

CORPORATE TRAINING

BROCHURE

Learn .. Grow .. Lead



3CJ GLOBAL™
WE HELP YOU SUCCEED

INTRODUCTION

Developing Your Greatest Asset – People

As we make the transition from the Industrial Age to the Knowledge and Information age, the rules governing work are changing. It is widely believed that this new era will out-produce the Industrial Age by over forty times, however there are new mindsets, new toolset and new skill-set required to thrive in this Knowledge/Information-Worker Age. The main factors driving this Age are Knowledge, Technology and Competition, and fleet-footed organizations that have embraced this reality will be positioned for growth, effectiveness and profitability. Research has shown that only one in six workers actually believe that their organization has set and clear goals, and that the majority of workers confess that more than fifty percent of their work time is spent on responding to what is urgent as opposed to what is truly important, thus affecting the achievement of the organizations highest priorities!

Our focus at 3CJ.GLOBAL, a leading training organization established since 2003, is in helping to unleash individual human potential, and workforce activation. We do this by instilling 'High Productivity' principles into the minds and hearts of the people, which then permeates the culture and affects the entire organization. Majority of people surveyed in organizations around the world believe that they possess much more creativity, resourcefulness, ingenuity and talent than their jobs permit, we show through our work how to unlock human potential. Most organizations require their people to be committed, enthusiastic, skilled, passionate and professional in the execution of their work. We support them by providing a wide range of training solutions that increases knowledge, competency and shapes behaviour.

This in turn boosts the overall attitudes and motivation of your people to excel, thus translating into higher levels of productivity and profitability for your organization. Let me leave you with the statement from Derek Bok, President of Harvard University he said.. "If you think training is Expensive, try ignorance"



With Kind Regards

Charles Ajayi-Khiran CSO
Principal Consultant/ Lead Trainer



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TRANSFORMATIONAL LEADERSHIP

Participants Profile: Senior Executives, Senior Managers, Managers and Politicians

Duration: 2 days

Course Overview

The highest level of leadership is undoubtedly transformational leadership. People generally tend to follow the person who inspires them and brings out the best in them. Transformational leaders tend to know the way, and they influence others to follow them, and for those who do not have the ideal strategy at hand, they are usually and happily able to engage others for the possible exploration of the most suited route to the “promised land”! Transformational leadership is about strategic implementation of new ideas, these leaders are flexible and adaptable and are often charismatic, they understand the only thing that is constant is change. Transformational leaders overtly seek to transform their organisations or country, they possess large amounts of enthusiasm and bags of emotional intelligence. They are usually big picture thinkers with very little or no interest in details, so they tend to have people who handle the details on their behalf otherwise they are doomed to fail, as the devil is usually in the details! A critical part of the package transformational leaders sell is the big T- trust and Authenticity! Their personal integrity is an integral part of the vision they are selling! Working with transformational leaders is an uplifting experience because they integrate passion, confidence and energy in all that they do!

Course Objectives

Participants will learn to:

- Craft a compelling vision - an authentic mission statement and identify the values that defines everything that they do.
- Become a master communicator – learn to communicate simply with impact.
- Think comprehensibly – the leader must be able to think clearly, practically and comprehensively.
- Build for the future – and exceed short term results, while building something that will endure, even beyond them.

- Successfully influence others – leaders succeed by influencing others to think, speak and act differently. Participants will learn elegant tools and strategies for influencing others
- Strengthen their power base – Top leaders depend on the quality of their professional relationships, participants will learn to identify and strengthen their most important professional relationships.
- Using emotional intelligence to shape behaviour.



‘Charles spoke in Dunbartonshire, Scotland to an audience of local business leaders, many of whom have listened to Trainers and motivational speakers previously. The audience reaction to Charles was overwhelmingly positive with the key messages of the importance of integrity in leadership and the absolute need to “take your people with you” providing both inspiration and motivation for the delegates. After Charles input there are more Dunbartonshire business leaders who are leading and not just walking.’

