



# 2025 Training Curriculum

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# Trainings grouped by subject matter

Subject Matter	Trainings
Tax Trainings	<ol style="list-style-type: none"> <li>1. Tax Planning: Beyond Compliance</li> <li>2. Changes in the Ghanaian Tax Landscape</li> <li>3. Transfer Pricing Training- Fundamentals</li> <li>4. Employment Tax and Immigration Landscape</li> </ol>
Human Resource	<ol style="list-style-type: none"> <li>1. Leaders as First Responders for Mental Health</li> <li>2. Diversity and Inclusion: How to use DEI to Improve the S Score in ESG</li> <li>3. Knowledge Transfer</li> </ol>
Sustainability Reporting	<ol style="list-style-type: none"> <li>1. Understanding Sustainability Disclosures – Requirements Under S1 and S2</li> </ol>
Forensics	<ol style="list-style-type: none"> <li>1. Investigation Masterclass</li> <li>2. Fraud Risk Management</li> </ol>
Governance Risk and Compliance Services	<ol style="list-style-type: none"> <li>1. Navigating The Future: Understanding The Global Internal Audit Standards</li> <li>2. IFRS 9 ECL</li> <li>3. Mastering Risk-Based Internal Audits: Strategies for Enhanced Assurance and Value</li> <li>4. Compliance Management Masterclass</li> <li>5. Strategic VFM: Ensuring Value Across Public Organisations</li> <li>6. Third Party Risk Management</li> </ol>
Technology and Digitalisation	<ol style="list-style-type: none"> <li>1. ISO / IEC 27001 Lead Auditor</li> <li>2. ISO 22301 Lead Implementer</li> <li>3. Effective Vendor Selection for Software/System Acquisition and Implementation</li> </ol>



## Andrew Akoto

Country Managing Partner  
KPMG in Ghana

Dear Clients,

We are delighted to present our training plan and calendar for the 2025 calendar year. At KPMG, we continue to uphold our commitment to deliver exceptional quality of service to clients locally, regionally, and globally. We are excited to offer you and your organisation the opportunity to benefit from our specially curated training programmes and tailor-made modules, designed based on market trends and invaluable client feedback.

Our training offerings encompass key service areas including Tax, Audit, and Advisory. We have developed comprehensive programmes covering Leadership, Financial Reporting, Taxation, ESG (Environmental, Social, and Governance), Cybersecurity, Corporate Finance, and more. Additionally, we offer modules that can be customised to meet your organisation's unique needs and challenges.

As the world rapidly evolves and becomes more digital, we are committed to ensuring that our clients remain at the forefront of these changes with our forward-thinking training solutions. We hope our training programmes align with your learning and development objectives, and we look forward to collaborating with you and your organisation throughout 2025.

### Andrew Akoto

Country Managing Partner  
KPMG in Ghana



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# February



Course Title

# Navigating The Future: Understanding The Global Internal Audit Standards



4-5 February

## Course Overview:

This training programme provides an in-depth understanding of Global Internal Audit Standards issued by the Institute of Internal Auditors (IIA). Participants will learn how these standards guide the internal audit profession and how to apply them effectively within their organisations.

This training will equip participants with the essential knowledge and skills needed to adhere to global internal audit standards, ultimately enhancing the effectiveness of their internal audit functions

## The objective of this training;

- **Understand the Global Internal Audit Standards:** Gain a comprehensive understanding of the IIA Standards.
- **Enhance Audit Practices:** Learn how to apply these standards to improve the quality and effectiveness of internal audits.
- **Align Audits with Best Practices:** Explore best practices for aligning internal audit activities with organisational objectives and stakeholder expectations.

## Participant Advantages and Benefits:

By attending this training, participants will:

- Gain a practical understanding of the global internal audit standards and their applications.

- Gain skills to enhance the quality of internal audits, ensuring compliance with best practices.
- Improve their ability to navigate ethical dilemmas and promote integrity within audit practices.
- Gain the opportunity to network with industry peers and engage in practical exercises, gaining insights from real-world scenarios.

## Target Audience:

Board Members

Senior Executives

Risk Managers

Compliance Officers

Internal Auditors

Finance and Accounting Professionals

Managers and Executives involved in decision-making for governance and internal controls.



