

CRO Circle 2024 (in Russian) Leading Business-Minded Risk Management

Program Outline

January 2023



managing
financial
institutions

Objectives

- Strengthen risk management and control functions in MSME banks and MFIs via empowered CROs
- Underpin a strategic „umbrella“ approach to risk management
- Broaden technical knowledge across credit, operational and financial risk areas
- Improve leadership, soft skills and people management
- Networking and peer exchange

Challenges CROs face

- Fragmented oversight of risk management; CRO role often built for an incumbent
- Insufficient strategic risk management and alignment with institution's business strategy
- Consistent leadership, soft skills and people management challenges in risk management

Building on What Works



We take a holistic and experiential approach in our work with groups and individually including professional training, mentoring and coaching. *Below we include our sample brochure for this program.*

Institutional Profile

- Developed with MSME banks in mind and including full range of financial, credit and operational risk management
- Microfinance institutions facing challenges in strategic risk management with their own focus
- We recommend gathering institutions with similar profiles within one Circle and tailoring each Circle to the profile

Participant Profile

- Experienced CROs (or equivalent positions)
- Prospective CROs (or equivalent positions)
- Prospective and experienced CROs usually have an area of strength according to their career path, we tailor each Circle to the profiles of the assembled group

Features Overview

Timings	June to December 2024
Language	Russian
Location <i>on-site</i>	Turkey, in the vicinity of Antalya
Cost-sharing	Often split into tuition (12 000 EUR) paid by sponsor and MFIs pay travel, accommodation, visa (around 1200 EUR) etc. Can be arranged as needed.
Registration Deadline	30th April 2024
Contact	Carmen Geil geil@inspiring-development.com

inspiring 
development

CRO Circle

8-month Live Personal and Technical Development Program

**Leading Business-Minded Risk
Management**



Join the **CRO Circle 2024 in Russian** for risk professionals and managers in the financial sector if you are aiming to lead from risk management with a business mind.

As an essential part of an institution's engine, develop your **personal and technical leadership** through our holistic approach and run *in sync* with all the moving parts. The Circle provides insight, knowledge, feedback, advice, best practices, mentoring and challenges on technical risk management topics (credit, financial, operational), leadership, people & talent development, relationship building, impactful communication and influencing others around you. Together we work towards building a smarter, integrated, comprehensive executive risk management.

Who for Prospective and experience CROs (and equivalent) who want to develop to support their institutions and the industry with greater impact.

When / Where A series of live sessions, in-person and virtual over **8 months**, on-site sessions to take place in Turkey.

Format The program includes group sessions, technical trainings and workshops, individual learning and online meetings, as well as individual mentoring.

Time **commitment required: 24 days in total**. 7 days in person, 8 virtual days, 10 hours of mentoring + 8 days for individual & group projects & preparation work.

Circle to include **8-12 participants**.

Fee EUR 12,000 per participant (includes tuition, lunch and coffee-breaks on-site)

Next Contact us to register before April 30th 2024 at geil@inspiring-development.com or with questions.

The CRO Circle and all its sessions are led by two co-leaders who are industry risk professionals, experienced managers, coaches, trainers and consultants. They challenge and support circle members through experiential learning methods, and in individual and group settings throughout the program.



