



# PwC Ghana Business School

2025 training curriculum

<https://www.pwc.com/gh/en/about-us/business-school.html>



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# Welcome message

## A message from the PwC Ghana Business School Leader

Greetings to all,

I am proud to announce that 2025 marks ten years since the launch of the PwC Ghana Business School. We celebrate the achievements over the past decade and look forward to celebrating even more successes with you.

As we begin a new year, we understand that you have set some performance and development goals, along with the strategies to achieve them. I encourage you to become curious about what other skill sets you can learn or develop to help you reach these planned goals. Our 2025 Business School curriculum, which we are delighted to present to you, has been thoughtfully prepared to support you in achieving and exceeding your development goals.

This year's training programmes have been developed based on our extensive experience, emerging business needs, and the feedback you have provided. These topics will help your teams stay ahead of the curve and be solutions-oriented. Further, with the increasing need for businesses to be data-driven, cybersecurity-conscious, and AI-savvy, we have included training on Generative AI and Cybersecurity to help businesses build resilience, reinvent themselves, and stay relevant amidst the fast-paced changes in the business environment.

We continue to offer customised training programmes and look forward to discussing how we can best meet the key performance indicators in the learning and development of your staff. Our goal is to transform the mindsets and capabilities of your people, by delivering actionable and measurable results.

We trust that this year's curriculum will meet the training needs of your organisation, providing the upskilling and reskilling necessary to deliver consistent and high-quality work. This, in turn, will help grow not only your bottom line but also improve your relationships with stakeholders.

We wish you the best in achieving your employee capacity building goals throughout 2025 and look forward to welcoming you virtually, or to our PwC Business School training facility at the PwC Tower in Accra.

*Abeku Gyan-Quansah*

Abeku Gyan-Quansah  
PwC Ghana Business School Leader and Tax Partner



# Our academies

Contributing to growth of knowledge



PwC Ghana Business School's academies have been a driving force in contributing to the building of knowledge and the development of technical and soft skills for clients within West Africa. The strategy of our academies is to create inclusive learning environments which nurture the development of business professionals who pass through the business school.

## How we are delivering training

We deliver in-person, online and hybrid training programmes. Our learning sessions are delivered through either open sessions, which are available to organisations from different industries, or bespoke training sessions which are tailored for teams from the same organisation or work groups with a common interest.

Our bespoke training programmes are organised on-site at our training facility within the PwC Tower or off-site at a location of the client's choice. We know the importance of theory for learning, however we also understand the value of translating real life business scenarios into practical and applicable learning. Our case studies for each training session have been developed by our subject matter experts to be relevant and hands-on, which increases the learning absorption rate.

This approach positively impacts the skillset with which attendees improve their work output using the techniques acquired in our sessions. With our training approach, we can promise you a memorable learning experience - a programme structure that ensures that attendees not only grasp concepts in the most practical way, but have fun while at it.

## Why choose us as your training partner

PwC Business Schools and Academies are globally recognised for their contributions to the upskilling of the workforce. Should you be looking for training solutions which bridge the skills-gap of your employees and prepare your organisation for transformation and high performance, our Business School will be able to support. Our wealth of knowledge and resources go beyond the borders of Ghana and helps build the tenacity needed to solve today's important problems and to predict, prevent and manage tomorrow's.



# 2025 training schedule

## January 2025

<b>Tax Academy</b>	<b>21 January 2025</b>	<b>Recent developments to Ghana's tax environment - Planning for 2025</b>
<b>Course overview</b> <p>Ghana's tax landscape is constantly evolving, and continuously challenging businesses to keep up with the changes in order to avoid sanctions for non-compliance. This risk stems not only from the constant changes to tax laws, but in updates to administrative guidelines, established practices and judicial outcomes that shape the entire tax system. Given the risks businesses in this evolving tax environment are exposed to, periodic interactive sessions with inquiring minds are key to staying in business.</p> <p>This session will examine the impact of recent tax law changes and key tax policy modifications, how they impact businesses across sectors, and provide comprehensive guidance and techniques for navigating the changing tax landscape. The training will also unravel the complexities of tax policy and law updates, and give participants a deeper understanding and the confidence to make informed decisions.</p>		





# 2025 training schedule

## February 2025

<b>Technology Academy</b>	<b>11 to 13 February 2025</b>	<b>Data Science for Business Professionals I</b>
<b>Course overview</b> The Data science for business professionals (DSBP) 1 training programme is a comprehensive course that provides a foundation in data analytics and an introduction to Power BI, a scalable enterprise data visualisation and business intelligence tool.  Participants will learn essential concepts and skills for data analysis, visualisation, and its transforming impacts on business reporting.		