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### Course Title

# Strategic VFM: Ensuring Value Across Public Organisations



19-20 February

### Course Overview:

In today's resource-constrained environment, organisations must deliver maximum impact with limited resources. This training equips participants with the tools, strategies and frameworks to evaluate, prioritise and optimize value creation for sustainable outcomes. The focus of this training transcends VFM as a one-time assessment and positions it as a strategic tool for sustained value creation.

Learn how to align resources with strategic goals, enhance accountability and ensure every cedi drives value for stakeholders.

### The objective of this training:

The course is intended to equip participants to:

- **Understand Key Principles of Value for Money:** Equip participants with a clear framework to evaluate efficiency, effectiveness, economy and equity across the entire operating models of public institutions.
- **Enhance Decision-Making Skills:** Develop the ability to prioritise and allocate resources strategically to maximise impact and achieve organisational goals.
- **Strengthen Accountability and Performance:** Learn methods to measure, monitor, and communicate the value delivered to stakeholders through transparent and impactful practices.

### Participant Advantages and Benefits:

By attending this training, participants will:

- Gain practical tools to maximise the impact and efficiency of limited budgets.
- Develop skills to align spending with organisational priorities and long-term goals.
- Learn to implement transparent practices that build trust with stakeholders.
- Apply proven frameworks and techniques to real-world public sector challenges.

### Target Audience:

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Managers and Administrators

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Policy Makers and Advisors

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Finance and Procurement Officers

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Project Managers

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Human Resource Managers

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# March



### Course Title

# ISO/IEC 27001 Lead Auditor



10-13 March

### Course Overview:

The ISO/IEC 27001 Lead Auditor training enables participants to develop the necessary expertise to perform an Information Security Management System (ISMS) audit by applying widely recognised audit principles, procedures and techniques.

### The objective of this training;

The course is intended to equip participants to:

- Understand fundamental concepts and principles of an information security management system (ISMS) based on ISO/IEC 27001
- Interpret the ISO/IEC 27001 requirements for an ISMS from the perspective of an auditor
- Evaluate the ISMS conformity to ISO/IEC 27001 requirements, in accordance with the fundamental audit concepts and principles
- Plan, conduct, and close an ISO/IEC 27001 compliance audit, in accordance with ISO/IEC 17021-1 requirements, ISO 19011 guidelines, and other best practices of auditing
- Manage an ISO/IEC 27001 audit program

### Participant Advantages and Benefits:

By attending this training, participants will:

- Acquire the knowledge and skills to plan and carry out internal and external audits in compliance with ISO 19011 and ISO/IEC 17021-1

certification process.

- The participants will be able to explain the fundamental concepts and principles of an information security management system (ISMS) based on ISO/IEC 27001, interpret the ISO/IEC 27001 requirements for an ISMS from the perspective of an auditor, evaluate the ISMS conformity to ISO/IEC 27001 requirements, in accordance with the fundamental audit concepts and principles, plan, conduct, and close an ISO/IEC 27001 compliance audit, in accordance with ISO/IEC 17021-1 requirements, ISO 19011 guidelines, and other best practices of auditing and manage an ISO/IEC 27001 audit program.

### Target Audience:

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Auditors seeking to perform and lead Information Security Management System (ISMS) certification audits

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Managers or consultants seeking to master an Information Security Management System audit process

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Individuals responsible for maintaining conformance with Information Security Management System requirements

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Technical experts seeking to prepare for an Information Security Management System audit

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Expert advisors in Information Security Management.

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Course Title

Leaders as First Responders for Mental Health

 28 March

**Course Overview:**

This interactive training equips managers with the essential skills and knowledge to respond effectively to mental health issues in the workplace. Participants will learn how to identify early warning signs, provide initial support and navigate organizational resources for employee well-being.

**The objective of this training;**

The Course content will include but not limited to:

- Introduction to Mental Health
- Identifying Early Warning Signs and Initial Response
- When to refer mental health cases
- Resources for promoting a supportive culture

**Participant Advantages and Benefits:**

- Participants will gain a thorough understanding of how to identify and support employees with mental health concerns, promoting a healthier work environment. By developing empathetic listening skills and learning initial response strategies, managers will become more effective leaders.
- Participants will also learn how they can navigate sensitive situations, reducing the risk of workplace conflict.

