



**CENTER FOR EXCELLENT TRAINING &  
CONSULTANCY (CETraC LTD)**

# ***CETraC*** ***PROFILING*** (Technical Proposal)

## **CONTACT CETraC OFFICE**

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# BACKGROUND

**T**he Sustainable Development Goals (SDG) 2030 is aim at ending poverty, protect the planet, and ensure prosperity for all, Organizational Capacity Building (OCB) is becoming critical to the success of private and public sector development, as well as Nonprofit Organizations (NGOs). With reduced budgets and increased demands from donors and other stakeholders, organizations need to incorporate Organizational Capacity Building (OCB) in order to achieve the expected results. Embracing and integrating formalized Organizational Capacity Building (OCB) within an organization involves

more than merely completing a training program. Also, with the recent promulgation of the new Public Financial Management Act, and the adoption of the Integrated Financial Management Information System (IFMIS) in many African countries, the need for further strengthening of the national capacity for effective development planning, among others, has become more imperative. In this regard, CETraC largely known as Center for Excellent Training & Consultancy which is also a professional platform for Organizational Capacity Building (OCB) for public and private sector management specialists was established.



## **CETRAC OFFICE LOCATION (ADDRESS)**

Center for Excellent Training & Consultancy (CETrac) have its principal office in the Ga East Municipal of Greater Accra-Ghana in African Continent specifically West Africa. We are located in the Same Building with Ga Rural Bank Ltd, Adjacent Lucky Oil, Kwabenya-Accra, Post Office Box WY. 2367, Dome-Kwabenya.  
GPS GE - 201 - 7797

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## CETraC Vision

**T**he vision of the Center for Excellent Training & Consultancy (CETraC) is to be the leading provider of quality public and private management consultancy advisory services in Africa, recognized for its proven ability to deliver excellent services and value-added ways to meeting existing, new and inarticulate needs.

To empower organizations through their human capital, by providing highly impactful quality training and consulting solutions customized to their need to help them achieve excellence in their business.

## CETraC Mission

**W**ith the above vision, Center for Excellent Training & Consultancy (CETraC) sets itself to enhance the problem solving and self-renewal capabilities of both Public and Private Sector Organizations through Institutional Strengthening, Capacity Development and Applied Practitioners Knowledge in skills development. Its core values will be Training, Innovation, Teamwork, Knowledge Brokering, and Sharing.

To assist our clients with talent management strategies which will optimize the performance of their people to achieve success individually and for their organization.

## CETraC Motto

The Leading Provider of Excellent Training & Consultancy Advisory Services in Nonprofit Organizations (NGOs), Public & Private Sector in Africa.

## CETraC Foundation of Work

**O**ur work is founded on a rigorous understanding of every client's institutional context, sector dynamics, and macroeconomic environment. For this reason, we invest heavily on our firm's resources annually in knowledge development. The center (CETraC) study markets, trends, and emerging best practices, in every industry and region, locally and globally. All consultants contribute time and expertise to developing these insights, because they are integral to our ability to help clients achieve their goals.

## CETraC Business Design

**C**enter for Excellent Training & Consultancy (CETraC) is a global training and consulting center, consisting of more than 40 consultants. Our clients reflect our global nature, around 50% of customers are in West Africa, 35% in the East Africa, 15% in North and 10% in South Africa. We serve a broad mix of private, public-private, and social-sector organizations.

CETraC is designed to operate as one, single global partnership united by a strong set of values, focused on client impact. CETraC take a consistent approach

to recruiting and developing our people, regardless of where they are based. This structure ensures that we can quickly deliver the right team, with the right experience and expertise, to every client, anywhere in the world. Center for Excellent Training & Consultancy (CETraC) is defined as the quality of our people is the cornerstone of our ability to serve our clients. For this reason, we invest tremendous resources in identifying exceptional people, developing their skills, and creating an environment that fosters their growth as leaders.

## CETraC Customized Solutions

**W**e offer customized capacity building & consultancy advisory services solutions on the request of organizations who are keen to enhance a learning gap they may have already identified. Our team of professionals work in close proximity with clients to design and develop training modules that focus on bettering the organizations'

operational processes and revenue generation. These programs can be conducted in-house, or at an external location to suit our clients' preference. Along with providing training services of our own, our mentors offer to assist client in-house trainers in facilitation techniques, overcoming obstacles and overall training management.



# CETraC SERVICES

We provide a wide range of professional services which we tailor to meet the Specific Business Needs (SBN) of our client.





## CETraC Training & Capacity Building (TCB)

**C**ETraC Training and Capacity Building (TCB) Programmes presents a prime opportunity to expand the knowledge base of all employees, but many employers in the current environment find development opportunities expensive. Employees attending training sessions also miss out on work time which may delay the completion of projects. However, despite these potential drawbacks, training and development provides both the individual and organizations as a whole with benefits that make the cost and time a worthwhile investment. The return on investment from training and development of employees is really a no brainer. Employees are a company's biggest asset, and investing in talent is vital to sustainable business growth and success. Businesses go through lengthy processes to recruit and hire qualified and suitable staff, but often the emphasis on caring about employees stops there. According to Gallup study, identified eight (8) areas in which workgroups that engaged in employee development saw a sales increase and profits double as compared to workgroups that didn't engage at all. 1) Ded-

icated training and development fosters employee engagement, and engagement is critical to your company's financial performance.

A study according to research group state that, investing in your staff's professional development is vital for team retention to the point that 94% of employees would stay at a company longer if it invested in their career development. 2) Replacing talent can cost more than retaining the employees you originally had. 3) A report from Gallup revealed that 38% of the US workforce is powered by millennials, and in 2025 it is estimated to grow to 75%. 4) However, the rate of turnover amongst millennials is high – only 50% plan to be with the company one year from now. Gallup estimated that employee replacement costs can be 150% of the worker's annual salary, or more. Caused by a lack of workplace engagement, turnover costs the US economy \$30.5 billion a year. 5) The internal economic detriment could be brutal, for both small and large organizations. It's a costly mistake, and one that can be easily mitigated.

As the business landscape becomes increasingly competitive, improving your team's performance is imperative within evolving markets. Employee development and training is no longer an additional perk reserved for the C-suite, it's essential for the growth of your business and the workforce that propels it. Employee training and development is a term often used interchangeably, across sectors, and encompasses various employee learning practices. More specifically, training involves programmes which enable employees to learn precise skills or knowledge to improve performance. Development programmes involve a more expansive employee growth plan, for future performance rather than immediate

career role improvement. 6) Now, more than ever, learning and development are taking top priority, with 27% of organizations preparing for budget increases within development initiatives. As new markets emerge, so will new technologies; both having a profound impact on education and development. Recognizing new skills and ways of learning will help a company evolve and innovate for the future. 8) Merging contemporary technological platforms with creative learning methods will ensure that teams learn dynamically, through a future-oriented approach. 94% of employees would stay at a company longer if it invested in their career development.

## **CETraC TCB Objectives**

The aim of CETraC Training & Capacity Building (TCB) is to provide job related knowledge to the workers, impart skills among the workers systematically so that they may learn quickly, bring about change in the attitudes of the workers towards fellow workers, supervisor and the organization, improve the productivity of the workers and the organization, and prepare workers for promotion to higher jobs by imparting them with advanced skills.

## **CETraC Out-bound & In-house TCB**

**M**any organizations prefer a change of scene/location for their employees to undergo experiential learning by means of innovative and thought-provoking activities that cannot be conducted within the limited area of the classroom. Our Out-bound Training Programs have assisted clients create break-through in their thought processes like never before. Especially useful for leadership teams and groups in need of motivation, our Out-bound & In-house TCB Modules designed and delivered by extremely motivated and experienced training professionals, bring out the best in every participant. Our uniquely designed courses present a culmination of up-to-date knowledge that our training consultant supply; skillfully combined with the unmatched ability to help participants learn and apply all the information related to the course conducted.

