



## FOREWORD

I have the pleasure to introduce to you our **2025 Brochure of Courses**. The courses contained in the Brochure have been carefully designed to address the ever-changing human capacity needs in the public and private sectors of the Nigerian economy.

2. The ability to regularly apply the right knowledge, skills, and attitudes (KSA) to the completion of daily tasks, proactively plan, and take advantage of environmental opportunities while minimizing the risks presented by a highly challenging environment is the foundation for organizational survival and continuous growth. In order to achieve the desired outcomes, ASCON acknowledges that learning and development must be tailored to the needs of the organizations spearheading development initiatives across all economic sectors, taking into account the natural relationship between government development initiatives and the management skills of these initiatives.

3. This year's Brochure of Courses is the result of a thorough evaluation based on our understanding of the KSA of our clients in order to construct the kind of government-envisioned Federal Civil Service Strategy and Implementation Plan (FCSSIP). ASCON is prepared to collaborate with organizations, and governments domestically and internationally in the areas of organizational development, training in **Leadership Development, Management, Administrative Procedures, Project Management, Procurement Practices, Information and Communication Technology, Entrepreneurship, Human Resource Management, and Training of Trainers, among other areas, in order to improve these Entities' Performance and Productivity.**

4. In addition to the training programs included in the 2025 Brochure of Courses, the College will grant requests from customers for the creation and implementation of client-driven or tailor-made/customized programs that are appropriate for both on- and off-site settings. May I also add that ASCON would bring its wealth of experience to bear on any consulting assignment our clients may require us to undertake on their behalf. ASCON boasts of extensive experience in applied research and management consulting, which is geared towards finding solutions to organization's managerial, structural, or operational problems. Our first goal continues to be our clients' requirements and interests.

5. Our goal for the next fifty years and beyond is to maintain and enhance our capacity to provide services to meet the needs of our diverse clientele by continuously developing our institutional and human capital while keeping an eye on the demands and difficulties presented by our working



environment. It is important to highlight that the Federal Civil Service Strategy and Implementation Plan 2021–2025 (FCSSIP25), which aims to create "a World class Public Service" that is Efficient, Professional, Incorruptible, and Citizen-cantered (EPIC), was initiated by the Head of the Civil Service of the Federation (HCSF). ASCON has reviewed its training programs, which are listed in the 2025 Brochure of Courses, to align with the goals of this new initiative in response to the commendable endeavour of the HOCSF.

6. I would like to take this opportunity to express our gratitude to all of our clients who have supported us over the past fifty years. We value your ongoing patronage and are confident in our ability to provide services that will fulfill your demands. Yes, without you, we would not be in this position. We are also grateful for the support and dedication of our supervising Ministry, the Office of the Head of the Civil Service of the Federation (OHCSF), and the numerous Heads of Service who have alternately served as the College's principal supervisors throughout the previous fifty years. We would be remiss if we did not extend our sincere gratitude to the Federal Government of Nigeria for its unwavering support since the College's founding.

7. Finally, I am inclined to stress once more that in order to get things done and attain the necessary results, difficult circumstances call for greater ingenuity and new thinking. ASCON provides organizations in the public and private sectors with the opportunity to enhance organizational and human resources productivity as well as rebrand and realign their processes in order to foster growth and development. In light of the above, we therefore implore both current and potential clients to take full advantage of the research consultancy capabilities and training programs of ASCON to build their organizations for current and future performance.

8. Thank you.

**Mrs. Cecilia Umaru Gayya, *mni.***  
Director-General