**Target Audience:**

Executives

Managers

Supervisors

Team Leads

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# April

Course Title

Investigation Masterclass

 9-10 April

**Course Overview:**

The increasing volume and complexity of investigations and litigation has resulted in a growing need for stakeholders to work with forensics specialists, analysts, investigators and other specialists. These specialists adopt various methodologies to answer teething questions and unearth relevant findings to a case.

**The objective of this training;**

- To guide participants through the rudiments and emerging approaches in effective investigations
- To enhance participants’ knowledge and application of effective investigative approaches that supports the determination of a claim in a business environment.

**Participant Advantages and Benefits:**

- Insights to traditional investigation and digital investigation, as well as some common pitfalls and how to extract best value from investigations.

**Target Audience:**

- Compliance Officers
- Auditors (Internal, External, Tax, IT)
- Accountants
- Investigators
- Forensic Accountants
- Legal Practitioners

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# May



A graphic for the IFRS 9 ECL training. It features a dark blue background with a pink and purple geometric pattern at the bottom. A white rounded rectangle contains the text 'Course Title' and 'IFRS 9 ECL'. Another white rounded rectangle contains a calendar icon and the dates '8-9 May'.

### Course Overview:

IFRS 9 is the financial reporting standard for financial instruments, aimed at enhancing transparency and comparability in financial statements. It introduced key changes in how financial assets are classified, measured, and impaired, moving from an incurred loss model to a forward-looking expected credit loss (ECL) model. Under IFRS 9, assets are classified into three categories—Amortised Cost, FVOCI, and FVPL—based on business model and cash flow characteristics.

The ECL model requires entities to estimate potential credit losses upfront, significantly impacting credit risk management, particularly for financial institutions. Additionally, IFRS 9 has aligned hedge accounting with actual risk management practices, allowing entities to better reflect their risk strategies in financial reporting. This training is designed to equip staff to manage complex standards around asset classification, the ECL model and hedge accounting ensuring accurate and compliant financial reporting.

### The objective of this training

The objective of this training is to:

- Enhance understanding of IFRS 9 standards for accurate classification, measurement, and reporting of financial instruments.
- Equip participants with skills to implement the ECL model for effective credit risk management.
- Ensure compliance with regulatory requirements related to IFRS 9 financial reporting.

- Strengthen proficiency in hedge accounting to accurately reflect risk management practices in financial statements.

### Participant Advantages and Benefits:

By attending this training, participants will:

- Understand what the IFRS 9 framework seeks to achieve.
- Understand the classification and measurement of financial instruments
- Understand Significant Increase in Credit Risk (SICR) and how it is assessed.
- Understand the definition of default.
- Understand the concept of staging.
- Understand how LGD is calculated and the different factors affecting it
- Understand how EAD is computed.
- Understand Hedge Accounting under IFRS 9

### Target Audience:

This training is ideal for:

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CFOs, Financial Controllers, and Audit Professionals.

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CROs, Risk Managers, and Credit Risk Analysts.

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Credit Managers and Loan Officers.

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Model Developers, Actuaries, and Data Analysts.

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Compliance Teams and Regulatory Reporting Personnel

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Course Title

# Tax Planning: Beyond Compliance



21 May

### Course Overview:

Effective tax planning is essential for all businesses to enable them maximise their profitability, minimise tax liabilities, and ensure compliance with all applicable tax regulations. In today's dynamic economic environment, staying ahead of tax changes is crucial for long-term success.

### The objective of this training;

By the end of this training, participants will be able to develop the skills for:

#### Foundations of Tax Planning:

- Understand the Ghanaian tax system and principles
- Identify tax planning opportunities.
- Assess tax impacts of business structures.

#### Corporate Tax Planning:

- Utilize tax incentives and deductions
- Manage related party transactions tax considerations

#### Tax Risk Management and Compliance:

- Navigate tax audits, investigations and dispute resolutions.
- Develop a strong tax compliance framework

#### Personal Income Tax Planning:

- Calculate taxable income and deductions

- Apply effective tax planning strategies to optimize liabilities
- Plan for retirement with a focus on tax implications
- Identify and utilize tax-efficient investment strategies

### Participant Advantages and Benefits:

- Provide you with a comprehensive overview of tax planning strategies, covering a range of tax types including corporate income tax and personal income tax.
- Employing practical examples, case studies, and interactive discussions, you will gain invaluable insights into how to optimise your tax position while adhering to all tax compliance.
- By the end of this session, you will be equipped with the tools and knowledge to make informed tax decisions and contribute to your organisation's overall financial well-being