We offer customized training solutions on the request of organizations who are keen to enhance a learning gap they may have already identified. Our team of professional's work in close proximity with clients to design and develop training modules that focus on bettering the organizations' operational processes and revenue generation. These programs can be conducted in-house, or at an external location to suit our clients' preference. Along with providing training services of our own, our mentors offer to assist client in-house trainers in facilitation techniques, overcoming obstacles and overall training management. This allows our clients to maintain the standard of follow-up to ensure that all training objectives are met and consistently refreshed to produce desired results in performance.

# Why Choose CETrac TCB Courses ?



- Over 150 satisfied clients.
- Experience of delivering thousands of training hours.
- We assess needs and offer need-based solutions.
- Fully customized solution as per your requirement.
- Team of over 40 Highly experienced training specialist.
- Bespoke In-company training.
- Highly interactive and engaging programs.
- Individual coaching and development action plan.
- Follow up and on-going engagement program for application of learning.
- International certifications.
- Practical field visit and education tours.
- Free tablet will be provided as a learning tool containing all training modules.
- Delegates are provided with complimentary city tour or another leisure activity of their choice.

# CETraC Out-bound & In-house TCB

- Conduct individual, group, and organization-based training and development needs analyses and assessments.
- Based on assessed need, plans, develops, and delivers or coordinates the delivery of individual and/or group training and instructional programs, encompassing a wide range of technical, operational, management, and/or other skills areas.
- Develops or oversee the development of training curricula; formulates or reviews training outlines, and determines appropriate instructional methodologies and formats; evaluates and recommends incorporation of vendor programs, as appropriate to meet overall training goals and objectives.
- Oversee and coordinate the development and preparation of teaching and visual aids, instructional materials, computer tutorials, and reference materials appropriate to specific program objectives.
- As appropriate to the individual position, coordinates, facilitates, and/or conducts specified development activities, such as planning retreats, team building programs, organization analyses, or restructuring exercises.
- Conduct training, evaluates effectiveness of training and development programs and utilizes relevant evaluation data to revise or recommend changes in instructional objectives and methods.
- Award certificate of completion to organization delegates who were mandated to attend the training & development programme (i.e. Professional Mini-MBA Certification) after the completion of the training.

# CETraC TCB Comfort Factor



**W**e serve a broad mix of private, public-private, and social-sector organizations. Our consultants include professionals who have attained distinctive positions like managing directors, vice president HR, engineers, project managers, HSE Heads, Head of Finance, entrepreneurs and the likes. They join CETraC for the opportunity to apply their talent in excellent training & consultancy to complex-important challenges. Their diversity of background, discipline, gender, nationality, and outlook ensures our clients receive a singular balance of deep and broad expertise.

Our work is founded on a rigorous understanding of every client's institutional context, sector dynamics, and macroeconomic environment. For this reason, we invest heavily on our firm's resources annually in knowledge development. We study markets, trends, and emerging best practices, in every industry and region, locally and globally. All consultants contribute time and expertise to developing these insights, because they are integral to our ability to help clients achieve their goals. The ability to design and develop, organize and implement and assist the human capital to apply knowledge and skills at workplace has become requisite in every industry and function. To help our clients move quickly from design to delivery to actionable outcomes, we embed our proprietary knowledge in a growing collection of digital tools, analytics, and services, which allows managers at all levels to independently exploit our resources to make better decisions on a daily basis.

# CETraC TCB Clientelles

We deliver timely and professional capacity building services to a wide variety of organizations in the development sector. We have conducted successful Consultancies and Training Services for many organizations including:

- o Ghana Prison Services
- o Ghana Atomic Energy Commission (GAEC),
- o Ministry of Planning (Ghana),
- o Ministry of Inner City & Zongo Development (Ghana)
- o Ministry of Monitory & Evaluation (Ghana)
- o Ministry of Health (Ghana)
- o Group Five Mining Company
- o Multisoft Solution
- o Medica Liberia (Liberia)
- o Federation of Women Lawyers-FIDA
- o Bulk Oil Storage and Transportation Company Limited (BOST)
- o Herbalife Nutrition
- o Schlumberger
- o Bunge Limited,
- o Ghana Airport Company Limited
- o Ministry of Education (Ghana)
- o Pan African College of Education
- o African Development Bank (AfDB)





## **CETraC Self-Sponsored TCB**

The Center for Excellent Training & Consultancy in collaboration with Institute of project Management Professionals (IPMP) Self-Sponsored Programmes includes the following:

- o Nationwide Project Management Capacity Building for Ghana Prison Service (Phase I & II)
- o Project Management Capacity Building for Ministry of Planning Staff
- o Project Management Capacity Building for Ministry of Inner City & Zongo Development
- o Development of Training Manual for IPMP Membership Body
- o Free Project Management Training for State Institutions in Ghana.