*Jim McAloon, Executive Director
(Scottish Business Enterprise (Glasgow))*

LEADERSHIP AND INFLUENCE

Participants Profile: Senior Executives, Senior Managers, Managers and Team Leaders
Duration: 2 days

Course Overview

Today, leadership is not just a top-down idea. Leadership occurs at every level of every organization—from top down to bottom up. As a contemporary leader, you know that your success is as much a result of your team's capacity for action as it is a function of your knowledge and abilities. The ability to lead and influence others, to motivate them and get them to commit their energies toward achieving the shared mission, visions and goals of the organization is the substratum of leadership. True leadership is about influence and not control because control is an illusion. You can't control anyone, and that includes the people that directly reports to you, however you can influence almost anyone and this is the true essence of leadership! This course provides a strong foundation in leadership and management, influence techniques, and how to build relationships. We will be investigating how to build and rebuild trust, facilitating change and fostering an environment for leadership development. There is a common misconception that leadership is power! That leaders speak and followers do. While it is true that leaders do possess a certain kind of power, however in some sense power is the opposite of leadership because power is what we resort to when true leadership fails! Influential leadership is about getting others to do what you want them to do, willingly and well because they want to do it. So we are going to look at how leaders exercise leadership and influence in this course!

Course Objectives

Participants will learn to:

- Discover the relationship between leadership and influence.
- Use reciprocity and power principles to influence colleagues across your organization
- Lead, coach, and engage your team to share responsibilities and enhance performance
- Empower those around you, welcome their contribution, however small
- Demand commitment from others – get people to take responsibility and ownership for some actions or a set of actions.
- Appreciate different methods and zones of influence
- Learn to effectively employ Nine influencing procedures.
- Understanding the role communication plays in influencing others for enhanced results.



'Dear Charles, Good to see you on classic form yesterday on an occasion organized from scratch to great effect in no time at all - bravo! You are the master and the one and only!'

*Piers Maynard
MD UBS, Head of Sovereign Institutions
and Africa*

RESULTS BASED LEADERSHIP

Participants Profile: Senior Executives, Directors and Senior Managers

Duration: 2 days

Course Overview

What is Results Based Leadership? Results-based leadership has relentless emphasis on results. Its simple equation is effective leadership = attributes × results.

This equation suggests that leaders must strive for excellence in both terms: that is, they must both demonstrate attributes and achieve results. Each term of the equation multiplies each other; they are not cumulative. What is missing in most leadership-related writings and teachings, is the lack of attention to results. Most of them focus on organizational capabilities – such as adaptability, agility, mission-directed, or values-based – or on leadership competencies – such as vision, character, trust, and other exemplary attributes, competencies and capabilities. All well and good, but what is seriously missing is the connection between these critical capabilities and results. And this is what results-based leadership is all about: how organizational capabilities and leadership competencies lead to and are connected to desired results.

By helping leaders at all levels get results, results-based leadership frees productivity from constraints of hierarchy and the limitations of position. Results-based leaders define results by understanding audience and customer needs. They continually ask and answer the question – "What is wanted?" – before they decided how to meet these needs.

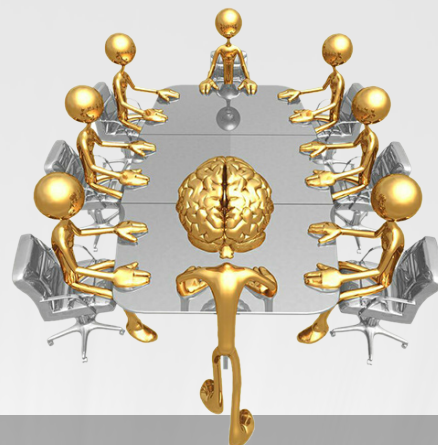
Desired results must serve multiple constituents – customers, investors, employees and organization in a balanced way.

Course Objectives

Participants will learn to:

- To find the balance and connection between attributes and results
- The five keys to building a great company and organisation
- How to lead for results: The 8 key perceptions
- How to lead creative people: 8 powerful tips

- How to mobilize your people around a single goal
- The balanced leadership wheel- Customer results, Organisational results, Employee results, and
- Investor results.
- The 10 major causes of failure in leadership
- The corporate leader's, 12 effective leadership roles
- Inner habits, qualities and traits of true Leaders
- The 25 lessons from Jack Welch – Case Study
- The GE leadership Assessment Survey – Case Study



Charles Khiran is a natural leader and is gifted with the ability to help inspire, motivate and direct people through his passionate and powerful speaking style. He has acted as a Keynote speaker and trainer for us on many occasions, notably at our most prestigious event, The European conference, where 3000 people attended. We wish Charles every success and have no doubt he will reach his goal of becoming one of the most accomplished speakers and trainers in the circuit.'

