



CORPORATE PROFILE

FONTINI CONSULTING LIMITED

DR. FRANCIS OKEREKE FCA,FCIB,FCILRMN,AMNIM,MBA,Ph.D (USA)
CEO-FONTINI CONSULTING LIMITED





Our Philosophy

Invest in the things you know and understand well.

Our business is based on this motto, we only work on what we know best and that's providing training and seminars for professionals that help you master your job.

Mission Statement

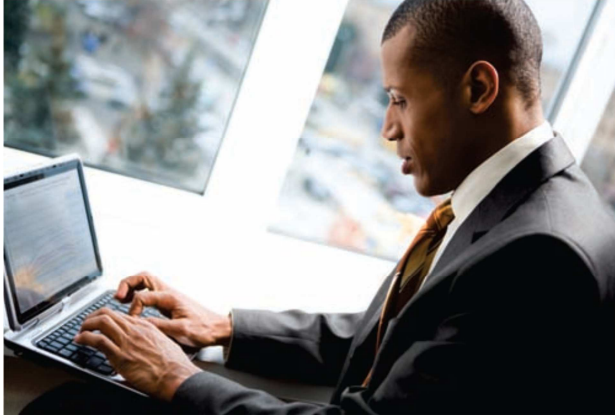
To be the accepted and globally acknowledged Consulting and Training Company of first choice in Africa and beyond committed to delivering qualitative and reliable professional service.

Vision

To create a unique consulting outfit focused on providing quality solutions to clients' business problems.

Core Competencies

- Management Consulting
- Training
- Outsourcing
- Executive Search & Recruitment services
- Research & Development Services



Delivering Value

Our courses are rigorous, practical and extremely value adding and are recognized by business and government organizations nationwide as the standard courses for HR Professionals and Line Managers.

Our workshops offer a unique experiential design that is unlike traditional training courses. It is inclusive, highly interactive and leverages the knowledge of all participants. We provide delegates with pre-read documents and pre workshop assignments to ensure learning starts long before the commencement of the programme. We also provide ongoing support and hand holding after the workshop to ensure we push the boundary of learning all the way back to the place of work.



Our Organisation

Fontini Consulting Ltd organizes interactive, practical, applicable and valuable professional **public, in-house and online business and financial training courses** for business executives and banking & finance professionals all over the world.

Our events cover a wide range of financial topics from Asset & Liability Management, Accounting & Auditing, Credit, Corporate Finance, Risk Management, Derivatives, Capital Markets, Securitizations, Project Finance, Trade Finance, Treasury Management, Leadership Management, Sales, Project Management, Oil & Gas, Energy topics and more.



Our Services



Training

Our training covers the following areas:

- Bank & Financing Institutions training related
- Public Sector Based Training
- Private Sector Based Training related
- International Seminars
- Industry/Company Specific-In plant training.
- IFRS-CISA-Risk Management training.

Our Learning and Performance Group

The Learning and Performance (L&P) Group of FCL is a dominant player in the 'learning space' of Corporate Nigeria consistently bridging, via learning, organizational competency gaps and also deploying learning solutions/interventions to address future (predicted) competencies that will be required to deliver business results in the long term.

Our Workshop

Our workshop(s) are designed to equip our delegates with the knowledge, skills and characteristics required to achieve spectacular results and offer a unique experiential

design that is unlike traditional training courses. All our courses offer several cutting-edge tools, templates, assessments and activities for immediate implementation. Our Learning & Development programmes are delivered by leading industry practitioners and expert consultants in a number of formats such as public training courses, customized in-house programmes, workshops and blended solutions.

Our workshops offer a unique experiential design that is unlike traditional training courses. It is inclusive, highly interactive and leverages the knowledge of all participants. We provide delegates with pre-read documents and pre workshop assignments to ensure learning starts long before the commencement of the programme. We also provide ongoing support and hand holding after the workshop to ensure we push the boundary of learning all the way back to the place of work.

Tools & Job Aids

All our courses offer several cutting-edge tools, templates, assessments and activities for immediate implementation. You can take our tools back to your place of work and use them as often as you like.

Continuous Learning

We deliver fresh insight and new practices across the several HR and line Functions. Our courses are continually updated with new research from our partners and alliances worldwide. We follow through on our programme participants via the internet to keep them engaged even after the programme.

Case Studies

We use interactive learning that drives discussion, collaboration and strategic analysis. Official books for our Courses all our courses have books that we have researched, reviewed extensively and selected to give to participants to aid their ongoing development and continuous learning. Each participant will get the official course book as part of the goodies of the programme.

In-House Training Services

Do You Need to Organise Internal Training for Your Staff?