### Target Audience:

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Chief Finance Officers

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Finance Directors

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Tax Managers

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Tax Practitioners

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Internal and External Auditors

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Heads of Departments

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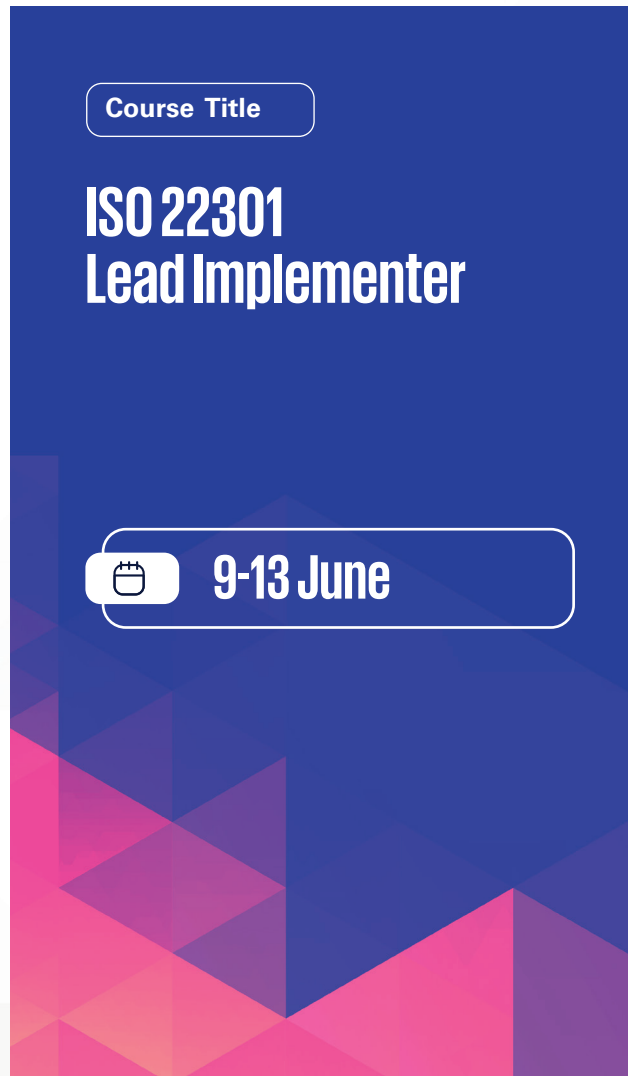


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# June



A blue and pink geometric banner for the ISO 22301 Lead Implementer training. It features a white rounded rectangle at the top with the text 'Course Title'. Below it, the text 'ISO 22301 Lead Implementer' is written in large white font. At the bottom, a white rounded rectangle contains a calendar icon and the text '9-13 June'.

### Course Overview:

No two tragedies in the world have the same impact. Being ready may set an organisation apart from its competition and help to foresee the future of the company in the unpredictable world of disruptions such as natural catastrophes, information security breaches, and other calamities. To mitigate risks, avert repercussions, and cope with the negative impacts of incidents, adequate preparation is crucial. At the same time, it is imperative to continue the organisation's everyday operations to ensure that clients demands are met.

Implementing a BCMS based on ISO 22301 helps organisations get closer to understanding and managing business disruptions of any kind. In order to prepare participants for the implementation of a business continuity management system (BCMS) in accordance with ISO 22301, this training course was created and by enrolling in this training programme, you will be able to create a framework that will enable the business to function effectively even in the face of disruptive events and obtain a thorough grasp of the best practices of the business continuity management system.

Participants who attend this training course are required to have a fundamental understanding of business continuity concepts and comprehensive knowledge of BCMS implementation principles.

### The objective of this training;

By the end of this training, participants will be able to:

- Explain the fundamental concepts and principles

of a business continuity management system (BCMS) based on ISO 22301

- Interpret the ISO 22301 requirements for a BCMS from the perspective of an implementer
- Initiate and plan the implementation of a BCMS based on ISO 22301
- Support an organisation in operating, maintaining, and continually improving a BCMS based on ISO 22301
- Prepare an organisation to undergo a third-party certification audit

### Participant Advantages and Benefits:

This course is designed to prepare its participants to:

- Implement a business continuity management system (BCMS) in compliance with the requirements of ISO 22301.
- Gain a comprehensive understanding of the best practices of the business continuity management system
- Establish a framework that allows the organisation to continue operating efficiently during disruptive events.

