



...partnering for organisational transformation

## Brochure

- » **Business Strategy**
- » **Advisory Services**
- » **Talent Management**
- » **Coaching**
- » **Learning & Development**
- » **Customized eLearning Services**

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# ABOUT US

Wright & Co Ltd (W&C) is a management consulting firm (affiliated to Leadership & Vision Ltd) providing cutting edge solutions to some of the most complex challenges facing organisations today.

Wright & Co Ltd works with seasoned professionals, thought leaders, and subject matter experts that possess the requisite experience, and deep industry knowledge. The objective is to ensure organisations develop the appropriate skills and attributes to think and act innovatively, deliver exceptional customer experience, and achieve excellent employee engagement levels.

Our interventions provide the tools and platform to exploit growth opportunities to maximize profitability, facilitate innovative service provision, and translate data into strategic insights.

## OUR VISION

To be the management consulting firm of choice for Africa's leading companies.

## OUR MISSION

Partnering with our clients to realize their goals through transformational change and sustained improvements. We achieve this by attracting, developing and retaining outstanding people, creating incredible cultures, establishing innovative processes and systems to deliver exceptional customer experience while honouring God.

## OUR VALUES

Excellence; Fairness; Winning Attitude; Innovation; Tenacity; Honouring God



# OUR VALUE PROPOSITION

## 01

Wright & Co Ltd (W&C) together with its sister company Leadership & Vision Ltd, has been involved in providing consulting and training services to several local and off-shore organisations over the last 22 years.

## 02

Our clients cut across every sector of the economy including Financial, Oil & Gas, Manufacturing, Trading and Public Sector . This provides us significant macro and micro economic insights as well as deep industry and client knowledge

## 03

In addition to providing consulting services over two decades W&C and L&V have supported hundreds of organisations and trained over 50, 000 executives at every level of management. Interventions ranged from Management to Function Specific courses, Customer Experience enhancement and Culture transformation engagements

## 04

W&C interventions are Practical, Hands on, Case Study Driven, drawing from global best practices that address both local and global peculiarities. Each programme provides opportunities for deep dive through break-out sessions to examine concepts in greater detail

# OUR VALUE PROPOSITION



## 05

Led by our founder and CEO Seyi Wright, all our engagements employ seasoned and experienced consultants in delivering timely and relevant content to develop identified/required competencies or providing strategic solutions to business needs.

## 06

Where the customer has a preference for classroom training, we provide a World Class Training Facility in a serene environment that is conducive for learning, team-bonding and personal reflection.

## 07

W&C has been accredited by Chartered Institute of Bankers in Nigeria (CIBN) to provide training services to Banks in Nigeria.

# CONSULTING SERVICES

- Business Strategy
- Advisory Services
- Talent Management
- Coaching



# BUSINESS STRATEGY

Our objective is to help organisations identify, develop, and implement winning strategies, offering support and fostering organisational capability at every stage of their strategic journey.

## Corporate Strategic Planning

Supporting organisations in developing vision & mission statements, articulating priorities, determining resource & operational requirements to ultimately create the futuristic blueprint required to deliver intended outcomes in the Next Normal era.

## Business Unit Strategy

We provide unique insights to help identify the levers needed to increase the probability of success for executive teams and secure alignment across the organisation.

## Corporate Governance

We partner with our clients to develop a framework of best practices at the highest decision making and oversight level to drive an entrepreneurial, agile, innovative, and prudent culture to deliver sustainable success for the organisation and stakeholders.

## Digital Strategy

As customers are increasingly demanding contactless, convenient, and customized offerings, we provide guidance to ensure a seamless migration with a data-driven approach to heighten customer experience.

# ADVISORY SERVICES

We have designed a portfolio of bespoke service offerings that identify and examine the root causes to deliver relevant solutions and stimulate organisational growth in the Next Normal.

## Organizational Development / Design (OD)

We partner with our clients in aligning people, technology, and processes with organisational goals to enhance customer experience and integrate capabilities within a high-performance culture.

## Change Management

We help organisations design and deliver far-reaching change objectives and set targets that are linked to desired business outcomes. This approach delivers initiatives that strengthen performance, build capabilities, and change organisational mindsets and behaviours.

## Employee Engagement Surveys

We offer expertly designed and comprehensive employee surveys that allow you to assess the engagement level of employees within the organisation and guide decisions to enhance employee productivity, loyalty, and commitment to corporate objectives across the entire organisation.