Sometimes, you may find that attending or sending your staff to one of our public courses is not feasible or you may find a need to train a group of staff from your organization.

In-house training is meant to help you solve that problem:

How Do You Benefit?

- Discuss situations and cases **specific to your organization** in confidentiality

- **Tailor & customise** the topics to your organisation's needs
- Flexibility, we try to accommodate **when and where you want** to be trained
- A chance to **build team-spirit** and bring staff together in a common learning environment
- Knowledgeable and **experienced** speakers who are keen to pass along their **knowledge to your staff**
- We can organise in-house training anywhere in the world for you
- **You save money**: cost per person is lower than sending staff to a public course
- You **save more** money: no airfare and no hotels to book for your staff
- Best of all, **YOU create a great impression** in your bosses eyes by organising high-quality training at an affordable investment

How Can Fontini Consulting Ltd Help You?

We can help you with the following services:

- Face-to-Face In-House Training
- Content Development
- Hybrid Training consisting of both Face-to-Face and/or eLearning delivery
- Mentoring and Coaching for more personalised interactions

What Topics Do You Cover?

We can arrange a wide range of topics that will fit what you are looking for. All the public courses that you see can be provided as an in-house course as well as:

- Capital Markets topics
 - Corporate Finance
 - Risk management
 - Management and leadership skills
 - Project Management
 - Client Relationship, Sales & Negotiations
 - Change Management
 - Accounting
 - Treasury management
 - Industry-specific training such as:
 - Financial Services (Banks & Financial Institutions, Insurance, Investment Management, etc)
 - Energy sector (Oil & Gas, Power, Water)
 - Telecoms
 - Manufacturing
 - Transport & Logistics
 - Healthcare
 - Much more
 - and much more...if you can't find what you're looking for, feel free to contact us with the topic you need
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Can You Organise Training in the City/Country of My Choice?

Absolutely. We can organize in-house training courses for you whether it's held in Accra, South Africa, Kenya, Gambia, Toronto, New York, Paris, Abu Dhabi, Mumbai, Shanghai, Sydney, Singapore, Hong Kong, Kuala Lumpur, Moscow...anywhere you want.

Contact us for a proposal.

REQUEST AN IN-HOUSE PROPOSAL

Where Are Your Trainers Located?

The benefit of working with Fontini Consulting Ltd is that we have a large panel of trainers located in Accra, South Africa, United Kingdom, Europe, United States, Middle-East, Asia, Australia etc.

We'll source the right trainer for you for the topic you desire.

How Many People Do I Need to Organise an In-House Course?

From our experience, we usually recommend a minimum of 8 to a maximum of 30 people per in-house training course.

You can invite colleagues from other locations and/or your clients.

Why Should I Train with Fontini Consulting Ltd?

Here's three reasons why:

1. You have a busy job. You're asked to do so much in your day-to-day work, you don't have the time to spend on organising the logistics of an internal/in-house training. Fontini Consulting Ltd will help take the load off you.
2. Take advantage of Fontini Consulting's panel of expert instructors located in the USA, UK, Middle-East, Asia and Australia. We source the right instructor for you so that you don't have to.
3. Once you become our client, we ensure you become a client for life.

Request a Free Proposal:

You have nothing to lose, if you and your company have in-house training needs, request a free proposal, there's no obligation.



Management Consulting

This Covers area such as:

Business Consulting & Advisory Service

IFRS/IPSAS training & implementation services

HR & OD Services

Strategic Planning services

Organization Restructuring Services

Other Areas Includes:

***Risk Management**

***Preparation of Feasibility Studies**

***Development of Business Plans**

***Business Process Review and Automation**

***Development of Manuals of process and Procedures**

***Development of Business Operational Manuals.**

Debt Recovery & Management Consultancy

Area covered includes:

- *Debt Recovery
- *Credit Analysis
- *Loan Adjusters
- *Forensic Review and Consulting
- *Reconciliations
- *Bank-Customer Mediation

Consultants for Post Examination Monitoring of Microfinance Banks

- *To complement existing supervisory arrangement for MFBs
- *Monitor the Implementation of CBN-Examiners' recommendations
- *Review Financial records of the MFBs

Banking Agency Arrangement

Super agent

Sole agent

Sub-agent

Banking Agents covering:

- *Account opening, cash deposit and withdrawals.
- *Fund Transfer Services
- *Bill payments
- *Balance Enquiry
- *Loan Disbursement and repayment
- *Collection of Bank mails and correspondence.



Executive Search & Recruitment

Today, there are hundreds of search firms to choose from. So what separates us from the rest? We think our differences are our advantages.