*Simon Bowler
Group Sales Director National Safety Associates (Milan)*

WORKING WITH SITUATIONAL LEADERSHIP

Participants Profile: Leaders, Managers and Supervisors

Duration: 1-2 days

Course Overview

The Situational Leadership model is arguably the most recognized, utilized and effective leadership and influence tool in the history of the behavioral sciences. Situational Leadership is used by over 65% of Fortune 500™ companies as a key element of their leadership training. It is a straightforward and easy to understand model that can be enormously powerful in its application. When correctly applied in an organisational setting, the process literally has the potential to transform your business.

A situational leader does not adhere to a certain theory or trait; instead, he or she identifies the needs of the individual performing a task and adapts his or her leadership behaviour to maximise that individual's performance. Developed by Dr. Paul Hersey in the late 1960s, it is a powerful, yet flexible tool that enables leaders of all kinds; managers, salespeople, peer leaders, teachers or parents to more effectively influence others.

Learn how to adopt a situational leadership style that generates heightened performance and improved productivity. Does your organization lack passion, energy, self-reliance and drive? If so, the technique of situational leadership has the answers that will take your managers and your company to the head of the pack.

Situational leaders learn to demonstrate four key common and critical leadership competencies:

- Diagnose: "Understand the situation they are trying to influence"
- Adapt: "Adjust their behavior in response to the contingences of the situation"
- Communicate: "Interact with others in a manner they can understand and accept"
- Advance: "Manage the movement"

Course Objectives

Participants will learn to:

- Retain your most talented employees by being more responsive to their development needs
- Analyze their own and team members needs in terms of Performance Readiness
- Define and recognize 'task behaviours' and 'relationship behaviours'
- Define and recognize a range of influencing/leadership styles
- Match influencing/leadership style to needs in a variety of situations
- Describe their own preferred influencing/leadership style(s)



*Dear Charles
I can congratulate you on your excellent delivery. I also overhead many people sharing their appreciation of your performance. Looking forward to working closely with you.*

*Emeryc Kpenou
Managing Director
Head of client solution group, ING*

MOVING FROM MANAGING TO LEADING

Participants Profile: Senior Managers, Managers and Supervisors

Duration: 1-2 days

Course Overview

Leadership requires a mind-set that is different from management. For example, leaders tend to focus on reward rather than on risk, facing and managing the latter to achieve the former. As Steve Jobs rapidly deployed iTunes, iPods, iPhones, and now iPads, there were obvious risks to the ongoing success of Mac computers but he obviously kept his focus on the rewards. Managers are often risk averse, taking cautious steps to limit or control risk. Because they must take risks, leaders expect some of their decisions to be wrong and develop a thick skin to tolerate the occasional failure. This is a luxury that most managers cannot afford, so few of them develop the resiliency they will need as leaders.

Not nearly enough focus has been given to what it takes to make the transition from being an effective manager to an influential leader. This is all the more surprising because most leadership roles are filled from the ranks of high-potential managers.

As leadership guru John Kotter pointed out many years ago, effective managers are experts at managing complexity and creating predictable systems. They achieve results by systematically pursuing an often linear path from planning to execution and monitoring, given a specific goal. While success often requires some creativity and flexibility, the best managers are often those who operate with deliberate discipline, including the practice of documenting and learning from past errors.

Course Objectives

Participants will learn to:

- Preferred learning styles and leadership approaches
- Leadership qualities for effective people influence (exercise)
- Distinguishing between management and leadership
- Appreciate different methods and zones of influence
- Our perceptions of what we see and factors that can affect our mindset.
- The 3 transition stages from managing to leading
- Developing the mindset and talent of a leader
- Eradicating significant barriers to successful performance in leadership roles



Charles, just to say a big thank you for the excellent job you did on our leadership training day for our top managers and department heads. The feedback I got was very inspiring, and they felt challenged. Everyone enjoyed the day and got a lot out of it which they have started implementing already. Looking forward to having you back for more sessions.