# ADVISORY SERVICES

## Leadership & Corporate Governance

The volatility and uncertainty of work, calls for greater oversight, deeper insights, and agility at the highest decision-making levels. We assist organisations to create a Next Normal paradigm for greater board effectiveness in navigating in a post-Pandemic world.

## Culture Audit Survey

We help organisations assess, improve, and sustain the culture attributes that enable and accelerates business growth and success.

## Design Thinking

Your employees will be taken through an interactive, high energy workshop to develop and apply design thinking skills which will enable them to proffer solution to problems in a customer-centric, iterative manner.

## Personal and Team Psychometric Testing

We provide profiling tools that enable individuals and teams within your organisation develop greater self-awareness and understanding of attributes that propel people to success. The results provide a basis for decisions to address skill gaps.

# TALENT MANAGEMENT

Our practice is an enabler, assisting organisations to align employee action and internal processes to stakeholder expectations and, organisational imperatives.

## HR Strategy

We focus on enabling HR in the delivery of enhanced value through effective talent management. A central aspect is developing an appropriate culture with an emphasis on building relevant competencies & capabilities. The result is an infusion of required practices with the goal of ensuring alignment to the overall organisation strategy.

## Employee Wellbeing

The environmental challenges and increasing demands of work on employees have affected their mental, physical and emotional health. We assist organisations by providing insights and solutions, equipping managers with the necessary tools and solutions that enable them to consistently perform at optimum levels.

## Recruitment

W&C has built a network in providing relevant support for organisations that have a need in recruitment. This positions us to be able to significantly reduce the recruitment process and ensure that hiring is based on the right fit.

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## Outsourcing

A key outcome to organisations in the next normal is the need for greater cost-effectiveness. W&C can support this objective by offering cost-saving services to organisations that enable them to focus on their core competencies. Our end-to-end solutions include *Recruitment; HR Administration; Payroll Administration; and Employee Database Management.*

## Governance

By going through the requisite development interventions, the leadership of each organisation is equipped with the requisite skills to provide the necessary leadership capabilities for effective oversight, prudent management, and compliance with internal and regulatory requirements.

# COACHING

We partner with our clients to ensure employees in the talent pipeline gain self-awareness, clarify goals, achieve their development objectives, and unlock their potential in an emotionally intelligent manner. These solutions support our clients in optimizing internal resources to strengthen organisational capabilities for enhanced competitive advantage.

## Executive Coaching

Employees are guided through a thought-provoking and creative process that inspires them to maximize their potentials, develop and apply requisite skills, knowledge, and experience to new situations and processes towards enhanced performance.

## Mentoring

Our mentoring initiatives are designed to improve the performance of others through creating conditions for continuous development. It provides a structure that defines how employees can best interact with their working environment and how the best results are obtained and measured.

## Team Coaching

Team goals are determined and aligned with the organization's vision, mission, and values. Our approach is to ensure that every employee is inspired to commit to the consistent attainment of organisational objectives.

## Career Management

We support employees seeking a job or career change as well as those recently promoted into new roles. They are guided towards identifying what their passions are and then develop a road map to integrate those passions into their chosen careers.

# SPEAKING ENGAGEMENTS

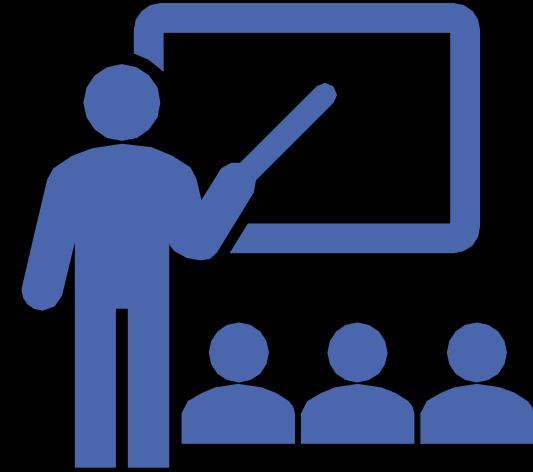
Our team of well-tested professionals led by our MD/CEO, Seyi Wright, are available to speak and coordinate your:

- Knowledge Sharing Sessions (KSS).
- Strategic Planning Sessions.
- Retreats.
- Management Executive Sessions.
- Budget Planning Sessions, etc.