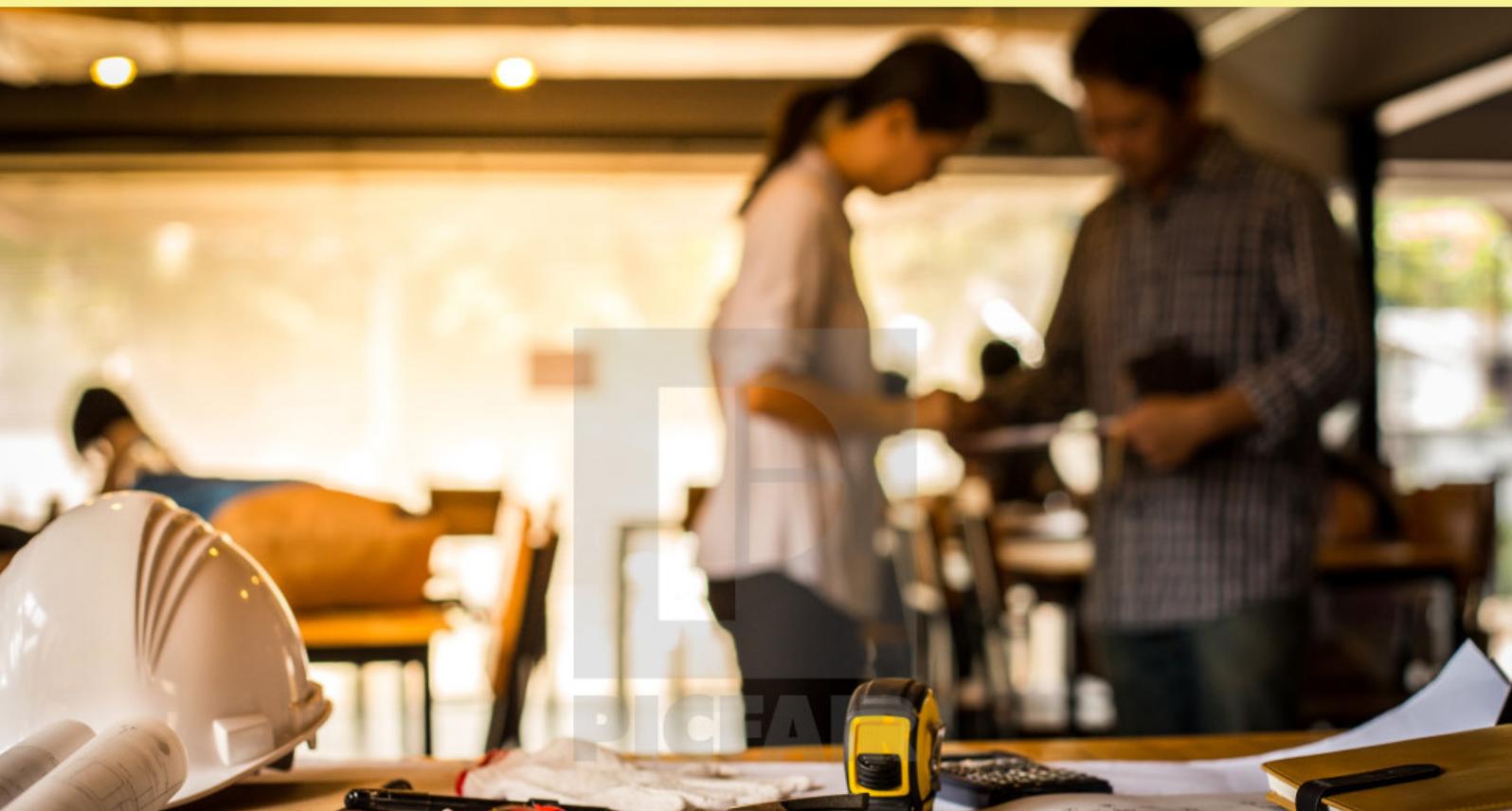
# CETraC TCB Methodology

The CETraC Training Unit approach is highly participatory and client centered. We involve the clients and stakeholders extensively in the planning and implementation of programmes and projects. Our approach is predicated on our belief that sustainable change is an indigenous factor from within. Thus, CETraC uses a wide variety of participatory learning activities to engage stakeholders and participants to enhance their understanding of the problems so as to generate practical strategies for the resolution of these problems. We value knowledge sharing and believe that sustainable change can only come from within organizations. Hence, we lead our clients to discover and exploit their business potential and to achieve better results.

CETraC prefers a healthy mix of theoretical and practical practices to training. The training content is reviewed before each session to check and make changes,

if needed, to suit the training audience. Training is delivered through lectures by an experienced professional in the relevant domain. Two-way participation in the program is ensured through group activities and assignments among trainees. For the practical aspect of training, role-plays and experience sharing are encouraged. Case studies are also discussed to enhance relativity. This CETraC course follows the unique Do-Review-Learn-Apply Model.

CETraC TCB is delivered by a world class subject matter expert; whose knowledge and skills have been honed over many years working in the field of projects, procurement and contract management. Using the most up to date learning practices, current material and actual case studies, the participants will be taken on a journey of discovery by understanding the real need to develop the right processes and systems for their organisation.





# CETraC TCB Programmes

We lead our clients to discover and exploit their business potential and to achieve better results. Our Training and Capacity Building (TCB) Programmes covers many areas with over fifty trainings course under each programme which including:

- o Office Administration
- o Customer Service
- o Human Resource Management
- o Strategy & Strategic Planning
- o National Security Management
- o Learning & Development
- o Gender Empowerment
- o Parliamentary Business
- o Management & Administration
- o Communication & Writing Skills
- o Tax & Revenue
- o Banking, Investment & Insurance
- o Personal & Professional Development
- o Project Management
- o Public Relations
- o Procurement, Logistics & Supply Chain Management
- o Accounting & Finance
- o Leadership & Management
- o Humanitarian Development
- o Public Sector Management
- o Economics, Audit & Governance
- o Pension & Retirement Management
- o Fashion & Interior Designing
- o Public Private Partnership (PPP)
- o Sales & Marketing
- o Contract Administration, Management & Law
- o Agribusiness Sustainability
- o Health, Safety & Environmental
- o Educational Administration, Sports & Montessori
- o Media & Telecom
- o Electrical Engineering
- o Quantity Surveying & Mining Engineering
- o General Chemistry, Physics, & Biology
- o Mechanical Engineering
- o Instrumentation & Process Control
- o Mathematics, Statistics & Research
- o Health Care, Nutrition Science, Psychology & Sociology
- o Data Management & Business Intelligence
- o Quality Control & Risk Management
- o Maintenance Engineering
- o Petroleum (Oil & Gas) Engineering
- o Construction Management & Civil Engineering
- o Information Technology & Telecommunications.



## TRAINING DELIVERY & MANAGEMENT (TDM)

**T**he process of training (as formulated by ATD) can be classified into the five phases of Needs Analysis, Design, Development (Delivery and Management), Implementation and Evaluation. Center for Excellent Training & Consultancy (CETraC) organizes end-to-end Training for organisations to meet the needs of its clients. Delivery & Management is vital to this process. The certified experts at Center for Excellent Training & Consultancy (CETraC) regard the application of learning from class-room and outdoor training as an essential result of the Delivery & Management phase.

**W**hile our executive learning programs and courses cater to the needs of professional organizations and individuals seeking capacity building, financial and intellectual growth – our teams have identified several mission areas worldwide where our resources can be utilized to catalyze development in regions facing paucity. CETraC believes in the need for a healthier and more enabled environment for humanity to thrive. Our team recognizes the need to work towards the socioeconomic development of many countries in the world. We have foot-soldiers in more than 20 less-developed regions who are striving consistently to improve the quality of life in these areas.





# IMPACT ASSESSMENT (IA)

**I**mpact Assessment (IA) is a process of evaluating the likely impacts of a proposed project or development, taking into account process and people, revenue and cultural impacts, both beneficial and adverse. We apply IA strategies especially while undertaking Community Development Programmes in partnership with NGOs, governments and welfare institutions across the globe.

**C**ETraC upholds the globally recognized regard for adequate and thorough market research preceding any design and development of training interventions and programs. Each offering enlisted in our Open Courses are carefully structured and developed on the basis of on-going subject-related analysis.



**TRAINING NEEDS  
ASSESSMENT (TNA)**



## DOMESTIC COUNSELLING (DC)

**D**omestic Counselling is a vital part of our Development Support vertical. Center for Excellent Training & Consultancy (CETraC) has affiliates world-wide that offer professional Counseling services.



## EDUCATIONAL SUPPORT & LIFE SKILLS (ESLS)

**C**enter for Excellent Training & Consultancy (CETraC) partners with government and non-government institutions that provide certifications and qualifications from recognized and accredited bodies such as IPMP, CIAMC, CIPS, IHRME, Microsoft, GIPS, CISCM and CILT. Our functions are spread across various regions in the continents of Asia, Africa and the Middle East.

Center for Excellent Training & Consultancy (CETraC) and its partners across Africa, Asia and U.A.E. offer all training courses recommended by WHO including: Decision making, Problem solving, Creative thinking, Lateral thinking, Critical thinking/Perspicacity, Effective communication, Interpersonal relationships, Self-awareness/Mindfulness and Assertiveness.

**C**enter for Excellent Training & Consultancy (CETraC) affiliates utilise our professional services in learning and development for women by pre-scheduling programs through our Open Courses in Anger Management, Communication Skills, Administration Skills, Domestic Finance Management and more. Center for Excellent Training & Consultancy (CETraC) regards Youth Advocacy to be a mission based on human rights principles, striving towards the well-being of young people. The principles of this framework attempt to prevent juvenile crime and create opportunities for young people world-wide, to take individual responsibility in managing personal and socially-affecting issues.



