



...partnering for organisational transformation

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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.

We work 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 enhancements. 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 transformational consulting and training services to a range of local and off-shore organisations over the last 22 years. W&C is CIBN accredited firm.

02

Our clients cut across every sector of the economy including Financial, Oil & Gas, Telecoms, Power, Trading, Manufacturing, IT, Public Sector amongst others. This, coupled with our deep research capabilities 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 55,000 executives at every level of management. Interventions range from Leadership & Management, to Function Specific & Technical programmes as well as supporting Customer Experience Enhancement and Culture Transformation initiatives amongst others.

OUR VALUE PROPOSITION

04

W&C interventions are all experiential, practical, hands on, case study driven, drawing from global and local best practices that address various issues and challenges. Whether run on an online, conferencing platform or physical, each programme provides opportunities for deep dive through break-out sessions to examine concepts and issues in greater detail.

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 and/or providing strategic solutions to business needs.

06

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

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 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 building/Team bonding sessions.

Digital Applications: E-learning; Webinars.

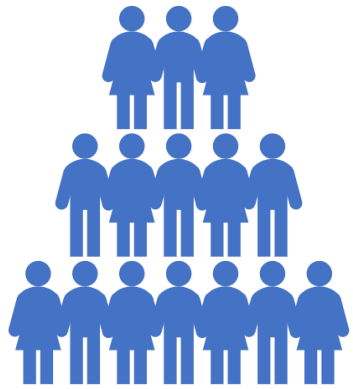
Technology: Learning Management System deployment.

Learning & Performance Management: Curriculum Design and Competency Framework Development.

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.*





Selected List of Learning Solutions

We adopt blended learning approach / methodology in our learning solutions and each intervention is tailored to meet specific requirements of our customers.

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:

Strategic Management and Leadership 2days

Building High Performance Teams 2days

Effective Business Writing and Presentation Skills 3days

Business Etiquette and Corporate Governance 2days

Emotional Intelligence and Motivation 2days

Compliance and Risk Management 3days

Coaching and Mentoring 3days

Effective Performance Management 2days

Agile Approach to Innovation 2days

Problem Solving and Conflict Management 2days

Managing Diversity and Inclusion 2days

Handling Generational Gaps 1day

For further details contact us: 07045441105, 07045441106, 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*

*Strategic Management
& Leadership – 3 days*

*Strategy: Vision
Sharing – 3 days*

*Strategic Thinking and
Execution – 2 days*

*Building and Sustaining
Corporate
Responsibility–3 days*

*Employee Wellbeing
Programme - 3 days*

Productivity Provoking Programmes (PPP)

<i>Customer Experience and Relationship Management Programme (6 comprehensive modules – 20 days {staggered})</i>	<i>Sustaining Peak Performance - 2 days</i>	<i>Business Communication Skills - 3 days</i>
<i>Advanced Business Communication Skills – 3 days</i>	<i>Professional Negotiation Skills – 2 days</i>	<i>Supervisory Management Skills - 3 days</i>
<i>Building Customer Relationships – 3 days</i>	<i>Managing Effective Performance – 2 days</i>	<i>Essential Interviewing Skills – 2 days</i>
<i>Selling To Improve Service Delivery – 3 days</i>	<i>Effective Marketing Skills – 4 days</i>	<i>Essentials of Project Management – 3 days</i>



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Employee Wellbeing Programme (EWP) - 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 required to enhance personal and organisational health*
- *Duration: 1-3 days depending on the scope required by organisation.*



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Human Capital Management Programmes (HCM)

HR Business Partnering - 2 days

Succession Planning - 3 days

HR Scorecard, Metrics and Analytics - 2 days

Performance Management - 1 day

Compensation & Reward Essentials - 1 day

Employment and Labour Laws - 1 day

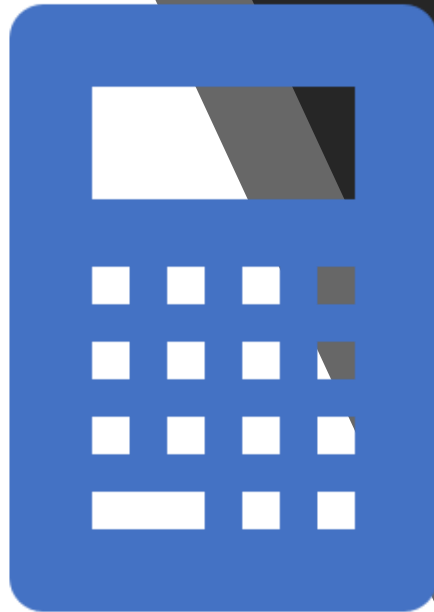
Payroll Management - 1 day

Building - 2 days

HR For Non-HR - 2 days

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Programmes On Finance and Accounting



*Finance for Project
Managers 3days*

*Financial Accounting
5days*

*Finance for Non-
Finance Managers
2days*

*Credit Control & Debt
Management 3days*

*Personal Financial
Planning
2days*

*Fundamentals of the
Rating Process
2days*

*Accounts, Budgets
and Finance for
Senior Non-Financial
Managers 3days*

*Financial Analysis,
4days*

*Evaluation &
Budgeting and
Advanced Financial
Analysis, 3days*

*Corporate Financial
Planning 2days*

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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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Microsoft Excel – Level I

Microsoft Excel – Level II

Microsoft Excel – Advanced

Microsoft PowerPoint – Level I

Microsoft PowerPoint – Level II

Microsoft PowerPoint – Advanced

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Office
Productivity
Tools

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*



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 outcomes to exceed expectations 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 deploy far-reaching change objectives and set targets that are linked to desired business outcomes. This approach delivers initiatives that strengthen performance, build capabilities, and re-align 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 increasing volatile, uncertain, complex and ambiguous world demands 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 & Transformation

We partner with organisations to assess the existing culture attributes against the context of strategic objectives and develop initiatives to enable and accelerate business growth and success.