*Ade Adetosoye
Divisional Director, Specialist Services
Division, London Borough of Lambeth*

STRATEGIC MANAGEMENT

Participants Profile: Executives and Middle-Senior Management
Duration: 2-3 days

Course Overview

Strategy is all about the craft of formulating, implementing and the evaluation of cross-functional decisions that will enable an organization to achieve its objectives. It also involves the setting of direction and not just for the organization, but also in the hearts and minds of employees and customers. Strategic management is the highest level of managerial activity, typically planned, crafted and guided by the Chief Executive Officer, approved or authorized by the board of directors.

Strategy helps to define the organization, it eradicates complacency and focuses efforts towards the achievement of financial and strategic objectives.

The objective of this course is to help participants understand strategic analysis and its relevance for management, to aid the facilitation of new learning and provide opportunities for self development.

It also provides executives with feedback on the strategic and leadership aspects of their role. We will look at what strategy is, and whether we need strategy. We will look at the Ten main strategy schools, and we will also look at how to employ a five step strategy model. Strategic management is an ongoing process that evaluates and controls the business and the industries in which the company is involved, assess its competitors and set goals and strategies to meet all existing and potential competitors.

Course Objectives

Participants will learn to:

- An introduction to the strategic management process
- Understanding strategy and competitive advantage
- Matching strategy to a company's situation
- Introductions and objective setting
- The individuals responsibility for learning and creating self awareness
- Strengths and Weaknesses of different organisational cultures –SWOT analysis
- Analysing market and organizational structures
- Implementation of strategy: Core competencies, Reengineering and structure
- Awareness of successful team dynamics, systems and structures



'Dear Charles, The presentation you gave as Keynote Speaker at the British Telecom's ethnic minority network's 10th anniversary contributed greatly to the overall success of the evening. You were truly outstanding and professional in engaging the audience, and keeping them in tune. I know many of our delegates will be inspired and motivated to "making a difference" after your speech.

*Jenny Duncan
Chairperson, BT Ethnic Minority Network*

VISIONARY GROWTH STRATEGIES THROUGH SALES

Participants Profile: Sales Professionals, Team Leaders and Managers

Duration: 2-3 days

Course Overview

In the new rapidly changing economy, the focus must be on the way in which the nature of value is changing, involving new ways to price goods, information and emotion.

Selling, in the old days, was largely an act of personal heroism, the key to successful selling then was knowing the products and the customers. The effective sales rep would present his or her product or service in the best possible light, forge a bond with the buyer, and triumph over the competition.

This approach has little to do with the way sales are made in today's real world. Today's customers don't want products; they demand solutions, and solutions don't come in a box. They must be designed, fashioned to meet the customer's specific needs. Making such sales takes a lot more than personal charisma. Today's selling is SYSTEM SELLING, solution selling, consultative selling; it entails analyzing customer needs, designing alternative solutions, scrutinizing costs, developing and implementing systems, and more. This is not the work of a heroic individual sales rep anymore. Modern selling is a team sport, and a complex one at that. Winning at it takes discipline and structure. Making it up as you go along is a recipe for disaster.

Course Objectives

Participants will learn to:

- Identify and attract new business as a strategic growth plan
- Generate new business leads without losing sight of existing business
- Understand the 3 parts of synergistic selling
- Understand the 3 ways messages are conveyed to Customers
- Understand the new economy: Rapidly changing global economy and the part sales occupies
- Master Effective communication: Asking effective questions, 12 active listening skills, connecting with people, persuading people.
- Know how to present your product or service with passion and power
- Present a powerful Unique Selling Proposition (USP) and unshakable Customer Service Proposition (CSP)
- Understand what motivates people to buy
- Master the four principles of natural selling
- Know the 3 killer secrets for closing the sales
- Know the 5 Core Selling Skills
- Understand the ABC of selling: Always Be Closing
- Learn the 10 powerful Sales Closing Techniques



MASTERING SUPERIOR CUSTOMER SERVICE

Participants Profile: Executives, Managers, Customer Service Representatives, Receptionists, Help Desk, Secretaries, Operators Duration: 2-3 days

Course Overview

What is an excellent customer service? How can it go from good to great? What part does attitude play? What is the best way to handle difficult customers? How do you project a customer friendly image? All these and more will be answered in this highly interactive course! Most organisations believe that creating an excellent customer service, should consist of essentially exhorting their people to have a “good attitude”. The truth however is that companies who really provide excellent customer service, have a well thought out process behind their superior front end service delivery, and this consists of behind the scenes qualities like:

The correct skills

The correct values

The correct execution

Customer service satisfaction is at the heart of every great business. It takes intentional focus and dedicated effort to create a world class customer service culture in an organisation.