### Target Audience:

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Project managers and consultants involved in business continuity

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Expert advisors seeking to master the implementation of the business continuity management system

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Individuals responsible to maintain conformity with BCMS requirements within an organisation

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Members of the BCMS team

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### Course Title

# Third Party Risk Management



18-19 June

### Course Overview:

In a rapidly evolving business landscape, third-party relationships are essential but come with inherent risks. This training provides participants with the knowledge and tools to identify, evaluate, and manage risks associated with vendors, suppliers, and partners. Learn best practices for ensuring compliance, safeguarding data, and maintaining operational resilience.

Empower your organisation to build stronger, more secure third-party relationships.

### The objective of this training:

- Understand Key Risk Domains: Identify and assess financial, operational, compliance and cybersecurity risks associated with third parties.
- Develop Risk Management Strategies: Equip participants with frameworks and tools to mitigate risks and enhance third-party oversight.
- Ensure Regulatory Compliance: Learn best practices for meeting legal and industry standards while managing vendor relationships.

### Participant Advantages and Benefits:

By attending this training, participants will:

- Gain insights into potential vulnerabilities in third-party relationships
- Learn to assess and priorities vendors based on risk impact and criticality.
- Stay ahead of regulatory requirements and industry standards.
- Build stronger systems to prevent disruptions from third-party failures.

### Target Audience:

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Procurement and Vendor Management Professionals

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Risk and Compliance Officers

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Information Security Managers

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Supply Chain Managers

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Audit and Internal Control Specialists

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Business Continuity Teams

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# July

Course Title

# Mastering Risk-Based Internal Audits: Strategies for Enhanced Assurance and Value

 3-4 July

Course Overview:

This training programme is designed to provide participants with a comprehensive understanding of risk-based auditing principles and practices. It will cover the methodology of identifying, assessing, and responding to risks within an organisation’s operations. The course will focus on integrating risk management with auditing to enhance the effectiveness and efficiency of internal audit processes.

This Risk-based auditing training is an intensive, practical training that will empower participants with the tools and knowledge necessary to conduct internal audits that are aligned with organisational risks, thereby enhancing overall governance and performance.

The objective of this training:

- Enhance participants to understand risk- based auditing principles and frameworks.
- Equip participants with skills to align audit activities with organisational objectives and risk management strategies.
- Equip participants with skills to develop and implement risk-based audit plans effectively.
- Strengthen participants ability to identify, assess, and mitigate risks effectively.

Participant Advantages and Benefits:

By attending this training, participants will:

- Gain a deeper understanding of risk-based audit methodologies, improving your ability to assess and priorities organisational risks.
- Acquire practical strategies and tools that can be immediately applied to improve your internal audit processes and add value to your organisation.
- Connect with peers and experts in the field, expanding your professional network and gaining diverse perspectives on internal audit practices.

Target Audience:

Board Members
Senior Executives
Risk Managers
Compliance Officers
Internal Auditors
Manager and Executives involved in decision-making for risk management and governance.

### Course Title

# Transfer Pricing Training-Fundamentals



23 July

### Course Overview:

Transfer Pricing has become a topic of concern for most organisations with related party transactions as the Ghana Revenue Authority is becoming increasingly particular about compliance with transfer pricing rules. This course will help you gain an insight into the basic essentials of effective transfer pricing and help you acquire important skills needed to navigate regulations and ensure compliance. This course will also equip participants with the knowledge to establish and manage effective transfer pricing policies and minimise potential tax exposures.

### The objective of this training:

By the end of this training, participants will be able to appreciate and understand:

### Concept of Transfer Pricing:

- Understand the historical context and evolution of transfer pricing
- Navigate the regulatory framework governing transfer pricing

### Documentation and Compliance:

- Identify transfer pricing documentation requirements
- Prepare and maintain transfer Pricing documentation
- Understand reporting and disclosure obligations

### Transfer Pricing Methods

- Evaluate various transfer pricing methods
- Select and apply appropriate transfer pricing methods
- Analyze practical examples of transfer pricing methods

### Recent developments and trends:

- Appreciate real-world challenges through practical case studies

- Identify emerging issues in the transfer pricing space
- Explore future trends shaping transfer pricing practices

### Participant Advantages and Benefits:

- Participants will understand the key principles, concepts, and methods of transfer pricing and learn the importance of aligning intercompany pricing with arm's length principles.
- Participants will also gain insights into local and international transfer pricing regulations, including OECD guidelines and BEPS Action Plans.
- The training seeks to equip participants with skills to apply key transfer pricing methods such as CUP, TNMM, and profit-split methods effectively.
- Participants will be able to identify and manage transfer pricing risks associated with cross-border transactions and gain tools and techniques to address potential disputes with tax authorities.
- Participants will learn through hands-on case studies and examples to apply transfer pricing concepts effectively in real-world scenarios.