**YOUTH & WOMEN  
EMPOWERMENT**



## CONSULTING ADVISORY SERVICES (CAS)

**W**e continue to evolve to meet the ever-changing needs of a growing world and we are more connected and better aligned to how we do business than ever. We are adapting to market dynamics and needs by organizing around customers and the Value Chains Consulting Advisory Services (CAS) that serve them. This ensures a single point of accountability for customers and coordination for each value chain, starting from our interactions with client all the way to our end services. Center for Excellent Training & Consultancy (CETraC) specialize in different fields of project management, business, leadership, management and other technical expertise and conducts independent professional and intelligent research, evaluations in a variety of topics as per client requirements. Our team of professionals will deliver a comprehensive package. We provide services in the following areas of for both public and private organization:

- o Team Building Retreats
- o ICT Services
- o Project Contracts Preparation and Review
- o Project Charter Development
- o Project Proposal/Plans Development & Implementation
- o Project Monitoring & Evaluation
- o Project Risk Assessment & Management
- o Project Procurement Contract Preparation, Review & Management
- o Project Legal Advisory Services
- o Project Training & Capacity Building
- o Project Feasibility Studies
- o Project Policy & Strategy Preparations
- o Project Costing & Financing Services:
- o Project Planning
- o Integrated Completion
- o Commissioning & Start-up
- o Operational Readiness & Assurance

# CETraC Training & Capacity Building (TCB) Schedule (Work-Plan)

This work plan is most the time schedule for twenty (20) days excludes Saturdays, Sundays and Public Holidays

ACTIVITIES DURATION TRAINING & CAPACITY BUILDING DELIVERABLES	WK1					WK2					WK3					WK4									
	Days					Days					Days					Days									
	D1	D2	D3	D4	D5	D1	D2	D3	D4	D5	D1	D2	D3	D4	D5	D1	D2	D3	D4	D5					
<b>1. Training Needs Assessment (Inception) Report:</b> Conducts individual, group, and organization-based training and development needs analyses and assessments and prepare, submit & present report, obtain feedback and incorporate comment, result and train experts for the assessment, experience and design appropriate methodology, and develop tools, resources assignment.																									
<b>2. Conduct Capacity Gap Impact Assessment:</b> including but not limited to assessing organizational resources with reference to every institution and organization's anticipated roles based on assessed need, plans, develops, and delivers or coordinates the delivery of individual and/or group training and instructional programs, encompassing a wide range of technical, operational, management, and/or other skills areas.																									
<b>3. Submission of Capacity Building Framework &amp; Training Syllabus:</b> Develops or oversees the development of training curricula; formulates or reviews training outlines, and determines appropriate instructional methodologies and formats; evaluates and recommends incorporation of vendor programs, as appropriate to meet overall training goals and objectives and submission & presentation of inception report including costed needs, raw data, and analysis tools and frame work, receive feedback and incorporate.																									

<p><b>4. Training Manuals &amp; Materials:</b> Oversees and coordinates the development and preparation of teaching and visual aids, instructional materials, computer tutorials, and reference materials appropriate to specific program objectives.</p>			
<p><b>5. Development Support:</b> As appropriate to the individual position, coordinates, facilitates, and/or conducts specified development activities, such as planning retreats (site visit), and excursion for team building programs, organization analyses, or restructuring exercises.</p>			

# CETraC Lead Consultants

**C**enter for Excellent Training & Consultancy (CETraC Ltd) with its shared Training and Consultancy Services Unit (TCSU) provides you the opportunity to reduce overheads by removing large headcount and by carrying out tasks that can be easily done via leveraging technology and adopting a shared services approached. Using our TCSU means that you don't have to worry about the cost of maintaining, upgrading or fixing any potential issues with your training and development (Capacity Building), and consultancy services. You get cutting-edge benefit without having to devote vast financial and human resource to this aspect of your business. According to (Ackah, D. 2016), Training and Capacity Building (TCB), if monitored and include in performance and evaluation can significantly improve the performance of your employees and hence improve business performance. Our industrial generic Training and Capacity Building (TCB) courses modules can help employees with basic skill to improve operational efficiently.

Center for Excellent Training & Consultancy (CETraC Ltd) has eleven (11) full time professional consultants in various fields. Depending on the assignment, CETraC also draws consultants from the main experience organization and universities of over sixty (60) lecturers. Additionally, our collaborative arrangements with other partner consulting firms, both at home and abroad, offer a profound mix of cultural and professional diversity. This in effect, guarantees a multi-disciplinary approach and a global perspective in handling our clients' needs. The proposed programmes will be supported by high calibre consulting team of professionals drawn from the best pool in the requisite disciplines. Below are pen portraits of some of our programmes lead consultants.



**D**r. **Cornelius Adablah (PhD)** is a Ghanaian national with over 30 years' professional experience as a development economist and projects management specialist in the public and private sectors in Ghana and internationally. He is a Distinguished Fellow of the Institute of Project Management Professionals, Ghana, a Member of the Institute of Directors, Ghana, and Full Member of the Chartered Institute of Marketing, Ghana. He holds Doctor of Philosophy (PhD) in Economics and Business, Master of Science (MSc.) in Economics and Planning, and Master of Business Administration (MBA) in Finance.

Dr. Adablah was an active participant in the national policy and institutional reforms under Ghana's Economic Recovery and Structural Adjustment Programmes since 1983. He also played lead roles in the formulation, negotiation and implementation coordination of Ghana's international bilateral trade and technical cooperation agreements in the 1980s. From the 1990s to the present he has held such positions as national economist of the UNDP, National Coordinator of major national development reforms, including the

Ghana Public Financial Management Reform, the Ghana Decent Work Pilot Programme, the Urban Environmental Sanitation Project Institutional Capacity Building, the West Africa Regional Fisheries Programme, as well as conducted Evaluation of several development projects. During the same period, he has conducted major studies for the United Nations System and the World Bank, including reviewing and preparing Country Programmes.

Dr. Adablah has consulted extensively for the United Nations System, the World Bank, the African Development Bank, DANIDA, DFID, GTZ, CIDA and a number of private sector corporations in socio-economic and business development and organizational and strategic management. He has been a member of Boards of corporate bodies, some of which he chaired. He was in 1994 awarded the "United Nations Development Programme Certificate of Appreciation for Dedicated Service for Peace and Development". Dr. Adablah bases on his high academic background and extensive professional experience to deliver cutting edge client focused solutions in Development Policy and Strategy, Projects/Programmes Management, Monitoring and Evaluation, including business development services, and Organization Systems Analysis and Capacity Development.



**D**avid Ackah (PhD) is a very experienced and innovative project management professional with sound academic and professional background with excellent working knowledge in projects management method based on project management parameters and donors' rules; propose composition and take part in the bid evaluation panel(s). He is a dynamic and results-oriented professional, with good numerical skills. He has an adequate level of financial, commercial and project knowledge with high level of communication, presentation and interpersonal skills. In addition, he has rich experience and understands the project management regulations and practices. He is also an expert in local and international project management practices and a computer literate in Microsoft Excel (Microsoft Office Suit) with an additional capability of operating bespoke functional software like Microsoft Project.

He is currently the Executive Director of the Institute of Project Management Professionals Ghana with oversight of administrative

and project management procedures as well as planning the long-term project strategy for the onward development of the Institute. He provides operational support, monitoring and periodic review of organizational project development to ensure the achievement of the vision and goals of the Institute and has a five-year University teaching experience, and a real professional experience of ten years in project management.

During his last role as President of the Institute of Project Management Professionals Ghana, he worked on many of the institute's critical projects, including the redesigning of our flagship project management ideas and knowledge. When an external issue derailed a crucial project milestone, he developed an all-team triage project management system to ensure other project sprints could continue moving forward. As a result, the updated system went live within five days of the initially planned launch, an effort the project management professionals of Ghana praised as "heroic and unprecedented." He earned specific recognition for his ability to effectively delegate and keep himself and his teammates calm under pressure and his experience working with cross-functional, international teams has taught him the importance of building trusted relationships and inspiring a shared project vision.

