



 **Horwath Mak Ghazali Ilc** is a member firm of Crowe Horwath International, USA, a top ten audit & consulting firm worldwide. We are a member of the FORUM OF FIRMS and are operating in 107 countries with 590 offices worldwide and some 28,000 partners and staff.

We, at Horwath, believe in providing total business solutions to our clients, from Company formation to Strategy Consulting to Quality to HR to Corporate Governance to Risk Consulting.

Our talented and carefully selected personnel are capable of meeting the needs of a wide spectrum of clients, from modest trading houses to large group companies, locally and internationally.

OUR CONSULTING SERVICES

- Strategy Consulting
- Corporate Governance
- Risk Management
- Policies & Procedures Manual
- HR Consulting
- Recruitment
- Due Diligence
- Business Valuation
- Sick Units Revival
- Management development Programs
- Business Process Re-engineering
- Business Plan
- Feasibility Study
- Market Research
- Performance improvement
- Cost Reduction
- Activity based costing
- ISO consulting
- IFRS Consulting
- Financial Modeling
- IT Consulting
- BCP / DRP

HORWATH TRAINING

At Horwath, we are constantly developing new and contemporary concepts and programs to suit your specific training needs & have a solution for the training requirements specific to your industry. This helps companies achieve maximum benefit from the training sessions than that from standard programs that most training houses offer. We have excellent faculties in our panel competent to design & deliver training programs across the industries.

Our training methods serve to foster new knowledge and skills while at the same time building new levels of self-awareness and confidence. Our training sessions are based on participatory methods, using group discussion, role-playing and individual case studies. Our training programs are available as public or in-house sessions.

Corporates who attended our Recent Training Programs include

- AES Berka SAOG
- Al Ahlia Insurance Co.
- Al Hajiry Trading Co.
- Al Hashar Group of Companies
- Al Naba Services LLC
- Authority for Electricity Regulation
- Capital Market Authority
- Carillion Allawi LLC
- Dalma Energy LLC
- Dhofar Insurance Co. SAOG
- Electricity Holding Company SAOG (EHC)
- Jawad Sultan Group of Companies
- Larsen & Toubro (Oman) LLC
- Ministry of Finance
- Muscat Electricity Distribution Co. S.A.O.C
- Oman Flour Mills Co. SAOG
- Oman International Bank SAOG
- Oman Orix Leasing Co. SAOG
- Oman Telecommunications Co. SAOG (Omantel)
- Oman Water Treatment Co. SAOG (OWATCO)
- Omar Zawawi Establishment (OMZEST)
- Raysut Cement Company
- Salalah Free Zone Company SAOC
- Special Oil Field Services Co.
- Teejan Trading & Contracting Co. LLC
- Special Technical Services
- Taageer Finance Co. SAOG
- W J Towell Co. LLC



FINANCE & AUDIT PROGRAMS

OUR FINANCE & AUDIT TRAINING PROGRAMS ARE DESIGNED BY SPECIALISTS AND ARE CREATED SPECIFICALLY TO HELP YOU SUCCEED IN TODAY'S COMPETITIVE MARKETS. OUR CLIENTS RELY ON US IN ACQUIRING THE INTENSIVE COACHING THROUGH PRACTICAL CASE STUDIES AND THE EXPERTISE THEY NEED TO ACHIEVE RESULTS.

Some of our Finance & Audit Training Programs include;



Interpretation & Analysis of Financial Statements

This course leads participants through the basics of what financial statements are and how to read and analyse them in order to take informed business decisions. Participants will learn how to evaluate financial statements in predicting future financial condition, how to assess risk and making investments.

WHO SHOULD ATTEND: Any one who needs to interpret and make decisions based on the financial statements.



International Financial Reporting Standards (IFRS)

This intensive program is designed to answer the continuing and growing need for information and gives an insight into the practical reporting problems faced by organization in relation to IFRS. We also have specialized program IFRS for SMEs which covers all aspects of using the new International Financial Reporting Standards for Small & Medium Enterprises (SMEs).

WHO SHOULD ATTEND: Accountants, Auditors, Financial Controllers, Credit and Equity Analysts, Portfolio Managers and users of Financial Statements



Finance for Non Finance

This program is specially designed to provide basic knowledge of accounting and finance for professionals in marketing, operations, human resources, information technology fields, entrepreneurs and self employed professionals with non-finance background.

WHO SHOULD ATTEND: Top Management, Senior/ Middle level managers who need to have exposure to finance (for example professionals in corporate planning, manufacturing, marketing and sales) & Managers who wish to update their knowledge on basics of finance and accounts



Fraud Detection & Forensic Accounting

This workshop explains the nature of financial fraud, how to detect fraudulent activities, and most importantly how to investigate any type of financial fraud. It also explores the various possible avenues of computer-based investigations. The training focuses on audit techniques, fraud detection techniques, accounting and law, practically auditing and investigation of frauds, collection of evidence / documentation which can stand the test of legal scrutiny and write succinct, factual reports.

