as inflation and talent scarcity, and their effects on talent management.
3. Teach techniques for talent mapping and succession planning to support business continuity.
4. Develop skills in designing talent programs to address skill gaps, leadership needs, and future business requirements.
5. Introduce modern performance management approaches that connect employee performance with business outcomes.
6. Prepare HR leaders to manage organisational change effectively, addressing resistance and fostering adaptability.
7. Enable HR teams to design scalable, goal-aligned learning programs using technology and e-learning.
8. Guide HR leaders in fostering a high-performance culture to boost engagement, retention, and productivity.

# Program Outline

## DAY 1

### **The Strategic Foundation of HR**

Module 1: HR & Organizational Strategy.  
Module 2: HR & Economic Trends.

## DAY 2

### **Talent Acquisition and Development**

Module 3: Talent Mapping.  
Module 4: Talent Development Plan.

## DAY 3

### **Managing Performance and Succession**

Module 5: Performance Management.  
Module 6: Talent Management & Succession Planning.

## DAY 4

### **Driving Change and Learning for Impact**

Module 7: Change Management.  
Module 8: Strategic Learning & Development.

## DAY 5

### **Business Acumen for HR**

Module 9: Understanding the Business Environment.  
Module 10: Financial Literacy for HR Professionals.  
Module 11: Aligning HR Strategy with Business Objectives

## DAY 6

### **Business Acumen for HR (2)**

Module 12: Communicating HR's Business Value.  
Module 13: Developing a Business-Focused HR Strategy.



# **Engineering, Oil & Gas Project Management**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Project Management Skills for Engineers and First Time Managers	3
2	Project Budgeting and Cost Management for Engineers and First Time Managers	3
3	Building Skills For Working in Teams for Management Trainees	3
4	Occupational Health and Safety For Engineers	3
5	Strategic Awareness and Business Acumen For Young Managers	3
6	Joint Venture Accounting	3
7	Certified Anti money laundry Programme	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>8</b>	Understanding Finance and Strategic Decisions For Management	3
<b>9</b>	Oil and gas Financial Modelling	3
<b>10</b>	Project Leadership Skill for Commercial Success for Engineers & First Time Managers	3
<b>11</b>	Block Chain & Other Emerging Technology	3
<b>12</b>	Managing Tenders, Specifications and Contracts	3
<b>13</b>	Best Practice in Contract Management for Engineers and First Time Managers	3
<b>14</b>	Emergency Response and Crisis Management:	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>15</b>	Quality Control and Assurance:	3
<b>16</b>	Essential Leadership & Management Skills for Engineers and First Time Managers	3
<b>17</b>	Commercial and Business Contract Management for First Time Managers	3
<b>18</b>	Oil and Gas Finance Management	3
<b>19</b>	Finance for Non-Finance for Oil and Gas Personnel	3
<b>20</b>	Cost Reduction Strategies for Oil and Gas Personnel	3
<b>21</b>	Basic and Advanced Mechanical Drives System Maintenance	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
22	Basic Mechanical Drives System Maintenance	3
23	Bearing Maintenance and Lubrication	3
24	Facility Maintenance and Management Training	3
25	Process Safety Management (PSM):	3
26	Writing An Effective Maintenance Procedure	3
27	Instrumentation and Calibration Course	3
28	Asset Integrity and Asset Maintenance Management Course	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>29</b>	Maintenance Strategy Development And Cost-effective Implementation	3
<b>30</b>	Process Control: Instrumentation, Troubleshooting And Problem-solving Course	3
<b>31</b>	Air Conditioning System, Design, Selection, Operation And Troubleshooting	3

# **Project Management**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Advanced Project Mangement	3
2	Basic Project Management	3
3	Contract and Project Risk Management	3
4	Contracts and Project Risk Management and Compliance	3
5	Environmental Management Systems (EMS)	3
6	Safety Leadership	3
7	Agile Project Management	3



<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>8</b>	Project Planning and Scheduling	3
<b>9</b>	Cost Management and Budgeting	3
<b>10</b>	Quality Management in Project	3

# **Leadership and Supervisory Development Programmes**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Personal Effectiveness and Time Management	3
2	Managing People for Strategic Objectives	3
3	Behavioural Influence for Peak Performance and Decision Making	3
4	Assertive Communication Skills for Managers and Team Leads	3
5	Building a Multicultural Workplace: Diversity and Inclusion Outlook	3
6	Leadership and Strategic thinking for Industries	3
7	Essential Leadership and Management Skills for Engineers and Managers	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
8	Planning, Organising and Controlling Budget	3
9	Budget Planning and Cost Control Skills	3
10	Performance Monitoring & Evaluation	3
11	Scenarios and Strategic Planning Skills	3
12	Behavioural Skills	3
13	Strategic Business Leadership Programme (SBLP)	3
14	High Impact Leadership - the Approach	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
15	Leadership Academy Programme	CUSTOMISED (BASED ON REQUEST)
16	Basics of Modern Corporate Governance and Compliance Practices	2
17	Becoming an Effective Supervisory Manager	2
18	Building Trust and Inspiring Followers - Small Behaviours that Create Positive Change	2
19	Change Leadership, Policy Transformation and People Management	2
20	Coaching and Mentoring Skills	2
21	Delivering Results through Teams	2