He holds Doctor of Philosophy (PhD) in Community & Economic Development, and Master of Science (MSc) in Business & Economics from United State of America, Bachelor of Science (BSc) in Accounting from the University College of Management Studies, Standard Diploma from the Managing & Marketing Sales Association (MAMSA UK), and Single Subject Diploma from the Institute of Commercial Management (ICM UK). He also holds Professional Doctorate and Post-graduate Diploma in Project Management

from the Institute of Project Management Professionals Ghana, a Professional Diploma in Project Management from the International Business Management Institute (IBMI) at New York (USA), Professional Diploma in Project Management from the Alison Institute with Certificate No. AC-1266-11259553. In 2019, he was awarded a Certified Professorship (C.Prof) from the International Association for Quality Assurance in Higher Education (QAHE) in Hong Kong.

Professionally, he is recognized as a Fellow (FPMP) Member of Institute of Project Management Professionals (IPMP); Chartered Fellow (FCE) Member of the Chartered Institute of Economics Ghana, Fellow (F'CIFIA) Member of Chartered Institute of Financial & Investment Analysts, Fellow (FCIPM) Member of Chartered Institute Project Management Nigeria, Fellow (FCISCM) Member of Chartered Institute of Supply Chain Management Ghana, Fellow (FCICRM) Member of Chartered Institute of Customer Relationship Management USA, Fellow Member (FAICM) of African Institute of Chartered Management, Fellow Member (FAIPET) of

African Institute of Professional Engineers & Technologist, Fellow Member (FACPMI) of African's Chartered Project Management Institute, Fellow Member (FAICPM) of Africa Institute of Chartered Purchasing Management, Fellow Member (FASCWI) of African's Supply Chain & Warehousing Institute, Project Management Professionals (PMP) from the Project Management Institute (PMI USA), and Member (MCILT) of Chartered Institute of Logistics & Transport Management (CILT UK).

In Ghana today, the landscape is littered with failed and abandoned projects, therefore, he has taken the mantle to take up another PhD in Project Development Planning from the Central University of Nicaragua focusing on investigating into the causes and effects of failure and abandoned projects on the Ghanaian economy. David Ackah (PhD) brings to your organization real-world experience in developing successful project plans, communicating expectations clearly, and encouraging team enthusiasm, even in the late stages of the project cycle.



Management, Project Management, Banking Operations, Strategic Development and Execution, and Lean Six Sigma Deployment.

Dr. Stephen Hammond holds a Doctorate in Business Administration from the Swiss Management Centre University, Switzerland; MBA in Strategic & Project Management from Paris Graduate School of Management, France; and BSc (Hons) Planning from Kwame Nkrumah University of Science & Technology, Kumasi. He is a Fellow Member of Institute of Project Management Professionals (FPMP); Member of the Chartered Institute of Bankers (ACIB); Member, Ghana Institute of Planners (GIP); Fellow, Chartered Institute of Financial & Investment Analysts (F.FIA); Member, Chartered Professional Administrators (Ch.PA); and Member, Chartered Management Consultants (CMC). Internationally, Dr. Hammond holds the following certifications: Certified Project Management Practitioner (Prince 2 Practitioner); Certified Change Management Practitioner from Learning Tree, London (UK); Customer Service Trainer from Service Quality Institute (USA); and ASQ Certified Six Sigma Black Belt (American Society of Quality CSSBB).

**D**r. **Stephen Hammond (DBA)** is currently the President of the Institute of Project Management Professionals, and the General Manager, Operations at the National Investment Bank Limited (NIB). Dr. Hammond is an organizational transformation strategist, problem solver and results-oriented individual with over 19 years of practical banking experience. He started his working career with Harley Reed Consultancy (GH) Ltd, (an International Management Consulting Firm) as Planner & Organizational Development Analyst.

Dr. Hammond worked for GCB Bank Ltd, where he held various management positions including Head of Sales & Marketing (SME/1D1F), Head of Business Process Improvement, Change Manager and Branch Manager for five branches. He is a part-time Lecturer and a Dissertation Supervisor for the M.Sc. Management Program at the University of Salford, Manchester. His competence and expertise are in the areas of Organizational Transformation, Business Process Improvement and Re-engineering, Change



**M**rs. **Magdalene Ewuraesi Apenteng** is an economist by profession and a Distinguished Fellow Member (DhPMP) of the Institute of Project Management Practitioners, Ghana. She attended Holy Child Secondary School in Cape Coast and the University of Science and Technology (now KNUST) where she graduated with a bachelor's degree in Social Science – Economics with French. She currently holds double masters - a Master of Arts Degree in Economic Policy Management (University of Ghana -Legon) and a Master of Science Degree in Financial Management (University of London, SOAS). She has extensive experience in Africa and South America advising on aid management techniques to enhance aid effectiveness. She possesses the relevant skills and knowledge in institutional, technical, and structural processes for undertaking Public Private Partnerships – (PPP). She doubles up as a Consultant & Advisor - institutional, technical, and structural processes for undertaking Public Private Partnerships (PPP).

She is a Senior Civil Servant and currently the

Chief Director and the Administrative Head at the Ministry of Communications. As the Team leader she is responsible for the general administrative and technical functions of the Ministry of Communication and supervising the nine agencies and departments under the Ministry. The Ministry is responsible for facilitating and promoting communication and digital technologies within the global setting. It is also expected to promote and enhance the application of ICT in national development. She was the first Chief Director for the newly established Ministry of Planning responsible for the setting up the new Ministry and the general administrative and technical functions.

Prior to becoming Chief Director, she served as Director for the Financial Sector Division and Director for the Public Investment Division of the then Ministry of Finance and Economic Planning. As the first Director for the Public Investment Division (PID), she started and set up this Division when it was first created. She was responsible for managing the units of the Division - the Public Financial Appraisal, the Public Private Partnership Initiative, Strategic Projects as well as Public Entities. She ably led the team by providing the needed guidance, direction, supervision as well as ensuring effective and more efficient allocation of resources. With oversight direction and responsibility for the Public Investment Programme for the Government of Ghana – she coordinated the three-year rolling plan for all priority projects and programmes for Ghana. Together with the team at PID, she developed and championed the Public Private Partnership (PPP) Policy framework as well as the Public Investment Policy framework for the Government of Ghana. Her hobbies include reading, dancing, and cooking. She also has a strong passion for helping young ladies and is a mentor to several young ladies in her alma mater, her office as well as in her professional and social life.



for Economic Development in Africa (BA-DEA) and Ecowas Bank for Investment Development (EBID).

Mr. Emmanuel Fianko is one of the three-member committee that reviewed the Public Procurement Code in 2003 which was later passed into law as the Public Procurement Act 2003, Act 663. He also assisted in the review of the associated tender documents and has lectured extensively in the use of the Law and tender documents since 2004. Mr. Fianko has been lecturing in World Bank Procurement Guidelines, at GIMPA, since year 2001 and in several other procurement seminars and workshops for both local and international participants. Mr. Emmanuel Fianko has been awarded the Industry Personality of Year at the Ghana Procurement and Supply Chain Awards on 7th September, 2018. He currently works with the Ghana Airports Company Limited as the Group Executive, Procurement. The procurement experience of Mr. Emmanuel Fianko cuts across many sectors of the Ghanaian Economy, including the Education Sector, Health Sector, Energy Sector and the Aviation Sector.

**M**r. Emmanuel Fianko is a Fellow Member of the Institute of Project Management Professionals and member of the Ghana Institution of Engineering (MGHiE). He is currently reading Doctor of Philosophy in Public Procurement Engineering from the Business University of Costa Rica, and holds an executive Masters in Business Administration from the University of Ghana (UG), a BSc (Hon) Mechanical Engineering Degree from the University of Science and Technology (UST), Certificates in World Bank Procurement Guidelines, African Development Bank Procurement Procedures and many others awarded by both local and international institutions.

