



Banking & Finance Institute

Tailor-made In-house Training Academy





The **Accademia Programme™** is an ‘in-house training academy’ for organisations seeking to offer training to their own management, staff and employees as well as their clients, regulators, supply chain partners and others. It is a response to the challenges faced by organisations seeking to retain and develop their existing management and maintain competitiveness.



The Accademia Programme™ is available as:

- **Capital Markets & Commodities Academy**
- **Financial Compliance Academy**
- **Financial Crime Academy**
- **Insurance Academy**
- **Internal Audit Academy**
- **Islamic Banking & Finance Academy**
- **Pension Academy**
- **Risk Academy**

Combine Academies to create your organisation’s own in-house Banking and Finance Institute.

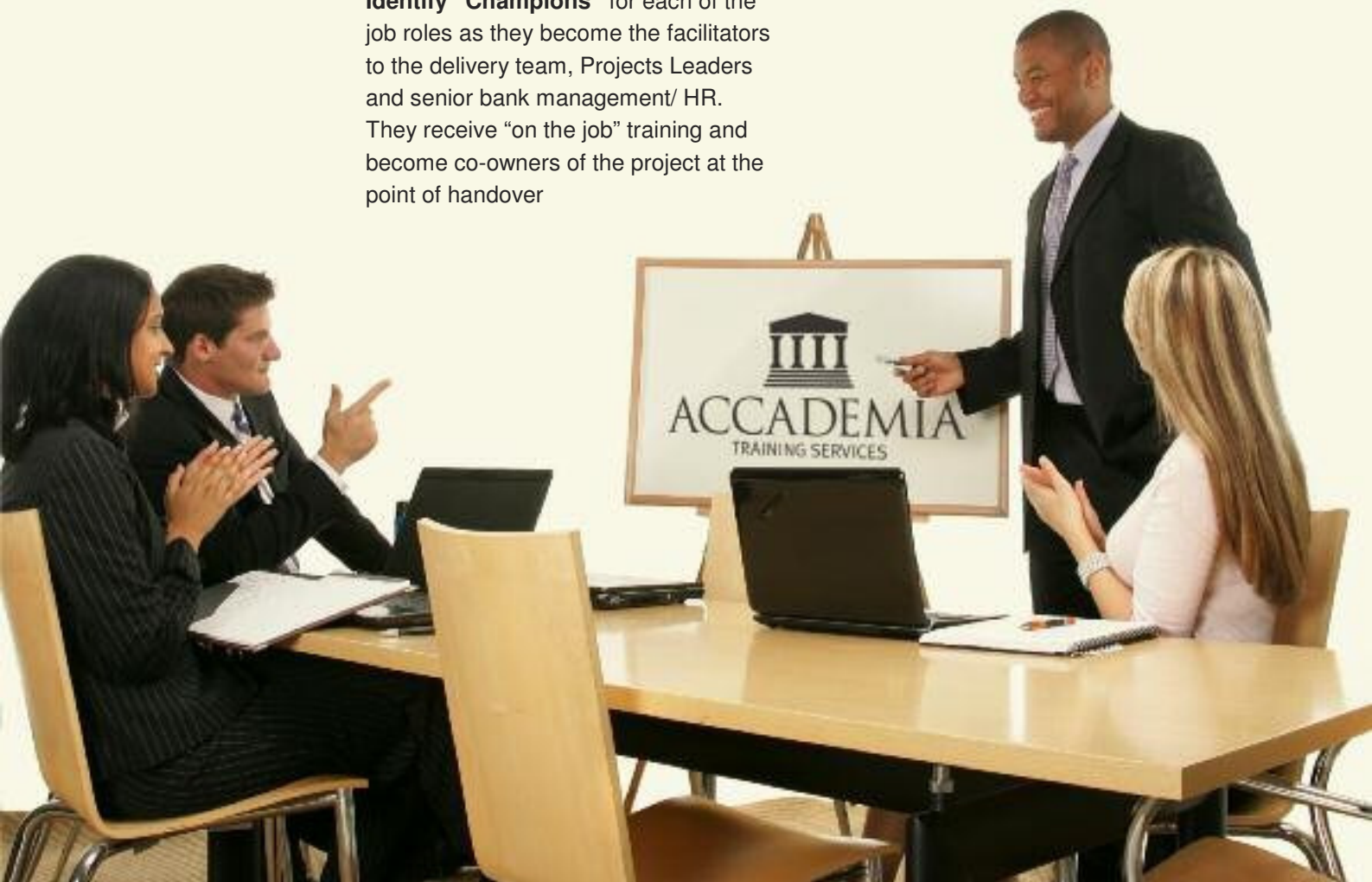
The Kick-Off workshop in London for the Risk Academy was very well organised and your hospitality really appreciated. We really feel comfortable with the Project Team and trust you. This will be a great programme.

Dr S Jaeger-Lentzl,
Functional Assistant to the Chief
Risk Officer – Hypo Alpe Adria Group
(Austria)

The Accademia Programme™ is available exclusively from Risk Reward Ltd, a leading supplier of tailored training and advisory services to the banking, financial and corporate sectors in developed and emerging markets.

