



**CDC GROUP**

# FINANCIAL SECTOR TRAINING CATALOGUE

(Abridged Version)

2026

**CDC**  
CONSULT

**CDC**  
BY ASSOCIATES

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# ACHIEVING EXCELLENCE IN A DYNAMIC MARKET

On behalf of the CDC Group, we are pleased to present our Abridged Financial Sector Training Catalogue for 2026. This concise guide is designed for banks, specialised deposit-taking institutions, microfinance institutions, fintech, and other financial service providers seeking to strengthen their people, processes, and performance.

Our 2026 catalogue offers practical, industry-relevant courses across key capability areas, from governance and risk management to digital finance and sustainability. Each course is delivered by expert professionals with deep practical experience, using Ghana-based examples, case discussions, and tools that participants can apply immediately in their roles. This catalogue provides a summary of our comprehensive offerings to help you identify the training that best addresses your institution's strategic priorities.

# B

## FLEXIBLE DELIVERY PLATFORMS TO SUIT YOUR NEEDS

We understand that every institution has unique operational requirements. Therefore, we offer our training through multiple convenient and effective formats:

### **In-Person & In-House Training**

Customised sessions delivered at your premises or another agreed venue, allowing for focused, team-based learning tailored to your specific context.

### **Virtual Live Sessions**

Interactive training delivered through our [Adansonia](#) learning platform, providing a dynamic and engaging experience for remote teams and individuals.

### **Open-House Programmes**

Public courses that bring together professionals from multiple institutions, fostering rich networking and cross-organisational learning opportunities.



## SCHEDULE OF COURSES

COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
<b>FI 1: GOVERNANCE &amp; STRATEGIC LEADERSHIP</b>				
FI1.1	Strategic Governance and Board Effectiveness	Focuses on strengthening board oversight, legal duties, and decision-making to ensure compliance, hold management accountable, and restore trust in the institution and financial sector.	Board Members, Senior Executives, Company Secretaries	2
FI1.2	Strategic Leadership in a Dynamic Environment	Develops skills for strategic planning, innovation, and change leadership to steer institutions through digital disruption, competition, and uncertainty.	C-Suite Executives, Senior Management, Heads of Strategy	2
FI1.3	Strategy and Business Model Resilience	Guides senior management teams in reviewing and future-proofing business strategy by examining value creation, risk, and customer segmentation, while integrating ESG and climate risk.	Senior Management Teams, Strategy Departments, Board Members	2
FI1.4	Managing MFI Transformation	Explores the process of transitioning an institution into a higher category entity, covering change management, regulatory compliance, and new governance structures.	MFI Leadership, Board Members, Transformation Project Managers	3

COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
FI1.5	Linking Leadership and Strategic HR Management	Aligns people strategy with business goals, focusing on talent management, performance culture, and developing HR policies that support organisational objectives.	Senior Leaders, HR Directors & Managers, Department Heads	2
<b>FI 2: RISK MANAGEMENT &amp; COMPLIANCE</b>				
FI2.1	Enterprise Risk Management (ERM) for Financial Institutions	Instils a proactive risk culture by teaching a holistic framework for identifying, managing, and monitoring all major institutional risks linked to strategic objectives.	Risk Managers, Compliance Officers, Senior Management, Internal Auditors	3
FI2.2	Regulatory Compliance and Internal Controls	Equips managers to translate financial regulations into practical, effective controls and procedures at the operational level to prevent compliance lapses and penalties.	Branch Managers, Department Heads, Operations Managers, Compliance Staff	2
FI2.3	Fraud Risk Management	Builds a structured approach to combat internal and external fraud, covering preventive, detective and corrective controls, investigation and recovery.	Compliance Managers and Officers, Credit and Operations Leads and Officers, Risk Managers, Internal Auditors, Operations Heads	2
FI2.4	Ethics, Integrity and Professional Conduct	Reinforces ethical standards and a culture of integrity among all staff, especially frontline employees, using practical scenarios and post training action plans to guide professional conduct.	All Staff, particularly Frontline and Customer-Facing Roles	1

COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
<b>FI2.5</b>	Asset-Liability Management (ALM) and Stress Testing	Focuses on managing balance sheet risks, optimising the asset-liability mix, and conducting stress tests to ensure institutional resilience to economic shocks.	ALCO Members, Treasury Staff, Finance and Risk Managers, Credit Managers	3
<b>FI2.6</b>	Non-Financial Risk Management	Concentrates on managing operational risks arising from inadequate processes, systems, or people, including IT outages, process failures, and compliance breaches.	Operational Risk Managers, IT Managers, Operations Heads, Branch Managers	2
<b>FI 3: CREDIT MANAGEMENT &amp; LENDING</b>				
<b>FI3.1</b>	Credit Appraisal and Risk-Based Lending	Sharpens skills in assessing loan applications, analysing repayment capacity, and pricing loans according to risk to build a high-quality loan portfolio.	Credit Managers, Credit Officers, Credit/Loan Analysts, Audit Staff	3
<b>FI3.2</b>	Loan Delinquency and NPL Recovery Strategies	Provides a comprehensive approach to managing problem loans, from early delinquency monitoring to advanced NPL recovery, restructuring, and write-off tactics.	Recovery Officers, Credit Managers, Credit Officers, Legal & Collections Teams	3
<b>FI3.3</b>	Loan Portfolio Management	Focuses on overseeing the health of the entire credit portfolio, tracking quality indicators (PAR), analysing diversification, and making data-driven policy adjustments.	Credit Portfolio Managers, Senior Credit Officers, Risk Managers	2

COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
<b>FI3.4</b>	SME Lending	Strengthens capacity to design and deliver lending services to SMEs in various economic sectors, addressing challenges like limited financial records and tailoring products features to their unique needs.	SME Bankers, Credit Managers, Officers, Relationship Managers, SME Desk Officers	3
<b>FI3.5</b>	Agriculture and Agribusiness Lending	Builds specialised skills for financing the agriculture sector, including designing products for farming cycles and assessing and mitigating agricultural risks.	Agri-finance Officers, Rural Banking Managers, Credit Analysts	4
<b>FI3.6</b>	Microcredit Methodologies (Client-Focused Lending)	Examines various lending models for micro-entrepreneurs, including group and individual lending, using social collateral, and client-centric assessment techniques.	Microfinance Loan Officers, Branch Managers, Product Developers	2
<b>FI3.7</b>	Interest Rate Setting and Risk Analysis	Provides a practical toolkit for pricing financial products to cover costs, remain fair to clients, and ensure institutional sustainability.	MFI Managers, Finance Officers, Product Development Teams	2

#### **FI 4: DIGITAL FINANCE, CYBERSECURITY & AI**

<b>FI4.1</b>	The New Digital Finance Landscape	Offers a strategic overview of how technology (mobile money, fintech, AI) is transforming financial services, and how to navigate threats and opportunities.	Senior Management, Strategy Teams, Board Members	1
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COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
FI4.2	Developing Digital Strategies and Business Cases	A hands-on course for creating a digital transformation roadmap, building strong business cases for investment, and integrating risk management into innovation.	Digital Transformation Leads, Product Managers, Senior Executives	2
FI4.3	AI Strategy and Digital Transformation for Financial Institutions	Builds senior leaders' ability to lead AI adoption with clear choices, strong governance, and safe execution, focusing on high-value use cases.	Board Members, C-Suite Executives, Heads of Digital & Strategy	2
FI4.4	AI in Risk Management and Compliance	Strengthens the ability of risk, compliance, and audit teams to use AI for fraud detection, AML monitoring, and credit risk, while managing AI-specific risks.	Risk, Compliance, and Audit Professionals	3
FI4.5	AI-Driven Customer Experience and Operational Excellence	Equips managers to improve customer service and speed up operations using practical AI tools like chatbots, predictive analytics, and process automation.	Operations Managers, Customer Experience Heads, Digital Channel Managers	2