He has worked as a procurement professional for over 27 years conducting the procurement function in the areas of goods, works, services and non-consulting services. He has managed Procurements, Projects, Programs and Portfolios under both National and Donor Funding, including the World Bank, African Development Bank, European Union, UNESCO, USAID, DFID, Kreditanstalt fur Wiederaufbau (KfW)-German, Arab Bank



past 10 years and served on several Management Committees of the Bank.

Based on his professional output and corporate experience, Gabriel Odeh Apotey was appointed Acting Chief Operating Officer (COO) of Upper Manya Kro Rural Bank Limited effective on 1st March, 2019 by the Board of Directors of the Bank. The appointment of Dr. Apotey whose expertise ranges from Project Valuation and Financing, Rural Banking, Staffing Psychology, Corporate Security Management, Strategic Coaching, Branding Psychology, Emerging Investment Decisions, Economic Reengineering, Financing Taxation and Advance Human Networking was undoubtedly especially with his ten (10) years stay with the Bank.

**P**rof. Dr. Gabriel Odeh Apotey was born on March 2, 1983 in Somanya and a Christian who fellowship with The Apostolic Church of Ghana, Apotey is a Part-Time Lecturer at Institute of Project Management Professionals and holds a Bachelor in Educational Psychology (University of Cape Coast, Ghana), MBA in Accounting (Wisconsin International University College, Ghana), Doctoral Fellow (CIMS, USA), PhD. in Finance (The University of America, California) and PhD. in Management (Akamai University in Hawaii, USA). Apotey has two (2) books to his credit and has authored four (4) articles published in International Journals particularly in the USA and India.

He is the former Branch Manager of Upper Manya Kro Rural Bank Limited – Somanya and a Part-Time Lecturer at Institute of Project Management Professionals, Ghana and serve as a Council Member of the Institute. He is also the Deputy Director of Finance and Project Administration (FPAC) at the IPMP. Dr. Gabriel Odeh Apotey is a native of Yilo Krobo (Somanya) in the Eastern Region of Ghana. He has been with the Bank for the

He is a Certified Business Consultant, Certified Global Business Analyst, Certified Project Management Consultant, Member of Ghana Association of Restructuring & Insolvency Advisors, Chartered Financial & Investment Analyst (South Africa & Ghana), Policy Analyst (PIED-Ghana), Chartered Manager (CIMS, USA), Professional Business Accountant (Canada), Certified Economist (Ghana) and a Certified Public Accountants (England/Wales). He holds membership in several professional bodies both locally and internationally. Locally he is a member of Chartered Institute of Banker (CIB), Ghana Institute of Planners (GIP), Fellow, Chartered Financial & Investment Analyst (F.FIA), Fellow, Institute of Project Management Professionals (FPMP), Chartered Professional Administrators (Ch.PA), and Chartered Management Consultants (CMC).

Accra. He is currently Distinguished Fellow and Director of Ethics and Conduct Institute of Project Management Professionals.



**L**awyer **Samuel Atukwei Quaye** is an accomplished Professional Lawyer and Law practitioner in Ghana and entrepreneur with experience in project management, consultancy, and Legal Regulations. He is renowned Project Legal Practitioner, holding MBA from University of Ghana Business School with Project Management Specialty, Bachelor of Arts in Political Science and Philosophy (Hons), Barrister at Law, Ghana School of Law, and Master of Law in International Law (LLM).

He is the Former Mayor (MCE) of Ga West Municipal Assembly, National Coordinator, Ghana Child Labour Monitoring System, Minister of Labour, Consultant, ILO and Fair Trade International, US Department of Labour all on social protection (child labour and exploitation), the Former CEO, Workmate's employment services ltd. He was a board member of Ghana Urban Passenger Road Transport Executive (GUPTE- Aayalo-lo Bus) and Wesley Girls High School,



### **Dr. Riverson Oppong, (PhD)**

has over eleven (11) years Global experience in the oil and gas industry with Horizon Energy Ltd, GE Energy/oil and gas (US & Ghana), PPS (Ghana & UK), and Lukoil International (Russia, Dubai, USA & Cote d'Ivoire), he is currently the Commercial Manager in charge of Economic Modeling and Risk Management at Ghana National Gas Company. He is also an Adjunct Lecturer at Ghana Technology University College/ Coventry University Campus in Africa. He is an experienced Oil and Gas Business Analyst with solid technical and commercial knowledge in oil and gas field development planning and portfolio management.

He is heavily involved in the day-to-day interpretation of value creation potential for oil and gas businesses. His strengths include being diligent, innovative and technology driven. Riverson holds Ph.D. in International Oil and Gas Management - Finance and Economics from Gubkin Russian University of Oil and Gas; Diploma in Earth GeoScience from Stanford University, USA; Masters (with honors) in Petroleum Engineering from Gubkin Russian University of Oil and Gas, with Masters Exchange Program in Arctic Development from Norwegian Universi-

ty of Nordland; a Bachelor's degree in Materials (Industrial) Science and Engineering from K.N.U.S.T., Ghana; Diploma in Project Management from Institute of Commercial Management, UK. He has lectured in several universities across Europe, Canada, and Australia, and has been a conference panelist on numerous Conferences across the globe in the past six years.

His immense contribution to international conferences cannot be overlooked as he has made presentations under ATCE 2016, UAE; IPTC 2016, Thailand; OTC 2016, Canada; WPC 2017, Turkey; PC.LCC 2018, Ghana; EMW 2018 and 2019, Poland; AOG 2019, South Africa; WPC-YS 2019, Russia, among others, with 21 published papers and articles. It is worth mentioning that Dr. Oppong has won several international awards and medals; the most recent award being the 2020 SPE International Regional Young Member Outstanding Service Award, and 2020 Presidential Millennium Excellence Award, Oil and Gas Category. (<https://www.graphic.com.gh/news/general-news/four-ghanaian-oil-and-gas-professionals-win-society-of-petroleum-engineers-international-awards.html>)



teaching experience at Esiama Senior Secondary and Technical Schools as well as An-nor Adjaye Senior High School.

This led him to University of Cape Coast where he attained his Bachelors of Science (BSc.) degree in Engineering Physics and then progressed to University of Miskolc in Hungary to pursue Masters of Science (MSc.) degree in Mechanical Engineering. Whilst studying at the University of Miskolc, he had an opportunity to work with Starplus – Miskolc (Plastic components Manufacturing Company). Also, he participated in TDK international conference at University of Miskolc Hungary where he was awarded a certificate for the best presentation award on the topic “Benchmark of Countries’ Performance in Logistics “An Approach based on World Bank Open Data”.

**Daniel Minnow Maclar** is a highly motivated team player with a “can do attitude”, professional competence, self-driven, enthusiastic with a zest for new ideas, easy to teach and above all willing to impact, has the objective to work in a dynamic organisation with a drive for excellence where his skills and competencies will be fully harnessed and leverage for company/institution benefits and personal professional development and enhancement of skills and competencies. He strives to help others attain happiness and feel good about themselves and overcome the block of no one listens to me among other aspects that relate to confidence.