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>22</b>	Developing Leadership Competencies	2

# **Finance And Business Risk Management**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Advanced Financial Management for Non-Finance Managers	3
2	Accounts and Finance for Non-Finance Managers	3
3	Strategic Business Finance for Management Trainees	3
4	Financial Management and Cost Control	3
5	Essentials of Budgeting Budget Preparatory Skills	3
6	IFRS Training /Workshop, IFRS Comprehensive Seminar	3
7	Financial Analysis for Non-Finance Managers	3



<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>8</b>	Managing Business Risk	3
<b>9</b>	Principle of Transfer Pricing	3
<b>10</b>	Understanding and Analysing Financial Statement and Annual Report	3
<b>11</b>	Transfer Pricing Master Class	3
<b>12</b>	Financial Analyst Development Programme	3
<b>13</b>	Advanced Financial Statement Analysis	3
<b>14</b>	Business Process Management	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>15</b>	Business Acumen: Driving Sustainable Financial Success	3
<b>16</b>	Understanding Finance to Influence Strategic Decisions	3
<b>17</b>	Cost and Budget Control for Effective Business Strategy and Performance Measurement	3
<b>18</b>	Accounting and Performance Management for Oil and Gas	3
<b>19</b>	Effective Budgeting and Cost Control for Strategic Planning	3
<b>20</b>	Capital Budgeting, Cash Budgeting & Sensitivity Analysis in Budget planning.	3
<b>21</b>	Cash Management and Risk Mitigation	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>22</b>	Cost Reduction Strategies	3
<b>23</b>	International Finance Operations	3
<b>24</b>	Bookkeeping and Basic Accounting for Non-Accountants	3
<b>25</b>	Fundamentals of Finance and Accounting	3
<b>26</b>	Financial Analysis and Financial Reporting Skills	3
<b>27</b>	Advanced Microsoft Excel for Financial Analysis	3
<b>28</b>	Inventory Accounting And Costing Techniques	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>29</b>	Payroll Management And Effective Payroll Controls	3
<b>30</b>	Tax Planning, Compliance And Incentives	3

# **Mental Health**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Introduction to Mental Health Awareness	2
2	Stress Management and Resilience Building	2
3	Mental Health First Aid for Managers	2
4	Mindfulness and Emotional Well-being	2
5	Workplace Mental Health and Productivity	2
6	Creating a Culture of Mental Health in the Workplace	2

# **Business Intelligence, Office Productivity and Financial Modelling**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Info graphics & Data Analytics for Oil & Gas Reporting	4
2	Advanced Energy Finance Analytics	4
3	Big Data Governance: Bad Data or Better Data or Best Data	4
4	Data Governance, Privacy with General Data Protection Regulation (GDPR) Masterclass	4
5	Enterprise Content Management	4
6	Business Performance Management Control Frameworks & Dashboards	4
7	People Analytics: HR Transformation through Data	4



<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
8	Basic and Intermediate SQL for Data Analysis	4
9	Artificial Intelligence for Executives: Integrating AI into your analytical strategy	4
10	Advanced Machine Learning Specialization	4
11	Robotics: Vision Intelligence and Machine Learning	4
12	Machine Learning, Data Science and Deep Learning with Python	4
13	Basic SQL and Python for Data Analysis	4
14	Advanced SQL and Python Skill for Data Analysis	4

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>15</b>	Block Chain and Digital Transformation Technology	4
<b>16</b>	Advanced Data Analytics for MTs and Young Managers	4
<b>17</b>	Data Analytics Techniques For Management Trainees	4
<b>18</b>	Business Intelligence and Analytics For Young Managers and MTs	4
<b>19</b>	Dashboard and Business Reporting Using Excel	4
<b>20</b>	Business Analytics Reporting Using Excel	4
<b>21</b>	Advanced Excel: Spreadsheet Techniques and Financial Applications	4

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
22	Financial Modelling Using Excel Applications	4
23	Business Intelligence and Data Analytics	4
24	Building Data Models with PowerPoint and Power BI	4
25	Competitive Intelligence and Business Analytics Using Excel Tools	4
26	Corporate Business Intelligence & Analytics	4
27	Workplace Place Productivity Tools: Microsoft Office Suite 365	4
28	Corporate Business Intelligence and Analytics	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
29	Data Analytics for Workplace	3
30	Advanced Financial Analyst Development Programme	3
31	Power Point and Excel Fusion	3
32	Advanced Microsoft Excel for Dashboard Reporting	3
33	Advanced Microsoft Excel for Data Analysis	3
34	Office Productivity Tools	3
35	Advanced Excel and PowerPoint for Business Reporting	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>36</b>	Basic to Intermediate Microsoft Excel	3
<b>37</b>	Intermediate to Advanced Microsoft Excel	3

