



Garden City Premier Business School

... Creating global business leaders



SEPTEMBER 2025 GCPBS EXECUTIVE MANAGEMENT PROGRAMMES





Programme: Real Estate Portfolio Management Training Programme

Course Venue: The Dover Hotels Limited, No. 14. Aromire Street, off Adeniyi Jones, Ikeja, Lagos

Course Duration: September 7 – September 11, 2026

Learning Hours: 5 day (20 Hours)

Course Fees: ₦1, 350,000 per participant

WEEK ONE

WEEK 1: FOUNDATIONS OF REAL ESTATE PORTFOLIO MANAGEMENT

Introduction

Real estate assets represent a significant portion of corporate value in energy companies. This session introduces participants to how structured portfolio management drives cost efficiency, operational support, and long-term value creation.

Objectives

- Understand real estate portfolio concepts
- Identify types of corporate real estate assets
- Align real estate strategy with business operations
- Recognize value drivers in energy-sector real estate

Course Outline

Morning Session

- Overview of real estate portfolio management
- Types of assets (offices, terminals, housing, logistics bases)
- Role of real estate in energy operations

Afternoon Session

Executive Education | Consulting | Advisory | Strategy | Research & Development



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- Portfolio lifecycle management
- Asset classification and segmentation
- Case study: Energy company property portfolio

DAY 2: REAL ESTATE MARKET ANALYSIS

Introduction

Understanding market dynamics is critical for making informed real estate investment and leasing decisions in volatile economic environments.

Objectives

- Analyze property market trends
- Understand demand and supply factors
- Evaluate location-based investment decisions
- Interpret market data for decision-making

Course Outline

Morning Session

- Real estate market fundamentals
- Economic indicators affecting property values
- Nigerian real estate market overview

Afternoon Session

- Location analysis and site selection
- Market research tools
- Case study: Lagos vs Port Harcourt property markets

DAY 3: REAL ESTATE FINANCIAL ANALYSIS Strategy | Research & Development



Introduction

Financial evaluation is key to ensuring profitability and sustainability of real estate investments.

Objectives

- Understand real estate financial metrics
- Analyze cash flows and returns
- Evaluate investment performance
- Support financial decision-making

Course Outline

Morning Session

- Cash flow analysis
- Net Operating Income (NOI)
- Cap rate and yield calculations

Afternoon Session

- Investment appraisal (NPV, IRR basics)
- Financial modeling fundamentals
- Case study analysis

DAY 4: PROPERTY VALUATION TECHNIQUES

Introduction

Accurate valuation ensures proper asset management, reporting, and investment decisions.



Objectives

- Understand valuation methods
- Apply income, cost, and market approaches
- Evaluate asset worth for decision-making
- Ensure compliance with valuation standards

Course Outline

Morning Session

- Income approach and capitalization
- Market comparison approach

Afternoon Session

- Cost approach
- Valuation case studies

DAY 5: LEGAL & REGULATORY FRAMEWORK

Introduction

Compliance with property laws and regulations is critical in avoiding disputes and ensuring secure investments.

Objectives

- Understand Nigerian property laws
- Identify legal risks in real estate
- Manage property documentation
- Ensure regulatory compliance

Course Outline

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Morning Session

- Land Use Act and property rights
- Lease agreements and contracts

Afternoon Session

- Regulatory compliance
- Risk mitigation strategies

Programme: Essential HR Practices For Managers, Team Leaders & Supervisors

Course Venue: Garden City Premier Business School, No. 13 Herbert Macaulay Street, Old GRA, Port Harcourt.

Course Duration: September 14 – September 18, 2026

Learning Hours: 5 day (20 Hours)

Course Fees: ₦1, 300,000 per participant

WEEK ONE

HR FOUNDATIONS & PEOPLE MANAGEMENT

DAY 1: INTRODUCTION TO HR FOR LINE MANAGERS

Introduction

In modern organizations, especially within the energy sector, HR is no longer limited to the HR department. Managers and supervisors play a critical role in driving employee performance, engagement, and compliance. This session introduces the strategic importance of HR practices in operational success.

Objectives

- Understand HR roles and responsibilities for managers
- Executive Education | Consulting | Advisory | Strategy | Research & Development
Align HR practices with business goals

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- Recognize the impact of effective people management
- Build accountability for workforce performance

Course Outline

Morning Session

- Overview of HR functions
- Role of line managers in HR delivery
- HR policies and procedures

Afternoon Session

- HR as a strategic partner
- Case study: Managing teams in energy operations
- Group discussion

DAY 2: RECRUITMENT & SELECTION

Introduction

Effective recruitment ensures the organization attracts and retains the right talent critical for operational success.

Objectives

- Understand recruitment processes
- Conduct effective interviews
- Select the right candidates
- Ensure fairness and compliance

Course Outline

Morning Session

Executive Education | Consulting | Advisory | Strategy | Research & Development



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- Workforce planning
- Job analysis and job descriptions
- Recruitment channels

Afternoon Session

- Interview techniques
- Candidate evaluation
- Selection decision-making

DAY 3: EMPLOYEE ONBOARDING & ENGAGEMENT

Introduction

A structured onboarding process improves retention and accelerates employee productivity.

Objectives

- Design effective onboarding processes
- Improve employee engagement
- Enhance team integration
- Reduce turnover

Course Outline

Morning Session

- Onboarding frameworks
- Orientation processes

Afternoon Session

- Employee engagement strategies

• **Feedback Mechanisms** | Consulting | Advisory | Strategy | Research & Development



DAY 4: PERFORMANCE MANAGEMENT

Introduction

Performance management is essential for aligning employee outputs with organizational goals.

Objectives

- Set performance goals and KPIs
- Conduct performance reviews
- Provide constructive feedback
- Improve team productivity

Course Outline

Morning Session

- Goal setting and KPIs
- Performance appraisal systems

Afternoon Session

- Coaching and feedback
- Managing underperformance

DAY 5: EMPLOYEE RELATIONS & CONFLICT MANAGEMENT

Introduction

Maintaining positive employee relations is critical for workplace harmony and productivity.

Objectives

- Executive Education | Consulting | Advisory | Strategy | Research & Development
• Manage workplace conflicts



- Handle grievances effectively
- Build trust within teams
- Promote positive work culture

Course Outline

Morning Session

- Employee relations principles
- Conflict resolution techniques

Afternoon Session

- Disciplinary procedures
- Case study discussions

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We look forward to a mutually beneficial relationship with your esteemed company. Please, also find attached our 2025 training manual for your kind consideration.

The Team is ready to make a presentation to your good selves at your earliest convenience.

Yours truly,

For: Garden City Premier Business School

Prof. Silva Opuala-Charles
FNIM, FCE, FSM, FCILG, FCCdipl, FCIML
President

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