Svetlana Tolmacheva
CFO, CEO and Mentor



Asmus Rotne
CRO, CFO and Mentor



Evgenyi Maksakov
CRO, CBO and Consultant



Andrei Zainulin
CRO, CBO and Mentor



Ana Khvtisiachvili
Treasurer and Consultant

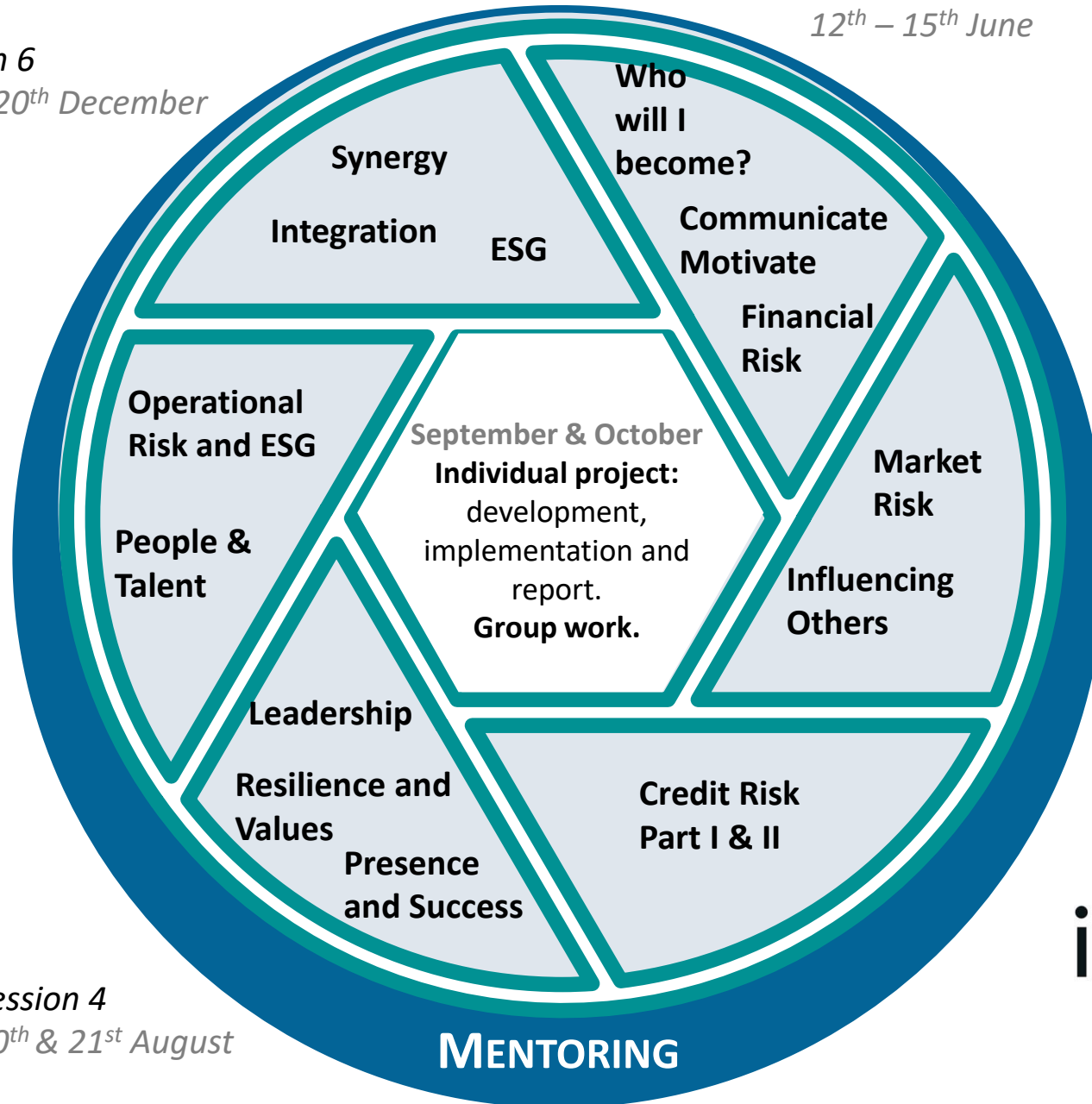


Carmen Geil
Leadership Coach, Consultant
and Program Coordinator

CRO Circle 2024 in Russian - Overview

*Session 1, in person
12th – 15th June*

*Session 6
18th – 20th December*



*Session 2
9th & 10th July*

*Session 5
5th & 6th November*

*Session 3
18th & 19th July*

*Session 4
20th & 21st August*

MENTORING

Who will I become?

How did I become the CRO I am today? Where do I need / want to develop? What is a “business-minded risk management or a balanced CRO”? What do I want to achieve? Targeting my development of competencies and strengths to serve my career.

Communicate, Motivate

Effective communication: listening and speaking with impact. Explore tools, create opportunities and respond in time. What motivates me, how can I motivate others?

Financial Risk

The objective of this block is to enhance the overall framework of liquidity risk, funding, investment portfolio risk including necessary tools, techniques and stress test scenarios with the final objective to improve sustainability and solvency of the institution. We guide through practical experiences on establishing and aligning financial risk management to institutional business objectives, to ensure a smooth ride and successful outcome.

Influencing Others

How do I design and develop a corporate culture - what do I stand for? Giving and receiving feedback. Defining possibilities and expectations. Influencing and activating peers and superiors.

Market Risk

We explore how CROs can navigate market volatility and changes with minimal losses. We can't influence market conditions as such but must be aware and scrutinize market risk like Interest Rate Risk (IRR) and Foreign Currency (FX) exposure and its possible consequences, adjust institutional business plans and strategies having them in mind, and take measures timely. Through practical experience we develop preconditions and review key aspects of the establishment of a proper market risk management system (IRR and FX), using adequate models, measurements and stress-testing, and practical understanding of their results and possible actions to manage an institution's assets and liabilities to preserve and increase the value of its equity.