He can confidently point to his own life as an example of how a person can evolve as the years pass. After earning a Higher National Diploma (HND) in Mechanical Engineering from Takoradi Technical University formerly Takoradi Polytechnic, he had his industrial experience at GRATIS Foundation, Ghana Ports and Harbours Authority (Tema) and

Again, he received certificate and medalion of merit in recognition of outstanding academic achievement at the University of Miskolc. Among my key attributes are excellent human relation, problem solving, decision-making time management skills, basic experience in welding, easy to establish rapport with supervisors and subordinates, solid writing, editing, and oral communication skills, proficient in internet browsing, Microsoft office application system (word, excel, PowerPoint), TopSolid, NX software user. He studied Logistics Systems, Industrial Quality Assurance, Materials Handling Equipment and many more. In five (5) years’ time he envisioned doing a full professional teaching in any of the tertiary institutions and that will come to pass through my hard working.



**E**ric Brown Abada is a professional Mechanical Engineer with strong strength in maintenance and operations as well as occupational health safety and environmental management policy with utility control and management competency.

Ing. Eric Brown has expertise in the following; Engineering Project Management, Project Monitoring and Evaluation Plant Maintenance, Repairs and Utility Controls, Project Management Public Health, Engineering Quality Controls Quality Assurance, Occupational Health and Safety Management, Environmental Management and Environmental Policy, Welding Inspections and Welding Educations, Process flow controls and Plant Management, Industrial Waste water treatment Management & policy control. Workshop audit and Engineering supervisions, Personal Survival Techniques, Firefighting and Fire Prevention, Elementary first Aid, Personal safety and social responsibilities, Structural Integrity Investigations and Building Roads Management, Concept of Technical Audit/ Details of Structural Integrity Assessment

He is currently serving as Quality Health Safety Security and Environmental representative for Total Oil Marketing Company Ltd, Burkina Faso in Ghana. Ing. Eric Brown holds Masters in Occupational Health Safety and Environmental Management from Ghana Institute of Management and Public Administration, Post Graduate Diploma in Health and Safety in the school, Post Graduate Diploma in industrial automation and Advanced Diploma in Process Automation from Technocrat Automation Institute Chennai, India, Post graduate certificate in Marketing Management and Monitoring and evaluation from GIMPA, Certificate in Project and Procurement Management from International Organization for capacity building, London, certificates welding and welding inspection DANEST ltd Takoradi, Calibrations Nangman Calibration and Instrumentation Institute Chennai India. Certificate in Project Management in Public Health; Leadership and Management in Public Health; Monitoring and Evaluation in Public Health; Epidemiology studies in public health; Mental Health all from University of Washington, USA.

Ing. Eric Brown started his carrier with Tema Oil Refinery as a Technician Field Engineer in the department of crude distillation unit; He Later joined Ghana education service as a Mathematics tutor at Jib Burton Memorial Agricultural Secondary School, Logba in the Afadjato South district, Volta Region. He also worked alongside with JONKOT Construction ltd while teaching. He moved to Pioneer Food Cannery, Tema fishing Harbour as a senior Quality Control Engineer. He later joined Royal SDR Construction Company as a project and Health and safety coordinator. He moved to Edlorm Housing and Construction Company as an operations Manager.

Ing. Eric Brown is a member of Ghana Institution of Engineering as a Professional Member, Ghana Institute of Occupational Health and Safety and Environmental Professional; Member, Ghana Inclusive Development Research Network, GIDRN; Member Major External Project carried: Assessment of Abosso Glass Factory in Valley, Takwa for GIHOC through Ghana Institution of Engineering.



**H**ajia Amina Sammo (PhD) is a Fellow of the Association of Certified Chartered Accountants (ACCA), London and a recognized member of the ACCA – Ghana Office. She holds PhD in Project Financial Engineering from the Business University of Costa Rica, MBA in Financial Management from Kwame Nkrumah University of Science and Technology (KNUST), Kumasi; Bachelor of Commerce Degree from University of Cape Coast (UCC), Cape Coast and certifications across a wide range of Leadership and Management institutions.

She's an accounting, finance and operations consultant specializing in personal, SMEs and group financial planning, organizational restructuring and providing advice to businesses on operational issues. With her immense experience in project management, operations management and banking, she has helped many start-ups and distressed businesses put in place systems, processes and procedures to run effectively devoid of owner domineering.

Currently the Director of Projects, Programs and Social Services at the Ministry of Inner-City and Zongo Development, she had previously played a pivotal role in a 15-member consulting assignment in shaping the course of the Ministry from the onset. Prior to this, she was the Executive Director and the Business Development Manager of Wi Tech Group, and had previously served in various management capacities with CAL Bank over a period of 9 years. She has for some time now been spearheading a national campaign as the lead facilitator to bring financial literacy to over 100,000 families in Ghana within the next 5 years. As a Rotarian, Amina also facilitates support for less privileged persons in society.



**Prince Elisha Nsiah-Asamoah (PhD)** is Business strategist, an entrepreneur, expert in commercial projects financial management and supply chain management. He is a Fellow and qualified certified project management consultant and a chartered procurement and supply chain practitioner with over fifteen (15) years continuous academic research and rich industrial experienced. He specializes in commercial business opportunities, projects management, supply chain strategies, logistics, transport, contracts management and best procurement practices in public and private sectors. Solid experience in international and local content engineering procurement contracts, construction procurement, infrastructure and commercial projects and financing projects. He has attended several continuous development programs and has

presented papers in several international conferences. Currently hold the position of Head, Procurement in JSA Logistics and manages the procurement.

He holds a Doctorate of Philosophy in Project Financial Engineering from the Business University of Costa Rica, Master of Science (MSC) in Supply Chain Management from Coventry University, Professional Doctorate, Professional Post Graduate Diploma, Certified Project Management Consultant (CPMC) and Fellow Membership Status from Institute of Project Management Professional, Chartered Procurement and Supply Chain Professional, Graduate Diploma in Procurement from Chartered Institute of Procurement and Supply, UK School of Management), Post Graduate Diploma in Professional Administration and Management Consultancy.

He is an expert in the areas of Procurement, Supply Chain integration, Spend Analysis Tools and International Sourcing, Transport, Fleet and Logistics Management, Real Estates, Infrastructural, Commercial and PPP Project Management, Commercial business development, Lean Operations, TQM and Total Life Cycle Cost, Budget Preparation, Financial Management, Cost Savings, and Total Cost of Ownership, Procurement Planning, Developing Organizational Policy and Operational Planning, Continuous Improvement, Negotiation Strategies and Business to Business Commerce, Contract Management, Performance

**CETraC Consultants (Key Staff)**

KEY Consultants	Qualification	Experience
Prof. Dr. David Ackah (PhD) Programmes & Project Lead Consultant	<b>PhD.</b> Management (Project Development Planning), 2022, Universidad Central De Nicaragua (Central University of Nicaragua - UCN) <b>PhD.</b> Community & Economic Development, 2016, Akamai University, USA <b>MPhil.</b> Project Management Engineering, 2019, Business University of Costa Rica <b>MSc.</b> Economics & Business, Akamai University, USA, 2013 <b>BSc.</b> Accounting ,2012, University College of management Studies <b>Prof. Doctorate.</b> Project Management, 2018 Institute of Project Management Professionals, Ghana <b>PGD.</b> Project Management, 2016 Institute of Project Management Professionals, Ghana	7years Industrial Experience  5years Training & Development Experience  5years University Teaching & Lecturing Experience
Dr. Emmanuel A. Fianko (PhD) Public Procurement Lead Consultant	<b>Doctor of Philosophy</b> (2020) in Public Procurement Engineering, Business University of Costa Rica <b>Professional Doctorate</b> (2017) in Project Management Engineering, Institute of Project Management Professionals, Ghana <b>Executive MBA</b> Project Management <b>BSc (Hons)</b> Mechanical Engineer, Kwame Nkrumah University of Science & Technology, Ghana <b>Graduate Diploma (CIPS Professional)</b> , Chartered Institute of Procurement & Supply, UK	25years Industrial Experience  10years Training & Development Experience  5years University Teaching & Lecturing Experience
Dr. Stephen K. Hammond (DBA) Strategic Leadership Lead Consultant	<b>DBA.</b> Project Management, 2019, Swiss Business School, Switzerland <b>MSc.</b> Operations & Project Management, <b>MBA.</b> Strategic & Project Management, Paris Graduate School of Management, Paris <b>B.Sc.</b> Planning, Kwame Nkrumah University of Science & Technology, Ghana. <b>PDG.</b> Professional Administration & Management Consultancy <b>Prof. Doctorate.</b> Project Management, 2018 Institute of Project Management Professionals, Ghana	20years Industrial Experience  8years Training & Development Experience  3years University Teaching & Lecturing Experience
Lawyer Samuel Atukwei Quaye Legal & Public Sector Management Lead Consultant	<b>Master of Law.</b> International Law, Ghana school of Law <b>MBA.</b> Project Management, University of Ghana Business School, Ghana <b>BA.</b> Political Science Philosophy, Ghana Business School	15years Industrial Experience  10years Training & Development Experience