There are two principle reasons for delivering excellent customer service: (1) Repeat business and (2) General customer happiness.

People will be taught a combination of skills and great attitudes which enables them to know what to say and what to do in common or diverse customer situations. In this course we will look at how great customer service impacts company profits, and understand that customer service is an attitude, and not a department!

Course Objectives

Participants will learn to:

- Identify what a great customer service is
- Focus and prioritise on the top expectations of customers
- Develop a can do winning Attitude
- Choose the right vocabulary that is both calming and persuasive to gain cooperation from customers

- Recognize and adapt to specific customer behaviour styles
- Understand communication barriers and how to overcome them, including developing active listening skills
- Master ideal telephone etiquette, from the greeting to the call conclusion
- Learn techniques for increasing your assertiveness without being rude
- Deal with difficult people and identify some coping strategies
- Manage customer expectation, and give more than is expected



Charles Ajayi-Khiran is a consummate professional, whose inspirational approach to training inspires the mood of his audience, and causes them to believe in their individual abilities to achieve as well as become the best that they can be! Charles enables them to focus their minds on the task or strategic goal and to never quit until they achieve victory. Charles has my highest admiration!

*Christian Udechukwu
CEO African Markets
Development Partners*

MASTERING PUBLIC SPEAKING

Participants Profile: Every one who desires to become a competent public speaker, especially Senior Executives

Duration: 1-2 days

Course Overview

It is my firm belief that every leader especially those who address any type of audience must train themselves in the art of Public speaking! There is no sight as sad as that of a senior leader who stands to deliver in front of an audience, whether in his company, conference or at a social gathering and then goes on to bore the pants of his or her listeners because of poor speaking skills! Public Speaking is the process of speaking to a group of people in a structured, deliberate manner intended to inform, influence, or entertain the listeners. In public speaking, as in any form of communication, there are five basic elements, often expressed as "who is saying what to whom using what medium with what effects?" The purpose of public speaking can range from simply transmitting information, to motivating people to act, to simply telling a story. Good orators should be able to change the emotions of their listeners, not just inform them. Interpersonal communication and public speaking have several components that embrace such things as motivational speaking, leadership/personal development, business, customer service, large group communication, and mass communication. Public speaking can be a powerful tool to use for purposes such as motivation, influence, persuasion, informing, translation, or simply entertaining. Why don't you make a decision today to become a good public speaker, and banish your speaking embarrassment forever?

Course Objectives

Participants will learn to:

- Preparation – How to research and rehearse
- Building self confidence and creating a confident impression
- Dealing with nerves
- Good and bad habits to be aware of
- Developing a direct, confident and sincere manner
- Organization- the key elements to a good and purposeful structure
- Learn the secrets of a good delivery

- Understand how to improve your voice, and the use of vocal variety or voice inflection to full effect
- Learn how to work with words, and add impact to your speech
- Using confident body language, the correct use of gestures and eye contact
- Effective and climactic close or conclusion



'Authoritative and well spoken, Charles is someone who can gain the attention of a large crowd instantly, and will make sure your programme runs with excellence and to schedule.'