### Target Audience:

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Chief Finance Officers

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Finance Managers

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Tax Managers

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Finance Analysts

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Accountants

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Internal and External Auditors

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Compliance Officers

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Multinational Enterprises (In-house TP teams and Business Unit Leads)

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# August



Course Title

Fraud Risk Management



14 August

Course Overview:

As fraud risks evolve, businesses face mounting challenges in safeguarding their operations and reputation. This Fraud Risk Management training is crafted to equip participants with the critical skills and strategies to proactively identify, assess and mitigate fraud risks in dynamic business environments.

Through relevant case studies and interactive exercises, participants will explore both foundational and advanced concepts of fraud risk management. The training covers key areas such as fraud risk assessment, fraud detection techniques, fraud prevention programs and controls, and response strategies. Participants will gain insight into the use of technology and data analytics in fraud prevention, as well as best practices for developing a comprehensive fraud risk management framework.

The objective of this training:

- Help participants understand how to identify and assess fraud risks in a business environment.
- Provide practical techniques for detecting and preventing fraudulent activities effectively.
- Guide participants in designing and implementing fraud prevention programs and controls.
- Demonstrate how to use data analytics and technology to strengthen fraud detection efforts.
- Equip participants with strategies for responding to fraud incidents and minimising their impact on the organisation.

- Strengthen participants’ ability to create a culture of integrity and accountability within business environments.

Participant Advantages and Benefits:

- Participants will be well-versed in applying practical tools and methodologies that enhance their ability to prevent, detect and respond to fraud effectively—empowering them to foster a culture of integrity and resilience within their organisations.

Target Audience:

Compliance Officers
Risk Officers
Fraud Management Team
Auditors (Internal & External)
Accountants
Legal Practitioners



### Course Title

# Diversity and Inclusion: How to use DEI to Improve the S Score in ESG



21-22 August

### Course Overview:

Diversity, Equity and Inclusion (DEI) are pivotal to building sustainable and socially responsible organisation. The course Diversity and Inclusion: How to Use DEI to Improve the S Score in ESG delves into the interplay between DEI initiatives and the Social (S) aspect of the Environment, Social and Governance metrics.

The programme covers strategies for designing impactful DEI initiatives, measuring outcomes, and effectively communicating progress to stakeholders. Using real-world case studies, the course highlights organisations that have excelled in DEI and their resulting ESG improvements.

### The objective of this training:

The course content will include but not limited to:

- The relationship between DEI and ESG performance
- Strategies for embedding DEI in organisational culture
- Measuring and reporting DEI outcomes for ESG compliance
- Case studies of organisations excelling in DEI and ESG
- Practical frameworks for sustainable DEI initiatives

### Participant Advantages and Benefits:

- Participants will learn to embed DEI principles into their organisational culture, fostering inclusivity and improving overall ESG performance.
- Participant will leave with actionable insights to create meaningful DEI programmes that drive employee satisfaction, enhance organisational reputation, and position their organisations as champions of social responsibility in the modern business environment.

### Target Audience:

Leaders aiming to enhance their organisation's ESG performance through impactful DEI practices.

Professionals focused on improving ESG metrics, particularly the Social (S) component.

Teams dedicated to Corporate Social Responsibility looking to align DEI initiatives with organisational goals.

HR and DEI professionals responsible for implementing and managing DEI within the organisation.

Stakeholders shaping policies around workplace diversity and ESG compliance.



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# September

### Course Title

# Effective Vendor Selection for Software/ System Acquisition and Implementation



8-12 September

### Course Overview:

In today's business landscape, software and systems are often the backbone of operations, driving everything from customer interactions to internal processes.

This requires companies to choose the right software and vendor who can effectively meet their unique needs and specifications. Thus, understanding the complexities of vendor selection and adapting to the changing business landscape are crucial for business success.

