	ZUZI LEAF	Duration													
Program	Participants	(in days)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Learning Resource
Anti-Money Laundering Act for Senior Management	Management Committee and Senior Officers	0.5	•		•							•			Internal and External
Counterfeit Detection	Branch Personnel	0.5			•	•	•	•							Internal
Bank Fraud and Forgery Detection	Branch Personnel	1	•	•	•	•	•	•	•	•	•	•	•		External
e-Banking Channels	Branch Personnel	0.5		•											Internal
Electronic Banking 1/	Electronic Banking personnel	1													External
Accounting for Non-Accountants with Financial Analysis	Account Assistants	2		•			•			•					External
Basic Credit Management	Account Assistants	7						•							Internal
Basic Economic Analysis	Account Assistants and Account Officers	1			•				•			•			Internal
Corporate Finance	Account Assistants and Account Officers	3			•						•				Internal
Oral Communication	Account Assistants and Account Officers	1				•		•		•		•		•	Internal
Written Communication	Account Assistants and Account Officers	1			•		•		•		•		•		Internal
Advance Credit Management	Account Officers	4							•						Internal
Sales and Negotiation	Account Officers	2				•			•				•		External
Client Relationship Management	Account Officers	1		•					•			•			External
Remedial Management	Asset Recovery Personnel and Lending Unit Heads	2	•	•											Internal and External
Trade Transactions 1/	Lending Personnel	1			•										Internal
Property Appraisal	Appraisers	5										•			Internal
Asset & Liability Management	Account Officers and Treasury Officers	1							•						Internal
Treasury Certification Program ^{1/}	Traders	10 - 14													External
Fixed Income Securities 1/	Fixed Income Salesmen	0.5 - 1													External

	ZUZI LLAN	Duration			<u> </u>										
Program	Participants	(in days)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Learning Resource
Project Financing 1/	Investment Bankers	3													External
Trust Operations and Investment Management ^{1/}	Trust Officers	30 - 40													External
Data Analytics 1/	MIS Administrators	15			•										Internal
Design Thinking	Program and Product Officers	2				•	•	•	•	•					External
Completed Staff Work	Technical Assistants	3					•			•					External
Cybersecurity 1/	IT Specialists	3													External
IT Governance and Management ^{1/}	IT Specialists	3													External
IT Service Management 1/	IT Specialists	3													External
Systems Analysis & Design 1/	IT Specialists	5													External
Network Fundamentals 1/	Network Operations Personnel	3													External
Programming 1/	Programmers	3 - 5													External
Payment Card Industry – Data Security Standard ^{1/}	IT and Card Product Specialists and Project Managers	2 - 3													External
Database Administration 1/	Database Administrators	5													External
IT Systems Implementation 1/	IT Systems Users	1													Internal
Industry Updates 1/	Industry Practitioners	1 - 3													External
Auditing Tools and Techniques 1/	Auditors	2													External
Regulatory Issuances ^{1/}	Compliance Monitoring Personnel	1													External
Mandatory Continuing Legal Education ^{1/}	Lawyers	2													External
Operational Risk Management ^{1/}	Risk Management Personnel	1 - 2													External
Credit Risk Management ^{1/}	Risk Management Personnel	1 – 2													External
Market Risk Management ^{1/}	Risk Management Personnel	1 - 2													External
Change Management	Strategy Management, Human Resource and Communications Personnel	3	•	•	•	•	•								External

Program		Duration						Sche	dule							
	Participants	(in days)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Learning Resource	
Competency-based Human Resource Systems ^{1/}	Human Resource Management Personnel	2 - 3													External	
Knowledge Management ^{1/}	Knowledge and Human Resource Personnel	2													External	
Gender and Development	GAD Technical Working Group Members	4-5	•	•	•	•	ТВА								External	
Integrated Management System Orientation	Integrated Management System - Certified Site Personnel	1			•										Internal	
Emergency Preparedness/ Awareness	Incident Management Team Members	1				•	•	•	•			•			External	
Pollution Control Officer (PCO)- related Trainings ^{1/}	Energy Emiciency and Conservation Focal Persons, Group PCOs and Managing Heads	1-2													External	
Basic Occupational Safety and Health ^{1/}	Incident Management Team Members	5													External	
Warehouse and Inventory Management ^{1/}	Facilities Management Personnel	2													External	
Problem-Solving and Decision- Making	First Line Supervisors	1				•			•			•			Internal	
Basic Supervisory	First Line Supervisors	0.5	•		•	•	•		•		•		•		Internal	
Advance Supervisory	Supervisors	1		•		•		•			•		•		External	

Program	Participants	Duration													
		(in days)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Learning Resource
Project Management	Supervisors	1		•			•			•			•		External
Leadership Fundamentals	Officers	1	•	•	•	•		•	•		•		•		External
Applied Human Resource Management	Department Heads	3			•			•			•				External
Employee Onboarding	New Hires	3				•			•			•		•	Internal
Values Integration	All Bank employees	1				•	•		•	•	•	•	•	•	Internal
Personal Finance Management	All Bank employees	1			•			•		•			•		External
Customer Service	Head Office Unit Personnel	1			•	•	•	•	•	•	•	•	•		Internal
Pre-Retirement Seminar	Prospective Retirees	4					•		•			•			Internal and External
Security and Safety Awareness	All Bank Employees				•										LEAP
Stress Management	All Bank Employees				•										LEAP
Business Process Improvement	All Bank Employees					•									LEAP
Integrated Management System Re-Orientation/Cascade	All Bank Employees						•								LEAP
Procurement	All Bank Employees						•								LEAP
Coaching	Supervisors						•								LEAP
Managing Generational Diversity	Supervisors and Officers						•								LEAP
Credit Programs	Lending Personnel							•							LEAP
E-Commerce Law	All Bank Employees							•							LEAP
Branch Operations	Branch and Support Unit Personnel								•						LEAP
Automated Teller Machine/Cash Deposit Machine Balancing and Reconciliation Procedures	Branch Personnel										•				LEAP
Anti-Money Laundering Act	All Bank Employees											•			LEAP
Information Security 1/	All Bank Employees														LEAP
Unit Investment Trust Fund 1/	Unit Investment Trust Sales Personnel														LEAP

^{1/} To be announced