	<b>Prof. Doctorate.</b> Project Management, 2018 Institute of Project Management Professionals, Ghana	2years University Teaching & Lecturing Experience
Dr. Cornelius Adablah (PhD) Project Mgt., Strategic Mgt. & Economics Lead Consultant	<b>Prof. Doctorate.</b> Project Management, 2018 Institute of Project Management Professionals, Ghana <b>PhD.</b> Economics and Business, 2013 <b>M.Sc.</b> Economics and Planning, 1981 <b>MBA.</b> Strategy and Organization Systems, 1995 <b>B.Sc.</b> Economics and Planning, 1970 <b>B.Sc.</b> Economics and Planning, 1970	30years Industrial Experience with Word Bank, UNDP, GoG etc.  18years Training & Development Experience  7years University Teaching & Lecturing Experience
Dr. Amina Sammo (PhD) Banking, Finance & Management Lead Consultant	<b>PhD.</b> Project Financial Engineering, 2020, Business University of Costa Rica, Costa Rica. <b>Professional Doctorate.</b> Project Management 2019, Institute of Project Management Practitioners, Ghana <b>MBA.</b> Financial Management, Kwame Nkrumah University of Science & Technology, Ghana. <b>BCOM.</b> Commerce, University of Cape Coast, Ghana Fellow (ACCA) & Chattered Accountant (ACCA)	10years Industrial Experience in Banking & Finance  9years Training & Development Experience  3years University Teaching & Lecturing Experience
Daniel Opoku Mensah (FPMP) Project Planning & Implementation Lead Consultant	<b>Professional Doctorate.</b> Project Management 2019, Institute of Project Management Practitioners, Ghana <b>MSc.</b> Planning, Dortmund University, Germany <b>BSc.</b> Planning, Kwame Nkrumah University of Science & Technology, Ghana.	20years Industrial Experience in Banking, Agricultural & Finance  9years Training & Development Experience  7years University Teaching & Lecturing Experience
Dr. Prince Nsiah-Asamoah (PhD) Procurement Supply Chain Management Lead Consultant	<b>PhD.</b> Project Financial Engineering, 2020, Business University of Costa Rica, Costa Rica <b>Professional Doctorate.</b> Project Management 2019, institute of Project Management Practitioners, Ghana <b>MSc.</b> Supply Chain Management, Coventry University, UK <b>PDG.</b> Project Management, Institute of Project Management Practitioners, Ghana <b>BSc.</b> Procurement & Logistics Management.	10years Industrial Experience  9years Training & Development Experience  6years University Teaching & Lecturing Experience

	<b>Graduate Diploma (CIPS Professional),</b> Chartered Institute of Procurement & Supply, UK	
Dr. Gabriel Odey-Apotey (PhD) Banking, Finance & Management Lead Consultant	<b>DBA.</b> Community and Economic Development, 2016, Akamai University, USA <b>DBA.</b> Finance, 2013, The University of America, USA. <b>MBA.</b> Accounting, 2011, Wisconsin International University College, Ghana <b>BeD.</b> Accounting (Management Major & Psychology Minor), 2003, University of Cape Coast, Ghana	10years Industrial Experience in Banking & Finance  9years Training & Development Experience  3years University Teaching & Lecturing Experience
Dr. Adjenim Boateng Adjei (PhD) Public Procurement (Strategic & Leadership) Lead Consultant	<b>PhD.</b> Public Procurement Engineering, 2020, Business University of Costa Rica, Costa Rica <b>Professional Doctorate,</b> Project Management Engineering, 2017, Institute of Project Management Practitioners, Ghana <b>MSc.</b> (1995) Logistics & Transportation <b>Master of Law (2001)</b> Public Procurement Law and Policy <b>Graduate Diploma (CIPS Professional),</b> Chartered Institute of Procurement & Supply, UK	25years Industrial Experience  10years Training & Development Experience  5years University Teaching & Lecturing Experience
Dr. Riverson Oppong (PhD) Petroleum Licensing & Economics Lead Consultant	<b>PhD.</b> International Oil & Gas Management (Financial Economics), Gubkin Russian State University of Oil & Gas, 2017 <b>MSc.</b> Petroleum Engineering, 2014, Gubkin Russian State University of Oil & Gas, 2017 <b>BSc.</b> Materials Science & Engineering, 2009, Kwame Nkrumah University of Science & Technology, Ghana <b>Dip.</b> Project Management, 2010, Institute of Commercial Management, UK	10years Industrial Experience  9years Training & Development Experience  5years University Teaching & Lecturing Experience
Daniel Minnow Maclar Engineering & Planning Consultant	<b>MSc.</b> Mechanical Engineering, University of Miskolc in Hungary <b>BSc.</b> Engineering Physics, University of Cape Coast, Ghana. <b>HND.</b> Mechanical Engineering from Takoradi Technical University formerly Takoradi Polytechnic,	10years Industrial Experience  9years Training & Development Experience  5years University Teaching & Lecturing Experience
Isaac Kuma Yeboah IT & Electronic Science Technologist	<b>MSc.</b> Electronic Science & Technology, 2020, Wuhan University of Technology, China <b>PgC.</b> Oil Well Drilling Engineering, 2011, Petro Education Online Studies, USA	10years Industrial Experience  9years Training & Development Experience

	<b>BSc.</b> Engineering Physics, University of Cape Coast, Ghana.	5years University Teaching & Lecturing Experience
Ing. Eric Brown Abada Occupational Health, & Marketing Management Consultant	<b>MSc.</b> Occupational Health, Safety & Environmental management Policy, 2020, Ghana Institute of Management & Public Administration <b>PgD.</b> Occupational Health, Safety & Environmental management Policy, 2017, Ghana Institute of Management & Public Administration <b>PgC.</b> Marketing Management, 2014, Ghana Institute of Management & Public Administration <b>PgD.</b> Industrial Automation, 2012, Technocrat Automation Institute, Chennai, India <b>BSc.</b> Mechanical Engineering, 2003, Kwame Nkrumah University of Science & Technology, Ghana	10years Industrial Experience  9years Training & Development Experience  5years University Teaching & Lecturing Experience
Daniel Quayson Jnr. Environmental Management & Policy Analyst	<b>MSc.</b> Environmental Management & Policy, 2012, University of Cape Coast, Ghana. <b>MSc.</b> Oil & Gas Resource Management, 2020, University of Cape Coast, Ghana. <b>Bachelor Degree.</b> Education (Major Economics), 2003, University of Cape Coast, Ghana.	10years Industrial Experience  9years Training & Development Experience  5years University Teaching & Lecturing Experience

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