# LEARNING & DEVELOPMENT



# LEARNING & DEVELOPMENT

Our blended learning methodology adopts a bespoke, customized approach that aligns organisational imperatives to the intended learning outcomes. All sessions are case studies driven, practical, engaging, and interactive. We employ a broad range of required desired knowledge transfer and ensure the delivery of the desired RoI on all interventions.

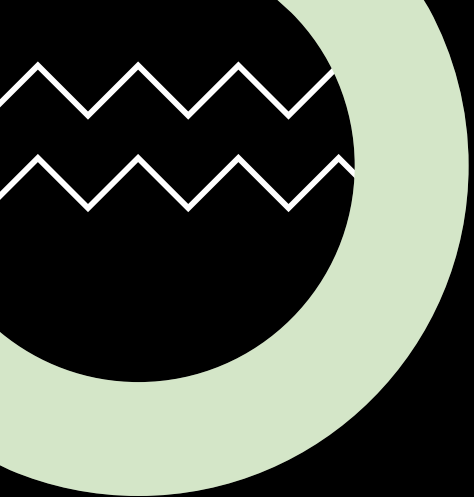
Our learning interventions include:

- Onsite, Offsite, On-line conventional training.
- Retreats: Team bonding / Teaming sessions.
- Digital Applications: E-learning; Webinars.
- Technology: Learning Management System deployment.
- Learning & Performance: Curriculum Design.

# CUSTOMIZED E-LEARNING SERVICES

- We offer customized and targeted e-learning services which are interactive and participatory. These services are tailored to the specific learning objectives and deliver enhanced participant experience.
- Our methodology has proven effective as both courseware design and curriculum development address current and long-term business needs and competency requirements
- The adoption of Wright & Co e-Learning Solution by your organisation will avail your employees round-the-clock (24/7) access to training/learning materials and other necessary corporate knowledge information. This provides the flexibility to work at their own pace within defined timelines.





# Listed below are the various categories of the off-the-shelf e-Learning courses.

- Building Trust and Respect
- Conflict Management Skills
- Creating Great Teamwork
- Communication Skills for Managers
- Customer Service Management
- Developing and Coaching Employees
- Effective Delegation
- Managing for Success
- Increasing Employee Engagement
- Project Management for Managers
- Employee Motivation and Retention
- Performance Management and Development Toolkit
- Leadership Skills Development



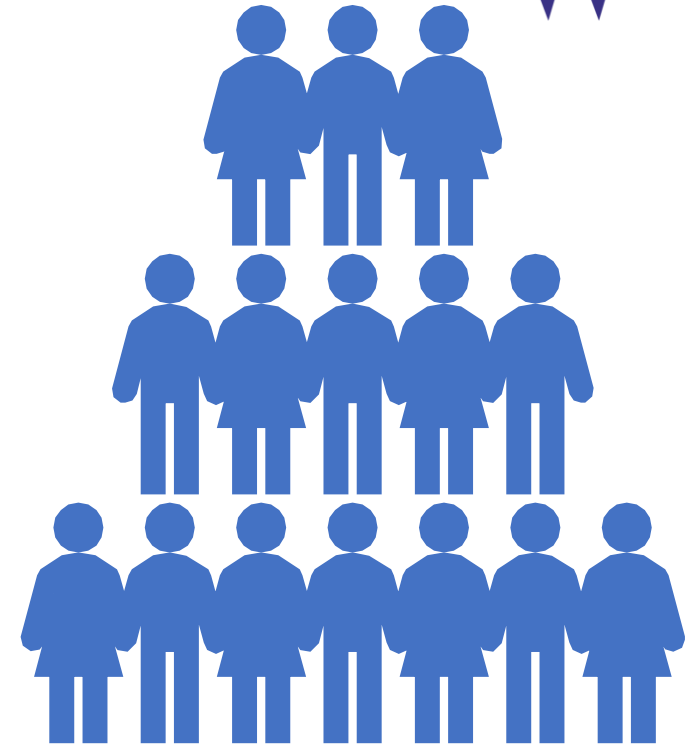


# Selected List of Learning Solutions

We adopt blended learning approach / methodology in all our learning solution and the courses can be customised to meet your organisation requirements.