*Omar BEN YEDDER
Ass' Group Publisher, African Business Magazine
Winner of Best Publication Award - Diageo Awards*

MASTERING INTERPERSONAL & COMMUNICATIONS SKILLS

Participants Profile: Team Leaders, Supervisors and Senior Managers
Duration: 2-3 days

Course Overview

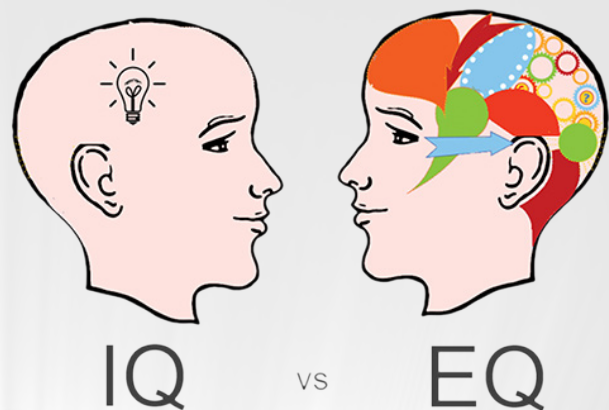
Today's knowledge worker truly requires an integrated set of skills, we at CKI are committed to helping your knowledge worker become more skilful in their business relationships. Your success in work and life, depends directly on the impact you make on others. Having positive interpersonal skills increases the productivity in the organization since the number of conflicts is greatly reduced! People who have good interpersonal skills can generally control the feelings that emerge from difficult situations, with the ability to respond appropriately without getting overwhelmed by emotion. The term "Interpersonal skills" is often used in business contexts to mean the ability of a person to operate effectively within business organizations through social communication and interactions. It is an understood fact that by communicating respect for other people or professionals, within the workplace will enable the reduction of conflict and increase the participation and assistance in obtaining information or completing tasks. People with good interpersonal skills are easier to connect with effortlessly, they seem to know the right thing to say and they make the communication process a lot easier. After completing this course, you will be able to perform with grace and dexterity in handling trying and exasperating situations. You will recognize how to come across to others, speak honestly and confidently, master your emotions, give and receive criticism and say what you need to say without offending or creating conflict!

Course Objectives

Participants will learn to:

- Learn the introduction to interpersonal skills, understanding Traditional Assets, Emotional Capital and Knowledge Capital.
- Appreciate effective communication and identify the barriers that prevents it

- Understand the various behavioural types
- Understand push styles, Aggression, Assertion and Persuasion.
- Understand the Pull away styles, Moving-Away styles: Listening, observing and questioning.
- Improve their assertiveness skills
- Identify what types of situations create conflict for you.
- Learn how constructive criticism and praise produce great results



Charles Khiran is a highly experienced and competent public speaker, who has the unique talent of being able to motivate and provoke deep thought at the same time. His humour and anecdotes also makes complicated subjects much easier to assimilate compared to many speakers we have used. When Charles has trained our team he usually leaves the stage to a standing ovation.

*Shay O'brien
President, NSA (UK, Ireland, Netherlands,
Spain, Italy, Belgium)*

PERSONAL DEVELOPMENT FOR SECRETARIES, EXEC ASSISTANTS & ADMINISTRATORS

Participants Profile: Managers, Supervisors, Secretaries and Administrators
Duration: 2-3 days

Course Overview

Personal development is essentially self guided improvement with a psychological or spiritual basis. It focuses mostly on self reliance and it enables us to transcend our negative qualities while aspiring to realise our higher self. You can begin the journey towards achieving greatness by developing yourself and applying the new skills you learn with persistence and perseverance you will be able to discover who you are, have superior belief in yourself, have faith in your abilities, bring out the leader in you, discover your talents and direct them to augment the management team. You will never be able to resolve your challenges or life's issues if you do not know the specifics of who you truly are! Personal development is the substratum of everything you are going to do and achieve in life. People who have developed themselves, have a happier relationship at work, contribute more to their employers, do higher level work, do better in their family lives, get along better with people, communicate at a higher level, expect more from life, and set a higher standard for themselves than the majority of the population.