# **Sales and Marketing**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Essential Sales and Relationship Management Skills	3
2	Key Account Management and Solution Selling	3
3	Sales Master Class	3
4	Marketing Penetration and Acquisition Skills	3
5	Managing an Effective Sales Force	3
6	High Performing Selling Skills	3
7	Conceptual and Solution Selling Workshop	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
8	Developing Sales Strategies for SMEs Workshop	3
9	Managing Distribution Channels	3
10	Sales and Negotiation Training	3
11	Sales Integration and Onboarding Workshop	3
12	Sales Team Building for Excellence at Retail	3
13	Executing Marketing and Sales Strategies	3
14	Digital Marketing Strategies	3



<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>15</b>	Customer Service Excellence	3
<b>16</b>	Activation & Consumer Experiential Marketing Master Class	3
<b>17</b>	Competency training for Business Development	3
<b>18</b>	Getting Up to Speed in Marketing of Financial Service - A Training Orientation for Fresh Bank Executives	3
<b>19</b>	Key Account Management Training	3
<b>20</b>	Marketing Knowledge Training for Beginners	3
<b>21</b>	Proficiency in Digital Marketing and E-Commerce	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
22	Relationship Management and Marketing Skills	3
23	Strategic Brand Management Course - Success with Product Management Functions	3
24	Value Added Marketing - the Advanced Strategies	3

# **Human Resources**

S/N	TITLE	DAYS
1	Advanced Human Resources Management	2
2	Advancing Performance by S.M.A.R.T. Targets Setting & Appraisal Processes - Employee Performance Assurance Training	2
3	Competencies in Human Resources Management - Basic Human Resources Management Training	2
4	Cultural Integration for Company Expatriates - The Business Case	2
5	Employee Relations Management	2
6	Framework for Implementing Performance Alignment for the Organization	2
7	Guides to Setting Up a New HR Department	2

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
8	How to Set Key Performance Indicators (KPI) - for Objective Performance Management	2
9	HR for Non-HR Managers	2
10	Human Resources Business Partnering	2
11	Intermediate Skills Level for Human Resources Management	2
12	Laws Relating to Employment and Regulatory Compliance	2
13	Line Managers Classroom Training Delivery Skills - (Training-the-Trainer)	2
14	Managing the Learning & Development Function	2

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
15	Payroll Management, Compensation and Benefits Administration	2
16	Compensation, Benefit Administration And Reward Management	2
17	Optimizing Time, Workflow And Productivity	2
18	Strategic Human Resources Management for Managers and Trainees	3
19	Human Resources Management for Mid-Level Managers	3
20	Strategic HR Business Partnering	3
21	HR Metrics and Analytics	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>22</b>	Human Resources Master Class	3
<b>23</b>	Corporate Culture and Employee Performance	3
<b>24</b>	Employee Retention Strategies for Line Managers	3
<b>25</b>	Diversity and Inclusiveness: Emerging Issues	3
<b>26</b>	Advancing Performance by S.M.A.R.T. Targets Setting & Appraisal Processes - Employee Performance Assurance Training	3
<b>27</b>	Employee Relations Management	3
<b>28</b>	Setting Key Performance Indicators (KPI) - for Strategic Performance	3

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
<b>29</b>	Human Resource Fundamentals	3
<b>30</b>	Performance Management in a VUCA World	3



# **Soft Skills**

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
1	Relationship Management	2
2	Cost Management	2
3	Team Work & Team Spirit	2
4	Interpersonal & Influencing Skills	2
5	Managing Self & Work	2
6	Effective Communication	2
7	Emotional Intelligence	2

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
8	Taking Accountability & Ownership	2
9	Stress Management	2
10	Business Etiquette and Ethics	2
11	Business Selling & Negotiation Skills	2
12	Advance Communication Strategy for High Performance	2
13	Creating Excellence Service Culture	2
14	Business Communication	2

<b>S/N</b>	<b>TITLE</b>	<b>DAYS</b>
15	Creative Problem Solving	2
16	Crisis Management	2
17	Presentation Skills	2
18	Time Management	2
19	Supervision Skills	2
20	Leadership & Mentoring	2

# Some of Our Clients



**SAMSUNG**

**Canon**



**Deloitte.**



**LIXIL**



**africappractice**

# Contact Us

For further details about our Learning and Development Solutions,

Please reach out to our consultants on any of the following channels:



## Phone

+234 818 453 2278

## Location

Plot 3/4, Water Corporation Road,  
Off Ligali Ayorinde Road,  
Victoria Island, Lagos

## Email

[info@kimberly-ryan.net](mailto:info@kimberly-ryan.net)

[Ugochukwu.osuji@kimberly-ryan.net](mailto:Ugochukwu.osuji@kimberly-ryan.net)

[Chinyere.onukogu@kimberly-ryan.net](mailto:Chinyere.onukogu@kimberly-ryan.net)

# Thank You