Credit Risk Part I

Credit risk is typically the main risk for a financial institution. Its proper management is vital to institutional stability and sound financial performance. In challenging times, it is especially important to understand how the credit risk exposure of an institution will develop, and how to manage it properly. We guide you through best-practice of setting-up an effective credit risk management framework, key tools and methods for measuring and managing institutional credit risk exposure and define the principles of organization of key processes – such as organization of credit analysis function and credit decision-making, recovery, monitoring of portfolio quality.

Credit Risk Part II

We continue with topics of credit risk management on an institutional level. We discuss stress-testing of credit risk and assessment of the related capital requirements. A substantial part of this session will be dedicated to credit risk management on an individual client level, covering main principles of credit analysis and assessment of client credit risk.

Leadership

Take your leadership to the next level and experience the co-active leadership model: a unique, creative and practical approach to modern leadership.

Presence and Success

What is my impact on others and how do I influence it actively? Symbols, tools and setting your stage. Power, expectations, self-management, dealing with setbacks and training. Success factors, risks and traps. Active positioning and targeted networking.

Resilience and Values

What drives me, what do I want? What truly moves and motivates me? How can I be in this for the long term? Recognizing boundaries and dealing with them.

Operational Risk

Operational risk is inherent in all activities and operations carried out by financial institutions. It is wide and complex and results from people, processes, systems, the climate and external events, and it is often inter-linked with other risks (i.e. credit risk, financial risks, etc.) This module equips CROs with in-depth understanding of operational risk and its drivers, provides tools and instruments utilized in their identification, evaluation, treatment, and monitoring/control. A key emphasis will be placed on supporting CROs to identify mitigants (corrective and preventive measures) for OpRisk, support in positioning and establishing a relationship and an approach that provides for an institution-wide effective operational risk management.

Environmental, social and governance (ESG) performance and frameworks have become a business imperative, this module equips CROs with an understanding of its cornerstones and the key considerations across all three pillars.

People & Talent

Connecting with people, recognizing and developing talent and building loyalty. Preferences in social styles.

Synergy and Integration – Strategic Balancing for a Business-Minded CROs.

What participants have said about past CRO Circles:

“Through the CRO circle sessions my paradigm has changed, both in my personal and professional life. I believe that in order to truly live this experience, one must fully immerse oneself in these sessions to achieve these levels of change.”

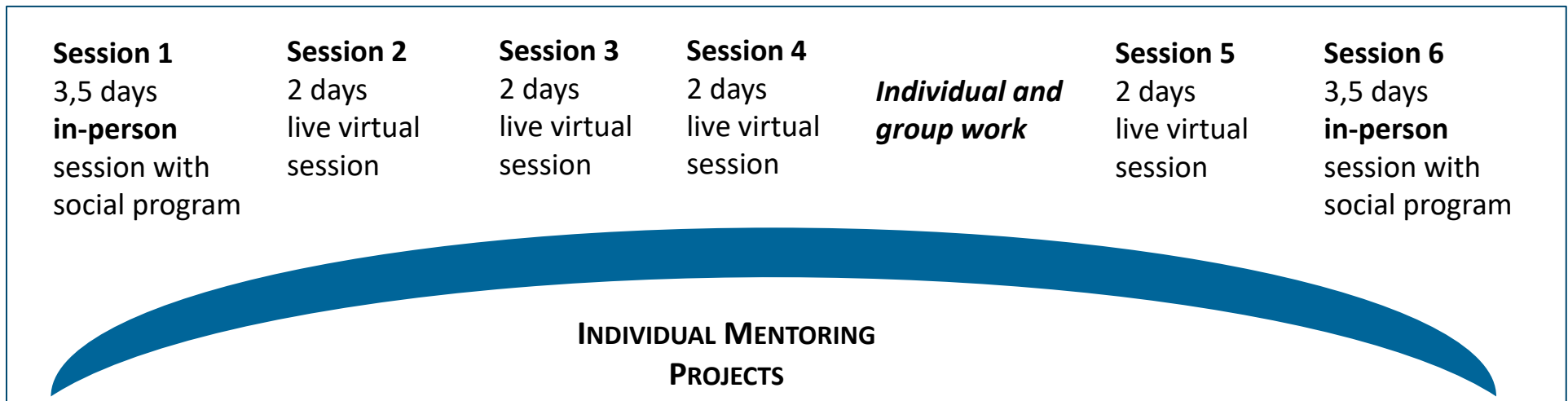
Risk Manager
MFI in Uganda

“My impressions of the training are excellent, especially the discussions of acute and relevant issues in the field of risk management. Overall a very interesting training, great presentation, good materials delivered by trainers with extensive experience.”