# Programmes on Corporate Effectiveness

- We believe organisations can harness their vast potentials by building effective teams, achieved through high commitment levels by employees. Our focus areas for this purpose include:
  - Building & Developing Effective Teams
  - Effective Communication
  - Managing Team Performance
  - Emotional Intelligence and Motivation
  - Coaching and Mentoring
  - Effective Performance Management
  - Agile Approach to Innovation
  - Problem Solving and Conflict Management
  - Managing Diversity and Inclusion
  - Handling Generational Gaps



For further details contact us: 07045441105, 07045441106, [info@wrightcoltd.com](mailto:info@wrightcoltd.com)

# Leadership and Management Programmes (LDMP)



Choose to Make A Difference – 3 days	Unleash! Your Amazing Potential – 3 days	Management Development Programme- Duration is based on agreed number of modules	Building Effective Teams- 2 days	Teaming to Make a Difference- 3 days
The Winning Attitude (Motivating The Workforce) - 2 days	Developing Management Skills (Training For First Line Managers) – 5 days	Executive Trainee Induction Programme – (Duration dependent on scope and mandate)	Leadership that Gets Results (using the Leadership Pill and Gong Ho! by Ken Blanchard) - 2 days	HR For Non-HR Professionals – 2 days
Developing Business Acumen – 3 days	Strategy: Vision Sharing – 3 days	Strategic Thinking and Execution – 2 days	Building and Sustaining Corporate Responsibility–3 days	Employee Wellbeing – Executive Health Programme - 3 days

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# Provoking Productivity Programmes (PPP)

- I. Customer Service and Relationship Management Programme (6 comprehensive modules – 20 days {staggered})
- II. Sustaining Peak Performance - 2 days
- III. Business Communication Skills - 3 days
- IV. Advanced Business Communication Skills – 3 days
- V. Professional Negotiation Skills – 2 days
- VI. Supervisory Management Skills - 3 days
- VII. Building Customer Relationships – 3 days
- VIII. Managing Effective Performance – 2 days
- IX. Essential Interviewing Skills Programme – 2 days
- X. Selling To Improve Service Delivery – 3 days
- XI. Effective Marketing skills – 4 days
- XII. Essentials of Project Management – 3 days



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# Healthy Employee Programme (HEP) - Increasing Corporate Productivity



The COVID-19 Pandemic has significantly increased stress levels for all employees as they grapple with the realities of the New Normal. The key manifestation of employee stress is an increased rate of absenteeism and presenteeism (where employees are present physically or remotely but absent emotionally and mentally). Both situations can result in a huge loss of man hours if appropriate steps are not taken to develop effective coping skills.

## Objectives

At the end of the programme, participants will understand:

- the linkage of their total health- mental, emotional and physical to performance excellence
- lifestyle changes required to improve their total health
- the leadership and management changes they need to implement to enhance personal and organisational health
- **Duration:** 1-3 days depending on the need of each organisation.

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# Human Capital Management Programmes (HCM)

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HR Business Partnering – 2 days

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Succession Planning – 3 days

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HR Scorecard, Metrics and Analytics – 2 days

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Performance Management – 1 day

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Compensation & Reward Essentials – 1 day

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Employment and Labour Laws – 1 day

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Payroll Management - 1 day

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Building Competency Model Programme – 2 days

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HR For Non-HR– 2 days

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# PROGRAMMES ON FINANCE AND ACCOUNTING



- I. Finance for Project Managers
- II. Financial Accounting
- III. Finance for Non-Finance Managers
- IV. Credit Control & Debt Management
- V. Personal Financial Planning
- VI. Fundamentals of Rating
- VII. Accounts, Budgets and Finance for Senior Non-Financial Managers
- VIII. Financial Analysis,
- IX. Evaluation & Budgeting Advanced Financial Analysis,
- X. Corporate Financial Planning

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## OIL & GAS Courses

- I. Essential Petroleum Project Management Skills
- II. Negotiating Skills for the Oil & Gas Industry
- III. Fire Safety Competence & Risk Assessment
- IV. Introduction to Oil and Gas Industry
- V. Mastering Finance for Non-Financial Managers in the Petroleum Industry
- VI. Contract Strategy and Management
- VII. Fundamentals of Petroleum Investments Profitability and Risk Assessments
- VIII. Petroleum Project Management
- IX. Petroleum Economics & Risk Analysis
- X. Reserve Estimation & Risk Analysis
- XI. Fundamentals Of Process Control

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# Technology Courses

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Microsoft Excel – Level I

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Microsoft Excel – Level II

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Microsoft Excel – Advanced

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Microsoft PowerPoint – Level I

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Microsoft PowerPoint– Level II

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Microsoft PowerPoint – Advanced

For further details contact us: 07045441105, 07045441106, [info@wrightcoltd.com](mailto:info@wrightcoltd.com)

# Selected Clients



## Contact Us

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