<b>GRC Academy</b>	<b>25 to 27 February 2025</b>	<b>Risk based internal audit</b>
<b>Course overview</b> The International Professional Practices Framework (IPPF) standards require internal audits to be performed using a risk based approach.  This intensive 3 day training will equip participants with leading practices in risk-based auditing in the entire internal auditing cycle: from preparing the annual plan, executing the plan, reporting to stakeholders and performing ongoing monitoring.		



# 2025 training schedule

## March 2025

<b>HR Academy</b>	<b>18 to 19 March 2025</b>	<b>The whole manager programme</b>
<p><b>Course overview</b></p> <p>The role of managers in today’s competitive work environment has shifted dramatically. The field of play has also been disrupted by the combination of social media, mobile, analytics, Artificial Intelligence, cloud platforms and major economic trends. In spite of the challenging environment, the need to deliver consistently superior returns on investment remains non-negotiable. The rules of the game require every manager to demonstrate purposeful leadership by leading their teams to deliver peak performance even in the face of mounting odds.</p> <p>The whole manager programme is an intensive experience, designed to equip professionals at every level in your organisation with contemporary and high-performing leadership skills. Participants will learn essential concepts and skills for data analysis, visualisation, and its transforming impacts on business reporting.</p>		

<b>Sales and marketing academy</b>	<b>25 to 26 March 2025</b>	<b>Building high-performing teams: The role of the transformational leader</b>
<p><b>Course overview</b></p> <p>Teams need to be empowered to deliver efficiently and effectively on their tasks. Changes in management, systems, economic or business downturns, can immensely affect the output of teams and cause the development of a lax in performance, which can result in low work outputs.</p> <p>Building high-performing teams: The role of the transformational leader training programme is specially curated to lead and transform managers and team leads to high organisational performance, by equipping them with the soft and technical skills needed to develop self, to self-motivate and drive their teams through to high performance in spite of challenges. The course provides practical strategies and tools to identify the root causes of low motivation and performance, and to implement effective solutions to transform team dynamics and productivity.</p>		



# 2025 training schedule

## April 2025

<b>Tax Academy</b>	<b>8 April 2025</b>	<b>Sustainability and the future: Impact of Environmental, Social and Governance (ESG) on business operations</b>
<b>Course overview</b> Integrating sustainability into business is fundamental for organisations. Due to the global shift of sustainability practices as a nice-to-have to a must-have, and the gradual shift from focus on the environmental impact of business activities to impact on stakeholders and governance, business leaders are now charged to implement measures that will sustain their businesses in the long-term.  This programme will focus on the three pillars of sustainability - Environmental, Social and Governance (ESG) - and the key value drivers and benefits of ESG integration into a business' operations. It will tackle ESG trends and drivers in industry sectors, ESG transparency and disclosure guidelines, and sustainable practices.		

<b>Tax Academy</b>	<b>15 April 2025</b>	<b>Navigating the complexities of payroll audits and investigations</b>
<b>Course overview</b> The training will offer a comprehensive guide to understanding and addressing payroll processing and compliance-related issues, providing valuable insights for Human Resource professionals, accountants and auditors.  The focus will be on the common challenges faced during payroll audits and investigations, such as identifying irregular activities, ensuring accurate employee compensation reporting, and adhering to evolving regulatory requirements. It covers essential topics, including: understanding payroll systems, detection of irregularities, compliance and legal considerations, investigative procedures and mitigation strategies.		





# 2025 training schedule

## May 2025

<b>Technology Academy</b>	<b>13 to 14 May 2025</b>	<b>Data Science for Business Professionals II</b>
<b>Course overview</b> The data science for business professionals (DSBP) II training programme builds on the foundational knowledge acquired in DSBP I, delving deeper into advanced data analytics techniques and their strategic applications in business. This course introduces participants to more sophisticated data analysis methods, predictive modelling using Python or R and some advanced features of Power BI for enhanced business intelligence and decision-making.  Participants will gain hands-on experience with complex data sets, learn to create dynamic dashboards, and explore the use of machine learning algorithms to uncover actionable insights. At the completion of the course, attendees will be equipped with the skills to drive data-driven strategies and make impactful business decisions.		