Accademia Programme™ features

- **A Tailor-Made In-House Training Academy**
- **Modular and Flexible**
Different levels of learning, techniques and skills
- **Wide-range participants**
- **Learning Pathways**
- **Professional Qualifications**
Designed for up to 100,000 users per project with unlimited multiple training courses
- **Exams at the end of each individual course** plus cumulative exams as desired
- **Dedicated Project Manager** for each Accademia Project
- **Mapping: Working with the Group Chief Officer and the Group Head of HR** to determine the community and align job roles to international best practices and bank regulations, develop competencies and training to business goals
- **Identify “Champions”** for each of the job roles as they become the facilitators to the delivery team, Projects Leaders and senior bank management/ HR. They receive “on the job” training and become co-owners of the project at the point of handover
- **Surveys:** Rapid, low-cost but vital assessment of existing levels of knowledge. This provides the basis for the development of training content, pilot training courses and final full training roll-out
- **Playbook for courses to job role**
- **Study progress tracked** to show development throughout the project using Accademia Project Management system and Learning Management System.
- **Certificates available** on completion of each course
- **Weekly financial and management reports**
- **Training plan emerges from Directory** (dates, locations, frequency of courses base on population)



Accademia™ Website features

- **Fully customised website and HLM System** for each client (branded to your organisation: colours, graphic etc)
- **Hosted and non-hosted option** (yours or our server)
- **3 different access levels to build in:** Group, Business Unit and Delegates level and special access ports for ad-hock basis
- **Control access levels** for Group Chief Officer and Group HR departments and Business Units in addition to Delegates
- **Users can access data and reports** regarding courses, attendance, exams and certificates
- **Pre-requisites follow Learning Pathways**
- **Ability to upload all documents** related to the project (Framework Agreement, Project Plan, Timetable, and Meetings Presentations) – your administration or ours
- **Training pathway personalised and visible** for each individual delegate
- **Training course contents visible during entire programme** (course outlines, course materials)
- **My Learning page (HLMS)** – for each course the delegate has ability to choose the desirable date and confirm the attendance or cancel with explanation which is automatically sent to HR via email.
- **Training materials** available before the course for review and printing
- **Financial System** – Generates invoices for HR, each business unit, legal entitles and individuals – 20 delegates on the course and need to invoice them individually? – Accadmia is your solution. Adapt one invoice for expenses, fees, taxes, record keeping or can interface with accounting software.
- **Management reports** related to courses already happened (number and details of attendees, exam results, evaluation forms etc) for Regulators, Boards, Business Heads and HR (Group and local levels)
- **Financial system** – ability to view all invoices and full report of invoices paid, unpaid & pending
- **24/7 contact form** for participants to be in touch with Project Managers to ask any technical related questions.



Quality, Value and Service Excellence

Ready to use yet fully customised – **The Accademia Programme™** is a ready-made In-House training academy which contains more than 800 training courses designed to meet the needs of an individual organisation (i.e. banking institute, training centre, major banks).

Seven main streams and five control streams constitute the 12 pillars of the Programme. Organisations can choose to adopt the complete Accademia Programme™ or blend modules into their existing training programmes.



In-House Training

If an in-house training function is a new feature of your organisation a set-up service is available whereby a former head of an in-house training academy for a major global bank will train your staff as to how to run an in-house training academy, supervise the setup and then leave them to manage the programme when they are ready. Of course, we are happy to help you at any time.

Our Accademia Programme™ includes:

- **Hosted Training Project Management** websites with multiple access and reporting levels for group, business unit and delegates.
- **Hosted Learning Management System** for up to 100,000 users per training project.

Expert Trainers & Course Materials

Each of our 900 trainers are experts in their fields with 20-30 years of relevant industry experience, ensuring that our courses add value from day one. Our expert trainers are qualified bankers, chartered accountants, internal auditors and insurance specialists.

Each writes the course materials themselves using the most up-to-date regulatory and industry technical papers in addition to their own unique experiences acquired in both developed and emerging financial markets.

Time & Delegates

Most courses are short (2-10 days) and aimed at transferring knowledge to those who are facing a short and medium-term business or regulatory challenge with a focus on practical applications of knowledge and personal interactivity between the trainer and the delegates. Delegate groups are usually between 15-20, although courses are also available in a lecture style for large groups of up to 150 delegates.

A pilot programme is available, designed to serve as a building block to meet the preliminary budget needs of a long term programme.

Driving Global IndustryChange

As part of our training solutions and educational services, regulators and those regulated alike are coming together in our seminars, workshops and classrooms to listen and learn from not just our experts but each other. This continues to have an important impact on the changing economic environment and the tough decisions being taken by governments and banks in the months and years to come. We are proud to be playing our role in the refreshing of the financial services infrastructure of the West and facilitating the innovative responses to new infrastructures developing in Nigeria, Egypt, the UAE, Morocco, East Africa and Malaysia in particular.

**Please telephone us on
+44 (0)20 7638 5888 for further
details or to book live
presentations
of our Academy Suite.**



Let Risk Reward add value to your business

Risk Reward are official training providers toward risk management and related qualifications issued by:



The Chartered Institute for Securities and Investment



PARTNER IN LEARNING

The Institute of Chartered Accountants in England & Wales



Chartered Institute of Internal Auditors



Association of Certified Anti-Money Laundering Specialists

and conduct training to a wide variety of accredited and certified programmes and qualifications.

To date we have helped **over 1000 banks** and financial institutions, including central banks, to train and improve the performance of their staff. Our trainers and courses are considered to be among the **best in the industry**.

We add value to all of our training projects from the first instance by offering a host of complimentary services such as:

- **Professional**, friendly and prompt response to your enquiries
- **Conference calls** with you to determine your business goals and preferred training formats
- **Customised course outlines** and course materials to meet with your organisation's or department's specific needs
- **Account Manager** to offer you full support and advice and to ensure that all your requirements are met efficiently
- **Questionnaires** created with your teams to determine delegates' levels and depth of subject knowledge pre-training
- **Evaluation forms** prepared for delegates post-training
- **Post-training** diagnostic, analytical, reporting services and conference calls
- **Complimentary** email Question & Answer services to the trainer from the delegates for three months.

Please telephone us on +44 (0)20 7638 5888 for further details.



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