This pivotal business choice entails the assessment and comparison of potential vendors to identify the one that presents the most favourable blend of quality, cost, dependability, and other pertinent considerations. The course has been tailored to empower procurement professionals and students with the appropriate methodology and approach required to carry out this essential procurement task efficiently and effectively for the acquisition of systems and software

### The objective of this training;

- Defining requirements and evaluation criteria
- Establishing evaluation criteria
- Conducting in-depth vendor assessments
- Negotiating and finalising the vendor selection

### Participant Advantages and Benefits:

- The training will be driven by practical examples based on our experts' clear understanding of the participants' industry.
- The session will engage participants thinking through, discussing and unpacking issues peculiar to their line of practice.
- To aid participation, our experts will make use of varying learning aids, dynamic group discussions, and case studies

### Target Audience:

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Government and Private Procurement Professionals

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IT Managers

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Course Title

Compliance Management Masterclass



24-25 September

Course Overview:

The Compliance Management Masterclass is designed to equip professionals with an understanding of compliance principles, frameworks, and strategies essential for effective governance in today’s regulatory landscape. Participants will gain insights into best practices, compliance risk management, and strategies for fostering an ethical organisational culture.

This Compliance Management Masterclass is an intensive, practical training tailored for professionals responsible for managing ever changing compliance landscapes within their organisations.

The objective of this training:

- Enhance participants’ understanding of compliance fundamentals and the evolving regulatory environment.
- Equip participants with skills to develop and implement compliance programs and tools with their organisations
- Strengthen participants’ ability to identify, assess, and mitigate compliance risks effectively
- This course is designed to equip these individuals with the knowledge needed to manage challenges of compliance management, regulatory adherence, and ethical governance on a day-to-day basis

Participant Advantages and Benefits:

By attending this training, participants will:

- Gain a practical understanding of compliance management processes and tools.
- Learn best practices for risk mitigation and regulatory compliance, enhancing organisational resilience.
- Improve their capability to align compliance practices with organisational objectives.
- Network with industry peers and engage in practical exercises, gaining insights from real-world compliance scenarios.

Target Audience:

Board Member
Senior Executives
Risk Managers
Compliance Officers
Internal Auditors
Finance and Accounting Professionals
IT Professionals
Legal Professionals
Others involved in decision-making and risk management functions.



The background is an abstract geometric pattern composed of various-sized triangles. The color palette is primarily shades of blue, ranging from a deep navy to a lighter, muted blue. Interspersed among the blue triangles are several triangles in shades of pink and magenta, some of which are more vibrant than others. The overall effect is a modern, low-poly aesthetic.

# October



Course Title

# Employment Tax and Immigration Landscape



22 October

### Course Overview:

In today's globalised world, companies frequently move talent across borders to leverage skills, foster innovation, and drive business growth. While these assignments can bring numerous benefits, they also introduce complex tax and immigration challenges that both employers and employees must navigate. This training is designed to provide a comprehensive understanding of the employment tax implications (as it applies to expatriates and locals) and immigration requirements associated with managing mobile workforce.

### The objective of this training:

By the end of this training, participants will be able to appreciate and understand:

#### Tax and Social Security Obligations

- Determine tax residency status and its impact on global income
- Understand the tax treatment of allowances and reimbursements
- Navigate Social security contributions and benefits for inbound and outbound workforce

#### Tax Planning Strategies

- Apply effective tax planning techniques to minimize tax liabilities
- Structure compensation packages for tax-efficiency
- Utilize tax treaties and deductions to optimize outcomes

#### Impact of Global Mobility Trends

- Identify emerging trends in expatriate taxation
- Assess implications of remote work and digital nomads

- Immigration Requirements
- Understand the application processes and requirements for work permits, visas, and residency permits
- Ensure compliance with immigration regulations and documentation
- Address potential challenges and solutions in obtaining immigration approvals

### Participant Advantages and Benefits:

- Gain clarity on employment tax regulations including payroll taxes, social security and income tax withholding
- Insight into best practices for accurate calculation, reporting and remittance of employment tax as well as how to avoid non-compliance risks that can lead to fines and penalties.
- Develop strategic workforce planning skills by integrating tax and immigration compliance with broader HR and business strategies, optimising costs, and structuring international assignments and remote work arrangements to minimise risks.
- Learn best practices for risk management in potential tax and immigration risk

### Target Audience:

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Human Resources and Global Mobility Specialists

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Payroll Managers

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Finance Managers

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Accountants and Accounting Leads

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Tax Consultants

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Chief Finance Officers

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Entrepreneurs

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Compliance Officers

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# November

### Course Title

# Bridging the Gap: Knowledge Transfer for a Sustainable Workforce



13-14 November

### Course Overview:

Effective knowledge transfer is essential for maintaining organisational success, fostering innovation, and preventing information loss. The course Knowledge Transfer focuses on strategies for sharing critical expertise, skills, and insights across teams and generations.

