

## Learning and Development Approach

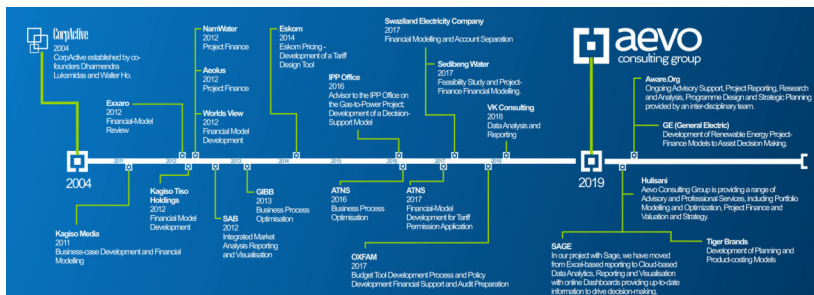
The Aevo Learning and Development Academy provides a team of specialist consultants and expert trainers, with extensive national and international experience. Our experience ranges from the boardroom to the shop floor of the private and public spheres, as well as being actively engaged in academia. In addition to the internal capabilities of the Aevo Group, we also have credible associates in South Africa and the wider SADC. We have a range of generic course outlines that are customised to meet client requirements and contexts.

Within the NGO sector, a key need we have identified consistent requirements for three overlapping and integral skills - numeracy, financial literacy and change leadership (particularly when new finance systems are being put in place). These modules can be provided as both stand-alone or as an integrated course and are customised to meet the needs of your

## Aevo Consulting Group

At Aevo Consulting Group, we believe in excellence and this value underpins all that we do. Our core focus is providing specialist financial-modelling services. We've helped JSE-listed companies, parastatals and local & national government departments make informed decisions with flexible and robust tools.

With a multi-disciplinary advisory team in place, a long history of successful projects and close links to a range of strategic network partners, our offerings are diversifying more widely into the management consulting and training arena. Whatever we do, we aim to deliver professional, results-driven advisory services that respond to client needs.



## 1 Maths Literacy

The purpose of this module is to enhance your understanding of mathematical concepts and appreciate the application of mathematics concepts in our daily life. the approach emphasises understanding of the concepts instead of manipulating formulae or rote learning.

On successful completion of this module you should be able to:

1. Demonstrate/ illustrate the understanding of mathematical concepts.
2. Develop interpersonal skills that associate with the mathematical concepts.
3. Solve the mathematical problems by identifying and applying relevant mathematical concepts.

## 2. Financial Literacy

Today, organisations have to be wiser on how they use and handle their funds and finances. In this module we develop financial management skills for non-financial managers, including introducing MS Excel financial management basics.

The area of financial management will incorporate managing budgets and deciding on resource allocation including, depending on needs:

- Payroll and pensions
- Accounts - paying for goods and services, collecting income
- Financial systems
- Financial Reporting
- Financial audit - checking expenditure and income.

### 3. Supervision & Change Leadership

Often, financial literacy training is undertaken in the context of changing financial systems and/or management practice. For this reason we provide:

- a basic introduction to management/supervisory practices (Planning and organising, Instructing and Delegating and Evaluating and controlling), and
- change leadership (through a cutting-edge 12-step process developed by Dr Deon van Zyl, a leading change management practitioner).

The focus is on providing practical tools and skill-sets that can be applied immediately in the work environment.