We're specialized. We stay focused on placing upper-level executives. By not trying to be everything to everyone, we're able to be the best at what we do.

We're seasoned. Search firms come and go. But we've been here for over 10 years and have a reputation to uphold. So you know you'll be working with a team that takes its track record very seriously.

We're smart. We've done a wide variety of assignments in all types of industries. As a result, we know the best ways to dig up the talent you want to recruit.

We're small. It's important for us to keep an entrepreneurial edge. Because we stress quality over quantity, we act quickly, hold each other accountable and take pride in our work.

PEOPLE WE CAN RECRUIT

Senior Business Executives

- Chief Executive Officer
- Chief Operating Officer
- President
- Area Director
- Vice President
- General Manager
- Branch Manager

- Marketing Managers
- Chief Accountants
- Store Managers
- Management Accountants
- HR Managers/Officers
- Operational Managers etc

Manufacturing

- General Manager
- Vice President, Manufacturing
- Business Manager
- Plant Manager
- Assistant Plant Manager
- Maintenance Superintendent

Public Relations

- Vice President, Public Relations
- Division Manager, Communications
- Product Issues Manager
- Director, Corporate Relations

Finance and Information Systems

- Chief Financial Officer
- Vice President, Finance
- Vice President, Operations
- Corporate Director, Strategic Planning
- Treasurer
- Controller
- Head, Securities Division
- Manager, Credit Services
- Mortgage Manager

Human Resources

- Vice President, Human Resources
- Vice President, Benefits
- Director, Compensation
- Corporate Manager, HRIS
- Plant Human Resources Manager

OUR WORKPLAN



Our work plan is simple: no matter what your organization does, you're in the people business. And the people you hire are key to unlocking your organization's potential.

With that in mind, we've developed a unique way to evaluate potential candidates. We focus on the whole person—not just their competencies, but also their personality, how they communicate and the way they work with people.

We call our work-plan the Seven Steps to a Successful Search. It works like this:

1. **Initial consultation.** First, we find out what you want “on paper.” But we take it a step further by examining your organization's culture and personality to create a one-of-a-kind profile of your organization.
2. **Research and targeting.** Next, our staff takes your corporate profile and creates a unique “yardstick” for candidates from thousands of sources. We then use it as a litmus test to build a group of candidates for sourcing.
3. **Sourcing.** We contact sources and identify candidates next, which generally narrows the group down to a half-dozen or so of the strongest candidates.
4. **Candidate evaluation.** We then conduct test, mark and do thorough, face-to-face interviews with the successful and most promising candidates. We learn about the whole candidate—their personality and values, as well as their skills.
5. **Reference checking.** Unlike some firms, we make sure to speak with references who can give insight on the candidates' capabilities, interpersonal skills and integrity.
6. **Candidate presentation.** Once we assess the individuals' qualifications and personal “fit,” interviews are scheduled between client and candidate. If necessary, confidentiality is maintained until this point.
7. **The hire and follow-up.** Once you've chosen who you want, we can help develop a compensation package that ensures you “seal the deal.” After the hire, we regularly continue our dialogue to make sure things are running smoothly.



Outsourcing

FONTINI CONSULTING LIMITED specializes in the provision and management of Contract staff in all categories, as well as the selection and placement of temporary staff for corporate organizations (including the oil & gas industry, banking, telecom, manufacturing and multilateral organizations).

We have, over the past decade developed wide experience and appreciable competence in rendering these services to our numerous clients. In doing this, we have succeeded in carving a niche for ourselves in the outsourcing industry, through our total commitment to prompt and customer-driven service delivery, which has been the basis of our sustained relationship with our clients.

Current Industry Practice

The prevailing trend in the Nigerian business setup is to outsource non-core staff to specialized firms that undertake to manage them in the interest of their Companies. Such firms serve to allow the Companies to focus their energies on the activities and management of its core personnel, which normally add directly to the bottom line of the Companies.

The categories of staff that are ripe for outsourcing include secretaries, front Office staff, back office staff, security and safety staff, telephone operators, cleaners, Waiters, etc. Call us for detailed proposal or download from our website.



Our Team



LEAD CONSULTANT

Dr. Francis Okereke FCA,FCIB, FCILRMN,AMNIM,MBA,Ph.D (USA)

Dr.Francis Okereke a Ph.D. holder in Business Administration (Honoris Causa) from the Pacific Western University Denver City Colorado USA is the Lead Consultant of Fontini Consulting Limited (FCL), a Banking, Finance, Risk, Management consulting and organizational development firm based in Lagos, Nigeria.

Born and trained in Nigeria, Francis has developed himself astoundingly in various fields with the aim of gathering useful knowledge to help individuals and companies achieve their best.