<b>Tax Academy</b>	<b>27 to 28 May 2025</b>	<b>Indirect Tax: Business readiness for tax audits (Post Clearance Customs and VAT Audits)</b>
<b>Course overview</b> Over recent years, a significant portion of tax revenue for the government, projected at 60% for 2024, has stemmed from indirect taxes. Out of the expected indirect tax revenue for same year 2024, about 87% is expected to come from VAT and import duties; this target had been marginally exceeded by mid-year 2024. Audits on indirect taxes such as VAT and customs duties have thus become key areas of focus in the Ghana Revenue Authority's revenue mobilisation efforts.  This programme will provide tax practitioners and finance and tax personnel with the tools and knowledge necessary to effectively prepare for and navigate pitfalls and challenges associated with customs post clearance and VAT audits, ensuring compliance and minimising potential risks.		



# 2025 training schedule

June 2025

<b>GRC &amp; Technology Academy</b>	<b>24 to 26 June 2025</b>	<b>Data Analytics for Internal Auditors</b>
<p><b>Course overview</b>          In this complex, digital world, businesses seek to understand their data and information to derive greater insight, improve performance and enhance competitiveness.</p> <p>The Data Analytics for Internal Auditors programme will introduce the internal auditor to basic analytics to improve efficiency and effectiveness, as well as how to understand and assess large volumes of data and information.</p>		



# 2025 training schedule

## July 2025

<b>Tax Academy</b>	<b>8 to 9 July 2025</b>	<b>Transfer Pricing - The bane of MNEs and the battle for fair pricing</b>
<b>Course overview</b> This course offers a clear and practical look at transfer pricing and why it matters for multinational enterprises (MNEs). We will explore the challenges and rules surrounding transfer pricing, highlighting the need for fair pricing in today's global economy. Participants will learn how transfer pricing affects tax strategies, compliance, and overall business operations, as well as the ongoing efforts to combat tax avoidance.  This course is designed for tax professionals, financial analysts, compliance officers, legal advisors, and executives involved in international business operations who seek to enhance their understanding of transfer pricing and its implications for MNEs.		

<b>Audit Academy</b>	<b>22 to 23 July 2025</b>	<b>Mastering IPSAS 41: Elevating financial reporting standards in the public sector</b>
<b>Course overview</b> This intensive course covers International Public Sector Accounting Standard (IPSAS) 41 on financial instruments in depth. Consequently, participants will have an appreciation of the requirements of this standard concerning recognition, measurement, presentation, and disclosure of financial instruments.  The course will combine theoretical insights with practical applications that will eventually equip participants with the necessary skills to bring about increased transparency and accountability in financial reporting. The key areas that will be covered will include current issues on classification of financial instruments, impairment models, and hedge accounting.  By the end of the training, participants will be adept at applying IPSAS 41 in full compliance and at an improved quality in financial statements in the public sector.		



# 2025 training schedule

## August 2025

Technology Academy	12 to 13 August 2025	Introduction to generative AI
<p><b>Course overview</b> Understanding the fundamentals of Generative AI is crucial for leveraging its potential in various applications, from content creation to advanced problem-solving. The “Introduction to Generative AI” course covers the core concepts and techniques of generative models.</p> <p>This course provides essential knowledge for AI enthusiasts, data scientists, and professionals looking to integrate generative AI into their work. It covers the foundational principles of generative models, including Large Language Models (LLMs), prompt engineering and chatbots, with practical examples and applications.</p> <p>Participants will also get hands-on experience with popular tools and frameworks to enhance their understanding and capabilities in generative AI.</p>		

Sales and Marketing Academy	19 to 20 August 2025	The workshop for sales practitioners
<p><b>Course overview</b> The course is designed to provide a 360 degrees training on sales for participants who desire to excel in their selling enterprise. Deliberately designed to bring to life both the art and science of the selling architecture, this workshop has been carefully put together to support sales professionals, business leaders and individuals responsible for business growth, to gain the expertise needed to boost sales performance and cultivate and maintain long lasting client relationships.</p>		