Design Thinking In The New Normal

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 real life problems in a customer-centric, iterative manner.

Personal and Team Psychometric Testing

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

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, pandemic fuelled 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 with a robust database which positions us in providing relevant support for organisations to identify, access and onboard talent as required. This streamlined process ensures that hiring is based on the right fit.

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Outsourcing

A key imperative in the Next Normal is the need for greater operational 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 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, self-introspective 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 performance by providing developmental advice and guidance which seek the positioning of individuals to deliver enhanced value in their direct role within the organisation and beyond.

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 objectives in line with the desired organisational culture.

Career Management

We support employees seeking a 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.

DIRECTORS



SEYI WRIGHT – Team Lead

- *Seyi Wright is the founder and Chief Executive Officer of Wright & Co Ltd, an affiliate of Leadership & Vision Ltd, a foremost leadership development consulting firm. He has conducted over 500 capacity building programmes and several strategy sessions for companies in various industrial sectors of the economy. He has trained over forty-five thousand (45,000) corporate executives.*
- *He has over 40 years working experience, a significant part of which was in the banking industry. He was until April 1997, the Chief Executive Officer of Pacific Merchant Bank with responsibility for strategic direction, effective asset/ liability management, people development and sustained profitability of the Bank.*
- *Seyi worked with Chase Merchant Bank, Lagos (an affiliate of Chase Manhattan Bank, New York) and attended the Chase Manhattan Bank Credit Training Programme in Lagos. The training exposed him to many aspects of banking activities, credit analysis and management.*
- *He is a certified Coach of Coaching Academy, UK. and member of NITAD (Nigerian Institute of Training and Development) and Centre for Management Development (CMD). He is the Chairman Board of Governors, Global College, a member of the Board of Management of Retirement Investment Scheme of Finance and Commercial Services, former Chairman of the Board of Directors of Bluebird Communications Ltd, a Marketing Communication company, former member of the Board of Management of St Saviours School, Ikoyi, amongst others.*
- *He is the author of the highly acclaimed leadership development books; Choose to Make a Difference, Unleash! Your Amazing potential and Reflections on Unleashing Potential.*



GHANDI OLAOYE

- *GHANDI OLAOYE is a visionary leader, motivational speaker, and entrepreneur, known for his immense commitment to excellence.*
- *Ghandi is committed to bringing the best minds in the world in the area of business, leadership and governance, in a conference style seminars and also by playing an advisory role to educate, train and empower Business Leaders, Entrepreneurs and Government officials in Africa, with special emphasis on Nigeria.*
- *Ghandi is also an Associate of the International Third World Leaders Association (formally chaired by the late Dr Myles Munroe, a forum created for the exchange of cross cultural ideas globally. He represents Myles Munroe international in Nigeria*
- *An influential community leader recognized both in Nigeria by former Nigerian President Olusegun Obasanjo in 2001 and in the United States of America by President Barack Obama in 2011, Mr Olaoye is the recipient of various awards which include the Youth Empowerment and Positive Mentoring of Africans in the Diaspora Award which was conferred by the African Business Roundtable in December 2008.*
- *Ghandi graduated in 1982 from the prestigious Obafemi Awolowo University in Nigeria (formerly known as University of Ife) with a BA Honours in English and Literary Studies. He was also awarded a Master's degree in 1987 in Industrial and Labour Relations with emphasis on Human Resource Management from Nigeria's premiere University, University of Ibadan*



BIMBOLA WRIGHT

- *A transformational, innovative, human-centred leader and Board-Level professional with over 33 years track record of success in customer relationship management in financial services and management consulting. This is complemented with deep skills in business analysis, strategy development and execution, change management and complex problem solving amongst others.*
- *An Executive Director with Wright & Co Ltd, Bimbola has facilitated numerous function specific and personal development programs and has supported organisations and individuals to unleash the genius within them through various capacity building interventions. These have included coaching/mentoring mandates, culture and customer experience solutions, performance management implementation projects to deliver value, ongoing worth and other desired outcomes.*
- *Bimbola is a Fellow of the Nigeria Institute of Management, member, Institute of Directors Nigeria, honorary member, Chartered Institute of Bankers Nigeria, with a B.Sc. Human Biology, University of Surrey and M.A International Relations, University of Kent. In addition, Bimbola has attended executive courses at reputable institutions including Harvard, Wharton, London Business School, IE University. A Life Coach, Bimbola successfully concluded a Mastering Design Thinking programme with MIT Sloane.*

Selected Clients



Contact Us

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