A graduate and alumnus of the Masters in Business Administration from the prestigious University of Nigeria Nsukka.Francis is very passionate and committed to Leadership And Peoples Development as well as Talent Management in both Public and Private Sectors of the Nigerian Economy. He is a certified Risk Management practitioner at Fellowship Level (FILRM), certified Chartered Accountant at Fellowship Level (FCA), certified Chartered Banker

at Fellowship Level (FCIB), certified Management Practitioner at Associate Level (AMNIM) and Talent Management Strategist.

Francis is an organizational Development Consultant with experience in Telecommunications, Manufacturing, Banking and Management Consulting. He has been actively and assiduously involved in the development and implementation of an end-to-end organizational Development & Human Resource Transformation projects through our sister company FRANCIS CONSULTING in Collaboration with (ICAN) on behalf of several organisations.

As an HR & OD consultant, Francis has led several consulting and training interventions for major blue-chip companies including Nigeria Breweries, MTN Nigeria Communications, ZENITH Pensios, Friesland Foods (WAMCO), Zain Nigeria, British America Tobacco, Coca Cola International, Citibank Nigeria, First Bank Nigeria, First City Monument Bank, Guaranty Trust Bank, International Finance Corporation (Member of World Bank Group), RT Briscoe etc.

He holds a first degree in Accounting and Masters Degree in Accounting and has attended several relevant training programmes both within and outside the country.

He is a Licensed Member of Chartered Institute of Loan and Risk Management (CILRM) of Nigeria, a Licensed and Practicing Member of the Institute of Chartered Accountants of Nigeria (ICAN), a Licensed and Practicing Member of the Chartered Institute of Nigeria (CIBN) and , a certified Associate Member of the Prestigious Nigeria Institute of Management (NIM), a Master Coach ,an ACCA trainer UK, and many other indigenous professional affiliations. Francis has always understood that knowledge replicates itself when shared and has been actively involved in public speaking and facilitation to large audiences for various organisations, government functions and non-governmental organisations. Lead Consultant of a team from FRANCIS CONSULTING a sister company that undertook the Restructuring of Tetraxini PLC, a publicly quoted Nigeria Fast-food organization and several others. Francis has been involved in several Human Capacity Building Projects on behalf of several organizations. This covers areas such as Risk Management, Banking and finance, Leadership Development, Managerial Competencies development, Talent Management, HR Professional Capacity Building etc.

Francis is sitting on the Board of Several companies in Nigeria.

For more detailed information on Francis you could visit our sister company website by logging on: www.francisconsulting.net And www.francisokerekeandco.com as well as face book and other social media.

He is happily married with children.

ASSOCIATE CONSULTANT-HUMAN CAPITAL DEVELOPMENT

Abimbola Kolade Oladapo Bsc,ACIPM,AMNIM

Abimbola is a seasoned HR practitioner, a graduate of Psychology. He is also a member of the Chartered Institute of Personnel Management. He has about 20 years HR experience with perspectives from both the Consultant and Client having worked in several HR consulting firms. He a Policy Entrepreneur, Global Leadership Development Educator, Leadership Coach, Strategist and Synergist on Access to African Markets, with several years of cognate experience in crafting, facilitating and executing Private and Public Sector Strategy for organizational Leaders, their Institutions and Nations. He has been involved in delivering Competency Based learning interventions, conducting research as well as carrying out consultancy projects on behalf of clients. He also specializes in entrepreneurship and manpower development programmes. His recent projects include Turnkey Talent Resourcing for organisations, Talent Assessment & Profiling, Job Evaluation and Development .This helped the organization to focus its training programmes for each staff only on the competencies that support organization goals. Akin is also a trainer in the area of Employability Skills and workplace productivity.

ASSOCIATE CONSULTANT-MARKETING & BUSINESS DEVELOPMENT

Eshieshi Ofomegbe Andrew MCMl (UK),ACInst.M(Canada),ANIMN,ACE,FMSM,MBsc

Eshieshi is an ambitious and hardworking professional with proven records of achieving results. A true sales and marketing professional with resilient ability to hunt new businesses an impact knowledge at high speed. Eshieshi is a talented trained and Chartered Sales, marketing and Business Development expert.

Eshieshi is an Alumnus of the Prestigious Columbus International University Norton, England (UK) where he graduated with a Bachelor degree in Marketing; He holds a Masters Degree in Business Administration (MBA) also majoring in Marketing management and strategy from the University of Technology Oyo State Nigeria. Eshieshi is a Fellow of the Institute of Marketing and Sales Management Executive Consultants; an Associate of the Canadian Institute of Marketing; an Associate of the United Kingdom Chartered Management Institute; an Associate of the Institute of Chartered Economist of Nigeria; an Associate of the Nigeria Institute of Management (NIM)

Eshieshi holds a license as an Associate of Nigerian Institute for Training and Development (NITAD) as well as Graduate certification of the Nigerian Institute of Shipping.