# 2025 training schedule

## September 2025

<b>Audit Academy</b>	<b>9 September 2025</b>	<b>Strengthening public sector accountability: Navigating IPSAS for social benefits</b>
<p><b>Course overview</b> This training session is targeted at public sector accountants who would like to learn the details underlying International Public Sector Accounting Standard 42, which regulates social benefits. Participants will learn the structure of the standard; the prime focus will fall on recognition, measurement and disclosure of social benefits provided by public sector entities.</p> <p>This course will give some theoretical inputs and case studies in understanding the complexity of accounting for social benefits. The major issues to be addressed include accounting schemes of social benefits, an approach based on the obligating event, and the presentation of social benefits in financial statements.</p> <p>At the end of the training, participants should be equipped with the right knowledge and aptitudes to apply IPSAS 42 into practice in order to achieve proper and transparent reporting of social benefits. The quality of financial information will further enhance decision-making in the right direction for better performance in the public sector.</p>		

<b>Tax Academy</b>	<b>16 to 17 September 2025</b>	<b>Tax and Transfer Pricing implications of cross border investments and trade</b>
<p><b>Course overview</b> As the world becomes increasingly interconnected, businesses are exploring markets beyond their local jurisdictions. However, what appears to be a lucrative opportunity abroad can lead to significant risks or losses due to adverse tax consequences.</p> <p>Many local enterprises now engage in substantial business with foreign partners in finance, partnerships, and marketing. Despite the growth in cross-border transactions, the tax implications of these arrangements are often overlooked.</p> <p>This training programme will equip participants with the necessary knowledge and skills to handle the complexities of cross-border taxation, ensuring compliance and strategic planning for international business operations.</p>		



# 2025 training schedule

## October 2025

<b>Technology Academy</b>	<b>7 to 8 October 2025</b>	<b>Cyber disaster response: Development of simulation exercises</b>
<p><b>Course overview</b> Cybersecurity simulation exercises are an excellent way to gain practical experience in information security. However, designing them can be challenging. This course outlines the steps and guidelines required for creating a cyber simulation exercise.</p> <p>These steps include defining objectives, selecting an approach, designing network topology, crafting a scenario, setting rules, choosing appropriate metrics, and capturing lessons learned. Over two days, the programme will cover the essential elements needed to develop cyber disaster response simulation exercises. Participants' collaboration capabilities will be enhanced to understand the cyber landscape within the private and public sectors, gain insights into cyber-attacks, and learn how to protect and defend critical information infrastructures.</p> <p>The aim of this training is to teach cyber security practitioners from both the private and public sectors how to improve their ability to plan, implement, and follow up on cyber disaster responses.</p>		

<b>GRC Academy</b>	<b>28 to 29 October 2025</b>	<b>IT cyber audits for Internal Auditors</b>
<p><b>Course overview</b> The increasing adoption of technology and automation in organisations has significantly enhanced their operational efficiency and effectiveness. This increased reliance on technology however also exposes organisations to a range of risks, including cybersecurity threats, data breaches, and system vulnerabilities, which must be proactively managed and mitigated.</p> <p>To mitigate these risks, organisations must implement robust risk management strategies and invest in cybersecurity measures to protect their assets and reputation. Internal Audit units should be ably equipped and positioned to provide assurance to Management and the Board that cybersecurity controls in place are designed adequately and are working effectively.</p> <p>The cybersecurity audit for internal auditors training has been put together as a comprehensive and carefully designed training programme to equip internal auditors with the skills and tools to provide assurance over cybersecurity controls.</p>		



# 2025 training schedule

## November 2025

<b>HR Academy</b>	<b>11 to 12 November 2025</b>	<b>HR Analytics</b>
<b>Course overview</b> Analysing Human Resource (HR) data to gain insights on workforce, policies and practices can ultimately inform more evidence-based decision making. The HR analytics course covers the core concepts of HR analytics and reporting.  This course delivers the basic requirements for HR professionals and aspiring HR analysts to make a business impact. It covers the core concepts of analytics and reporting with an introduction to a visualisation tool (PowerBI) to enhance the work of HR practitioners.		