The programme emphasises practical approaches, such as mentorship programmes, reverse-mentoring, and collaborative platforms, to ensure knowledge retention and accessibility.

This training is particularly valuable for organisations looking to sustain growth, build intergenerational learning, and establish themselves as knowledge-driven businesses.

### The objective of this training:

The course content will include but not limited to:

- The importance of knowledge transfer in organisational success
- Identifying and documenting critical knowledge
- Tools and technologies for efficient knowledge sharing
- Overcoming barriers to knowledge transfer in diverse teams
- Designing mentorship and reverse-mentoring programmes

### Participant Advantages and Benefits:

- Participants will learn to identify and document key knowledge assets, overcome barriers to sharing information, and implement tools and technologies to facilitate knowledge transfer.
- By the end of the course, attendees will be equipped to design and implement knowledge-sharing frameworks that drive collaboration and innovation

### Target Audience:

Organisational Leaders and Executives who aim to establish strategies for retaining institutional knowledge.

HR and L&D specialists professionals responsible for creating mentorship program, reverse- mentoring initiatives, and collaborative learning platforms

Team leaders and supervisors managing multi-generational teams and looking to foster intergenerational learning.

Business Owners in Knowledge – Intensive Industries looking to build knowledge-driven organisations that sustain long-term growth.



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Course Title

Understanding Sustainability Disclosures – Requirements Under S1 and S2

 25-26 November

Course Overview:

As businesses globally recognise the importance of sustainable practices, sustainability disclosures have become a key driver of corporate transparency and responsible business conduct. This training aims to empower stakeholders with better practices for effectively integrating and disclosing of Environmental, Social and Governance (ESG) activities to derive value for businesses.

The objective of this training;

The course content aims to:

- Educate stakeholders on the importance of sustainable practices and their role in corporate transparency and responsible business conduct
- Guide stakeholders on best practices for disclosing ESG activities to ensure transparency, compliance, and alignment with global standards
- Demonstrate how integrating and disclosing ESG activities can create tangible value for businesses by enhancing reputation, stakeholder trust, and long-term profitability

Participant Advantages and Benefits:

- By attending this training , participants will gain a comprehensive understanding of sustainability

principles and reporting guidelines under S1 and S2 and integration into business operations; acquire the knowledge to navigate regulatory landscapes and compliance requirements for ESG

- Disclosures; network with industry peers, experts, and thought leaders and appreciate the value of positioning your organisation as a responsible and sustainable business leader

Target Audience:

CEOs, CFOs and COOs (other top-level executives responsible for strategic decision-making)

Sustainability Officers

Compliance Officers

Corporate Communications Teams

Investor Relations Managers

Supply Chain Managers

Legal Counsel

Human resources Professionals

Risk Management Professionals



# Tailor made trainings

At KPMG we offer a wide range of tailor-made training programmes. In addition, organisations can make arrangements for the below training programmes or others to be developed to suit their organisation and be delivered.

Our resource persons are flexible and are also available to deliver workshops and trainings at the client's office location.



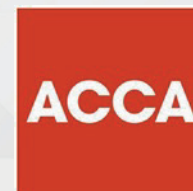
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# Accreditations

At KPMG, we understand that certificate programmes provide learners with an opportunity to train and develop a specialised skillset. Once you've earned certification, you show that not only do you take your career seriously enough to spend time and money on continuing your education and expanding your abilities, but also that you have knowledge in your field that not everyone will possess.

Because we understand the importance of certifications, we can guarantee that once you have successfully completed any of our training modules, you will receive a certificate of participation which are CPD eligible under the following professional bodies: Chartered Institute of Taxation (CIT), Association of Chartered Certified Accountants (ACCA) and Institute of Chartered Accountants (ICAG).



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