His work in Private Sector cuts across exposure in the Oil and Gas Sector where he holds the General Manager Position in RAP OIL & GAS Limited. He was formally the Head OF

MARKETING in organization such Central Packages Limited (COURIER);SEGI Pharmaceutical and Surgical (PHARMACEUTICAL);CTN Limited (TRANSPORT & LOGISTICS). He other exposure cuts across the Public Sector ,Federal and State Governments in his country Nigeria and the African Continent. Has held several Senior Policy and Public sector strategy advisory functions in the areas of National Marketing Management and Strategy.

ASSOCIATE CONSULTANT-INFORMATION TECHNOLOGY

Afuye Oluwatoba Francis Bsc,CISSP,CISM,CISA,ACA

Afuye graduated from the University of Lagos with a B.Sc. in Accounting. He has about 16 years experience in the Oil & Gas Sector, Pharmaceutical and several others.

Afuye is certified system Auditor and security professional. He is a certified information system security professional (CISSP); a certified information security Manager (CISM); a certified information system Auditor (CISA); a Chartered Accountants at Associate Level (ACA).Afuye is passionate about IT Audit infrastructure and strategy. He practices Business process improvement system protection through a robust based Information system policy on assets protection.

Afuye is an expert in setting up accounting systems. He has delivered lectures and seminar bothering on Risk based Auditing; A-Z of Internal Auditing, Information system auditing for the Upstream and Downstream sector of the Nigerian Economy

He teaches ERP, MICROOFT OFFICE, ACL, PEACHTREE AND DYNACOM.

ASSOCIATE CONSULTANT-FINANCIAL REPORTING & IFRS IMPLIMENTATION

Alao Ganiyu Olaitan B.Sc, FCA, CertIFR (ACCA,UK)

Alao graduated from the University of Lagos with a B.Sc. in Accounting. He has over 20years in the Banking Industry. He has worked as Head Financial Reporting (WEMA BANK PLC), Head Branch Operations, Head Branch Coordination, Head Domestic Operations all in (FIDELITY BANK PLC).He also served in other leading banks such as EKO INTERNATIONAL BANK PLC and other leading consulting firms.

He is passionate about financial reporting, derivatives and international financial reporting. He is a member of the Institute of Chartered Accountants of Nigeria (ICAN) at Fellowship Level.Alao is a certified IFRS expert and an astitute teacher in contemporary financial reporting topics. He is an ACCA teacher and prides himself in doing this.

He has worked with a team of consultants on several projects ranging from IFRS implementation issues.

ASSOCIATE CONSULTANT-SOFTWARE IMPLIMENTION

Emmanuel Emeng Daniels ACA, AAT

Emmanuel has over 12years in the Industry cutting across various sectors of the Economy. He has worked as Manager, Systems & Control in the famous THOMAX WYATT PLC,a quoted company specializing in paper conversion and stationery. He was the Chief Finance Officer in WEGAS SHIPPING & LOGISTICS LIMITED a petroleum marketing company based in Lagos Nigeria. Emmanuel was the Group Financial Controller ETUGO OIL LIMITED as well as TANZILA PETROLEUM. In the energy sector Mr. Emmanuel worked as Accountant with METTLE ENERGY & GAS LIMITED. His experience in the banking industry was with CITIZENS BANK LIMITED now SPRING BANK PLC.

He is passionate about Financial Modelling, SAGE 50 IMPLIMENTATION AND TRAINING.

Emmanuel is a member of the Institute of Chartered Accountants of Nigeria (ICAN) at Associate Level and has interest in financial reporting, financial modeling as well other

CONSULTANT – TRAINING MANAGEMENT & RECRUITMENT & EXECUTIVE SEARCH

Mrs Toyin Okereke HND ACCOUNTING

Toyin is the Consultant responsible for training and recruitment arm of Fontini Consulting Limited. She is experience in insurance and accounting having worked for over 17 years across different fields. She holds an HND from the famous YABA College of Technology.

CONSULTANT

Azeez Sholotan HND ACCOUNTING

Azeez is the Head of the Account &Admin arm of Fontini Consulting Limited. His experience in office accounting and administration involves coordinating with the management and the staff in the daily running of the office, looking after the requirements of each department and generally making sure the office runs smoothly.

In addition, he is responsible for training administration and brand management/promotion.