WHO SHOULD ATTEND: CXO, Chief Internal Auditor, Chief Security Officers, Head of Risk Management, Head of Legal Department, Head of Regulatory Compliance, Head of Legal, In-house Legal Counsel, Accountant, Internal & External Auditor

Other popular Finance & Audit programs;

- Contemporary Issues in Accounting
- Activity Based Costing / Activity Based Management
- Treasury Management
- Financial Modeling
- Budgeting & Forecasting
- Modern Management Accounting
- Corporate Finance & Evaluation
- Financial Feasibility & Project Financing
- Financial analysis & Ratios
- Fraud Detection & Forensic Accounting
- Anti Money Laundering
- Computer Assisted Audit Techniques (CAATs)
- Auditing skills
- Information Systems Security & Auditing
- Basel II
- Credit Risk Management
- Investment & Asset Management



SOFT SKILLS & HR PROGRAMS

WE OFFER TRAINING PROGRAMS IN DIFFERENT AREAS RANGING FROM GENERAL MANAGEMENT TO SOFT SKILLS, PROJECT MANAGEMENT TO QUALITY MANAGEMENT AND PERFORMANCE IMPROVEMENT TO ENVIRONMENT AWARENESS. TAILORED PROGRAMS, ACCORDING TO THE SPECIFIC NEEDS OF THE CLIENTS, SHALL BE ORGANIZED BY OUR PROFESSIONAL TRAINING TEAM.

Our popular soft skills & HR training programs include;

HRM & Labour Law



HR is changing beyond recognition from the days of the old Personnel Departments. HR is now recognized as a source of competitive advantage and as a predictor of future business performance. This exciting program will take you through the general Management and HR concepts along with the HR policies and practices prevalent in the Sultanate of Oman. the program covers the HR management concepts, Oman Labor Law, HR functions and the basic traits and skill sets expected from an HR Professional

Communication Skills



Strong communication skills are one of the most important traits required by the members of any successful organization. Good and effective communication is required not only for better human relations but also for better employee motivation & morale, increased productivity and for good and successful working of an organization. This program covers the fundamentals of interpersonal communication and participants shall get a clear understanding of what they can do to improve their communication & interpersonal abilities.

Customer Service



Successful businesses and managers realize the importance of the employees that directly interact with customers on a daily basis .The way your company is represented by your employees will determine how your customers feel about your company. How effective they are depends on the quality of customer service skills these employees have at their fingertips. This program will provide each participant with a basic understanding about customer service and how effectively can this be undertaken and it also empower participants to provide effective solutions to customer problems.

Team Building



In today's business environment, innovative solutions and approaches are needed to take your organization into the future. What is needed is an ability to tap into, and fully utilize, the collective talents, energies, ideas and resources of your organization. High-performing teams exhibit accountability, purpose, cohesiveness & collaboration. How do you turn a dysfunctional group into a productive team? Can you make a good team better? Find out the answers to both of these questions during a full schedule of active training on team building.

Business Etiquettes



While the use of good business etiquette will not make up for technical knowledge in the workplace, bad manners & poor etiquette can cost both employees & the organizations for which they work. This etiquette program is crafted to meet a variety of specific business needs to improve the professionalism of the participants. It demonstrates an effective way of communicating in the corporate environment, how to handle the customers in the most professional manner & helps the participants to develop an action plan to improve personal professionalism.

Other popular Soft skills & HR programs;

- Leadership & Supervisory skills
- Motivating Employees
- Team Building
- Interpersonal skills
- Presentation Skills
- Customer Care / Service
- Telephone Etiquettes
- Planning and Organising Skills
- Time Management
- Negotiation skills
- Stress Management
- Sales Management / Selling Skills
- Personality Development
- HR for Non HR
- Performance Appraisal / Management
- Problem Solving & decision making
- Conflict Management
- Interviewing skills
- Cross Cultural Management

Our popular project management & business focused training programs include;



Project Management Professional (PMP) - Exam Preparatory Training

This 4 day program gives an opportunity for the aspiring project Management professionals to get trained by a Global Registered Education Provider [R.E.P] of Project Management Institute (PMI® - USA) and also effectively prepare for the Project Management Professional (PMP®) Examination leading to the internationally recognized PMP® certification from PMI®.

WHO SHOULD ATTEND?

Project Managers, Business Heads, IT Professionals, Program Managers, Individuals involved in Projects, PMP® aspirants

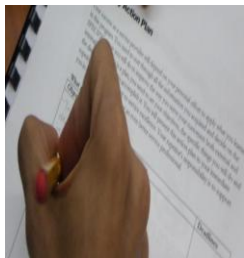
Six Sigma is a rigorous and disciplined methodology that uses data and statistical analysis to measure and improve a company's operational performance by identifying and eliminating defects. Get your staff trained on Six Sigma and increase the bottom line by eliminating variability, defects and waste that undermine customer loyalty.

Six Sigma



WHO SHOULD ATTEND?

Managers, Project Leaders, Senior Engineers



Balanced Scorecard

The Balanced Scorecard is a framework to help organizations to clarify their vision and strategy and translate them into operational objectives that drive both performance and behavior. This training course covers the structure, process and challenges of building, implementing and using a Balanced Business Scorecard to improve performance and to put strategy at the centre of key management processes and systems including incentive schemes and resource / budget planning activities.

WHO SHOULD ATTEND?

Functional Managers, General Managers, Managing Directors, Corporate Planners and all those involved in Strategic Planning

Quality Management (ISO) & HSE

Horwath offers an extensive range of training courses, specially designed to provide awareness and understanding of the various quality management systems as well as training to audit the standards like ISO 9000, 14000, 22000, 18000, HACCP & BRC



Other popular project management & business focused programs;

- Project risks and mitigation
- Lean Manufacturing Techniques
- Kaizen
- 5S
- Project Management
- Business Analysis & Reporting
- Corporate Governance
- Risk Assessment & Management
- Business Innovation & Creativity
- Managing Change
- Supply Chain Management
- Inventory & Logistics Management

FOR BUSINESS
ENQUIRIES

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We thank you for enquiring about our services. We look forward to work with you. Should you have any clarification, please feel free to contact us and we will be glad to be of assistance.

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