<b>Technology Academy</b>	<b>25 to 26 November 2025</b>	<b>Cybersecurity risk assessment mastery: From identification to action</b>
<b>Course overview</b> Cybersecurity risk assessment is a critical process that helps organisations identify, evaluate, and address potential cyber threats to safeguard their assets, data, and operations. In an era where cyber threats are increasingly complex and frequent, risk assessment forms the backbone of a robust cybersecurity strategy, enabling organisations to make informed decisions about where to allocate resources for maximum protection.  This training program offers a deep dive into the principles and practices of cybersecurity risk assessment, guiding participants through the end-to-end process of identifying vulnerabilities, evaluating threat levels, and prioritising risks. Through a blend of theoretical knowledge and practical application, attendees will gain insights into both qualitative and quantitative assessment methodologies, empowering them to assess cyber risks tailored to their organisation's unique needs and challenges. The training emphasises strategic decision-making, focusing on methods that not only minimise risks but also align with business goals.		



# Certification

We understand that certification is key to you. At the successful completion of a training programme, each participant is provided with a certificate of participation. These certificates are CPD eligible with professional bodies including ACCA, ICA, ICAG, ITAG, ICAEW and ISACA.





# Customised for your industry

We understand that from time to time, a one-size-fits-all module of training may not be suitable for all clients.

In scenarios like that where a unique objective needs to be met for a specific team, or the topic requires some sensitivity which warrants a private session, we are able to partner with you to deliver a customised training.

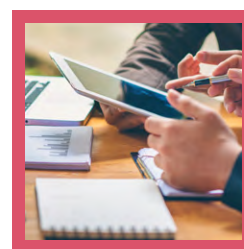
Talk to us on your unique circumstances and we will tailor for you a training solution that directly speaks to your needs.



**Applied research techniques**



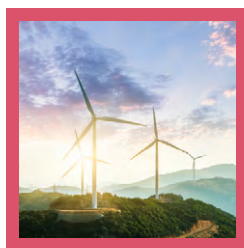
**Account receivables and account payables**



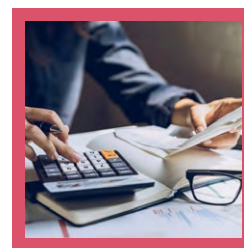
**Budgeting and budgetary control**



**Diversity and inclusion**



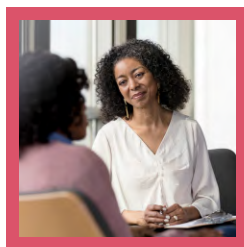
**Environmental, Social and Governance (ESG)**



**Financial statement analysis and interpretation**



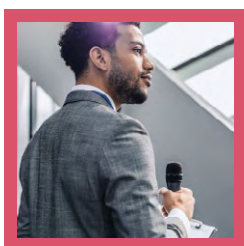
**Marketing**



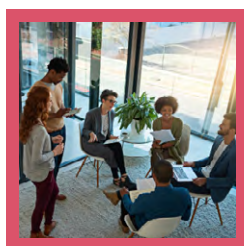
**International Financial Reporting Standards (IFRS)**



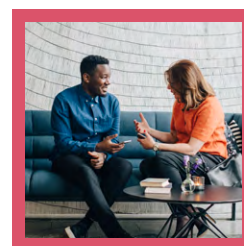
**International Public Sector Accounting Standards (IPSAS)**



**Leadership**



**The workshop for sales practitioners**



**Negotiation skills**

# Academy leads



**Gifty Appiah**  
Associate Director  
Tax Academy



**Johnny Mensah**  
Associate Director  
Assurance Academy



**Abeeku Entsua-Mensah**  
Associate Director  
Strategy Academy



**David Tsey**  
Associate Director  
HR Academy



**Desmond Daniel Koomson**  
Senior Manager  
Finance Academy



**Elsie Ankuma**  
Senior Manager  
Governance, Risk, Compliance  
and Internal Audit Academy



**Norbert Asomani**  
Manager  
Technology Academy



**Maapa Quansah**  
Manager  
Sales & Marketing Academy



# Enquiries & information

To make enquiries about our Business School, training course costs, or to discuss tailored training programs for your organisation, please contact our Business School team members.



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## PwC Ghana Business School team

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