- Develop positive self esteem and confidence
- Discover the secrets of top achievers and peak performers
- Discover what it takes to get the most out of every employee
- Discover what it takes to maintain a consistently positive attitude
- Communicating with impact
- Present a professional image people admire



Course Objectives

Participants will learn to:

- Clarify your uniqueness and the gifts you bring to yourself and others
- Know the fundamental life challenges that blocks your ability to succeed
- Discover what gives you meaning and purpose

*Dear Charles, I just wanted to thank you for your wise and diplomatic counsel yesterday and the wonderful way in which you 'managed' our VIP guests at the dinner yesterday. You struck just the right note in marrying two sets of very diverse cultures and expectations so that all guests were happy and we managed to vacate the Banqueting House in time - no mean feat!
Thank you for your help in creating our success.*

*Ingrid Amstell
Office Manager Intercontinental Bank UK plc*

CHAIRING, COMPERING AND FACILITATING HIGH PROFILE EVENTS

You are planning a high profile conference or event with VIP's, attending, either on an international or local basis

Your professional reputation is riding on the success of this conference or seminar and you can't afford for it to go wrong, you don't have a second chance to make a first impression! The right facilitator or compere is invaluable to the overall success of your event, many top people have turned to Charles Ajayi-Khiran speedily to facilitate their high level international events! As a leadership coach and professional speaker, he knows intuitively how to run your prestigious event with precision and excellence providing you with peace of mind to concentrate on other important matters!

Here are some examples of big events Charles has steered successfully for his clients:

- Africa's Emerging Global Bankers Conference, with the CEOs/MDs of the 25 newly capitalized Nigerian banks in London.
- The Commonwealth Business Council African Business Awards with Prime Ministers and top African leaders in London
- MoneyGram and the Post office joint press release, London
- Two time Chairman for the Mayor of London's 'Eric Williams Transatlantic Slave trade' Lectures at City Hall, London
- The United Bank of Africa (UBA) European Road-show
- Intercontinental Bank's formal launch of its UK subsidiary bank, London
- Nigerian Capital Markets Forum with Seplat Petroleum in London
- The International Business Leaders and Foreign Ministers Conference with World Bank MD, Dr Okonjo-Iweala in London
- The 3 Day International Women's Business leaders Conference in Washington DC, USA

- The Nigerian Global Energy Conference, Houston Texas
- Nigerian Television Authority Business Investment Conference, London
- The African Banker, Central Bank Governor of the Year Award to Mallam Lamido Sanusi, Central Bank of Nigeria Governor



'Dear Charles, I am indeed grateful to you for the professional manner in which you handled the Finbank's Investment forum. I have always marveled at your eloquence and delivery. Please keep it up and keep the flag flying.'

*Okey Nwosu
MD/CEO FinBank*

TESTIMONIALS

Here are a selection of testimonials from some clients who have found Charles Khiran as an excellent investment for their programmes, you will find many more on the website:

'Charles brought both inspiration and challenge to the audience of the last African Business Leaders Conference (ABLF), he is brilliant and insightful as a leader, presenter and facilitator. Charles helps you realize that u can be the change you wish to see in your own work environment, business, family and community if you would only take the lead first and help others transition to where they want to be! Charles talks to the inner person, he illuminates so much light, if you want to energize and develop your team, your executives, people in any leadership position, engaging Charles will be money well spent! My first step is to invite him to address some of our forums, Associations and leadership seminars in South Africa.'

Dudu Myeni

Director, Jacob Zuma Foundation

Chairman Mhlathuze Water, Johannesburg, South Africa

We the organizers of the much acclaimed African Business Leaders Forum, an event that brings together business leaders from across Africa and the rest of the world, wish to single out Charles as an outstanding moderator. Charles is an exceptionally talented individual with the ability to display remarkable control and knowledge of the subject matter anytime he is in charge of a function/programme. Charles demonstrated his rare abilities at the last ABLF, throughout the various sessions of the three-day programme by exhibiting a remarkable sense of leadership and confidence as a moderator/facilitator.

We have confidence in his capability and are grateful to him on his performance and will not hesitate to call upon him to assist us in any subsequent event/conference.

Edith Dankwa

Group Managing Director

Businessin Africa (Magazine) Group (Ghana)

Charles facilitated our recent 3rd Annual International Business Leaders Conference to an audience of Top International Government Ministers. I was intrigued by his rather infectious graceful professional presence that managed to capture the audience with ease. Charles not only demonstrated respect, patience, brilliance, and tact but was able to calm a heated Q&A session during our Media Presentation. Charles used diplomacy, charm, and a beautiful sense of humour to gently put the blaze out. WOW! I really commend and salute you Charles, Job Excellently Done!'

Vicky Madelyn

FIN Magazine / Foreign Investment Network



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WE HELP YOU SUCCEED

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