Risk Manager
Large MFI in Kazakhstan

“I am very grateful for this opportunity. To meet professionals from all over the world and share my experience, to be listened to. Making connections that help me develop. It is a really unique experience and I consider myself very lucky to be part of this programme.”

Anonymous
CRO Circle 2023



inspiring development is a specialized management consulting company for banks and microfinance institutions operating in developing countries and emerging markets. We offer a range of tailored services to effect change in an institution where it matters.

Beyond enhancing technical skills, implementing best practices suitable for our clients and building staff capacity, we believe in supporting and developing leadership within the finance sector. This CRO Circle is custom-designed for industry professionals to develop their personal and technical potential to be able to support the institutional engine as an integral part from within towards the company business strategy – people, processes and results.

CRO Circle 2024 for Business-Minded Risk Management (in Russian)

Contact Carmen Geil via e-mail for all enquiries, questions and further program details:
geil@inspiring-development.com



Carmen Geil
 Leadership Coach, Consultant
 and Program Coordinator



How much will the program cost?

The fee stated includes all tuition, lunches and evening program for both on-site sessions at the retreat-style venue. In addition, you will arrange for your accommodation with breakfast (USD150 for a single room per night, USD100 for a twin per night, 4 nights in total), dinners, visa and flight and transfer to the venue.

How to book my accommodation?

We have made a booking for you at the venue, please coordinate your booking, payment and airport transfer detail with us directly.

Dietary requirements

Please let us know about your dietary requirements and we will coordinate accordingly with the venue.

Timings

Please book your flight to arrive on June 11th / December 17th and departure on Saturday June 16th / December 22nd after 17:00. We meet at 9am on the morning of day 1, reception will direct you to the meeting room. We will then put together the plan for the 3,5 days as a group.

Where will the on-site sessions take place?

On the Turkish Coast, not far from Antalya at Olympos Mountain Lodge www.olympsmountainlodge.com.

Which airport to fly to?

Antalya International Airport

Who can I go to with questions and concerns?

Please do not hesitate to contact Carmen Geil, Program Manager at geil@inspiring-development.com for any questions, concerns that you may have.

Who are the trainers and facilitators?

All trainers and facilitators are experienced professionals in their respective fields and MSME finance, all used to work in risk-related executive positions, as specialists, consultants and coaches across different continents in the sector. Mentors are only our most senior colleagues who have each many years of risk related experience in executive management. This program has been designed and developed using recognized experiential and coaching methods and is highly interactive. It aims to give you space to grow as a person and as a professional via the tasks, challenges and materials we propose.

How am I selected?

We will have a get to know interview with you to understand your background, experience and expectations. We select candidates for the group according to the results. If you have gained the sponsorship of an institution, they have already

selected you and the get to know conversation serves for us to get to know you and tailor the program to the group's needs.

How will the virtual sessions work?

All online sessions are live and require a full day on Zoom. It is important that you participate from a quiet and private space, so you are able to speak openly and keep your microphone on throughout. Please inform those around you that you will not be available during the sessions to avoid interruptions.

What if I miss a session?

We do not record any session. All documents and materials are available throughout the program. Unfortunately, we are unable to offer catch-up sessions.

What's the „individual project“?

Out of the technical topics discussed during the first 4 sessions, you pick something to implement in your institution – a process, a report – before November. You prepare a report evaluating the process, challenges and outcomes.

Who will be my individual mentor?

We will match you with one of our mentors and you have the option of a second choice in case you wish to do change. Some of our mentors are also trainers in this program.

Mentoring

6 sessions or 10 hours in total which you and your mentor plan as convenient for both of you. During the first session you will discuss the mentoring framework, your focus areas for mentoring together.

Will there be an assessment, and will I receive a certificate?

The last session of the program is dedicated to integration and synergy and its last day is dedicated to your assessment by various stakeholders including yourself, trainers, other participants. The program is completed by a celebratory certification ceremony.

This document was compiled by:

I.D. Inspiring Development GmbH
Eschborner Landstrasse 42-50
60489 Frankfurt am Main / Germany

Phone +49 69 678 30 79-0

Fax +49 69 678 30 79-99

@ info@inspiring-development.com

WWW.inspiring-development.com

inspiring 
development