## FI 5: CUSTOMER SERVICE & MARKETING

FI5.1	Customer Service Excellence in Financial Services	Enhances service and communication skills of staff while reinforcing compliance knowledge, ensuring a superior and compliant customer experience.	Frontline Staff, Customer Service Representatives, Branch Staff	2
FI5.2	Market Conduct and Consumer Protection	Addresses the policies and culture needed to ensure fair treatment of customers, focusing on conduct risk from product design to sales incentives.	Senior Managers, Board Members, Compliance & Legal Heads	2

COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
FI5.3	Deposit Mobilisation Strategies	Concentrates on techniques for attracting and retaining customer deposits by designing appealing savings products and running effective marketing campaigns.	Retail Banking Heads, Branch Managers, Marketing Teams	2
FI5.4	Financial Services Marketing and Sales	Develop skills to effectively market and sell banking products to target segments using consultative sales techniques and modern promotional tactics.	Sales Teams, Marketing Staff, Relationship Managers	3
<b>FI 6-8: INCLUSION, PERFORMANCE &amp; SUSTAINABILITY</b>				
FI6.1	Financial Product Development & Innovation	Teaches a structured, client-centric approach to designing, prototyping, pricing, and launching new financial products that meet market needs.	Product Development Teams, Marketing Managers, Innovation Units	3
FI7.1	Financial Performance Analysis for Fis	Equips managers with tools to evaluate their institution's financial health by interpreting financial statements and calculating key performance ratios.	Finance Managers, MFI Managers, Analysts, Department Heads	3
FI7.2	Managing Growth, Profitability and Impact	Provides frameworks for senior leaders to balance scaling operations, maintaining profitability, and achieving the institution's social mission.	Senior Leadership, Board Members, Strategy & Planning Heads	2

COURSE CODE	COURSE TITLE	COURSE DESCRIPTION	PRIMARY TARGET AUDIENCE	INDICATIVE DAYS
<b>FI8.1</b>	ESG Integration and Governance for Financial Institutions	Introduces how to embed Environmental, Social, and Governance (ESG) principles into banking operations, risk assessment, and corporate governance.	Board Members, Senior Management, Risk & Compliance Officers	2
<b>FI8.2</b>	Gender Lens Finance and Inclusive Banking	Focuses on incorporating gender-inclusive strategies to design products and lending programmes that better serve women-led businesses and female customers.	Product Teams, Credit Officers, SME & Retail Banking Managers	2
<b>FI8.3</b>	Green Finance and Climate Risk Management	Explores how to manage climate-related risks in lending portfolios and capitalise on green finance opportunities like green bonds and sustainable loans.	Risk Officers, Credit Analysts, Portfolio Managers, Sustainable Finance Teams	3
<b>FI8.4</b>	Strategic Sustainability Leadership in Banking	A high-level course on formulating and executing a comprehensive sustainability strategy, integrating it into corporate vision and business planning.	Directors, CEOs, Senior Management, Heads of Strategy/Sustainability	2

***\*Indicative course days are a general guideline. The duration can be customised for in-house training sessions to meet your specific institutional needs.***

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## PARTNER WITH US TO BUILD YOUR TEAM'S CAPABILITIES

As you review this catalogue, consider which capability gaps create the biggest risk for your institution, which skills will help your teams meet targets this year, and which courses should be prioritised for your leadership, management, and front-line staff. If your desired programmes are not listed, reach out to us to co-create with you.

We are ready to partner with you to build a more resilient, competitive, and impactful organisation. We welcome a conversation to help you select the right courses, agree on dates, and choose the best delivery format for your team.

E

## TAKE THE NEXT STEP

To discuss your training needs or to request a customised proposal, please contact our team today.

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