



Professional Certificate in Value-Driven Leadership

Dubai, United Arab Emirates

Mon. 11th – Fri. 15th March 2024



Our multi-award-winning executive leadership programmes, prepare you to successfully navigate an everchanging business environment in these times of economic uncertainty, to help you lead more effectively and truly become a leader of significance.

CONTACT US:

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C/c

Email: info@abmc-int.com

Why inemmo?

Our vision is to be the catalyst for a new era of exceptional leadership, where individuals and organisations thrive by harnessing their full potential. As a top-tier leadership development and executive coaching company, we envision a world where every leader possesses the skills, mindset, and courage to drive meaningful change, inspire others, and create lasting impact. Through our transformative programs and unwavering commitment to excellence, we strive to shape a future where extraordinary leadership becomes the standard, igniting a ripple effect of success and empowerment across industries and communities.

Programme Objective

As a senior leader within your organisation, your high profile and challenging role requires qualities that set you apart from the rest of the workforce. As your responsibilities increase, your leadership and management challenges become more complex. Innovative companies know that long-term success requires visionary leaders to help build and maintain a competitive advantage.

Our executive leadership programme will help you successfully navigate an everchanging business environment in these times of economic uncertainty; help you lead more effectively and drive sustained success for your organisation, and truly become a leader of significance.

Who should attend

C-Suite Managers, Heads of Divisions, Executive and Non-Executive Board Members as well as those outstanding prospects being fast-tracked into leadership.

What you will gain

The highly interactive, 5-Day Professional Certificate in Value-Driven Leadership programme is designed from a leader's perspective, focusing on those skills essential for success in today's business environment. Do you see the world BANI (brittle, anxious, nonlinear, and incomprehensible) or VUCA (volatile, uncertain, complex and ambiguous)?



PROGRAMME OUTLINE

5-Day 'Professional Certificate in Value-Driven Leadership'

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01

Professional Recognition through the world-renowned Institute of Leadership & Management – including prestigious post-nominal letters at the appropriate level – AInstLM, MInstLM

This programme has also been recognised by the world-renowned, **Institute of Leadership & Management** which represents in excess of 30,000 leaders and managers - the authoritative voice in a community of global leaders. Delegates who successfully complete the inemmo 5-Day Professional Certificate in Value-Driven Leadership will also receive **one year's membership to the Institute of Leadership & Management**. As a member you will keep learning and **stay abreast of current leadership research and best practice with exclusive podcasts, webinars & events, the EDGE Journal, and News & Views**.

02

CPD Certified Programme

CPD is the holistic commitment of professionals towards the enhancement of personal skills and proficiency throughout their careers. The CPD Certification Service was established in 1996 as the leading independent CPD accreditation institution operating across industry sectors to complement the Continuing Professional Development policies of professional institutes and academic bodies. The CPD Certification Service provides recognised independent CPD accreditation compatible with global CPD principles.

Delegates who successfully complete the 5-Day Professional Certificate in Value-Driven Leadership will be awarded **30 CPD Hours** and will also receive a **CPD Certified Certificate**.

03

Inemmo Professional Certificate of Completion

Upon successful programme completion, delegates will be awarded an Inemmo **Professional Certificate in Value-Driven Leadership.**



Lumina Learning Psychometrics

Inemmo UK are the Lumina Learning Partners for East & West Africa. Lumina Learning designs and delivers cutting-edge products based on our integrated suite of digital psychometric resources. **Self-awareness is arguably the most important capability for leaders** and one of the most difficult to master. Successful leaders understand the major role our emotions and behaviour play in how effectively we build relationships and drive productivity.

This is why each delegate on our leadership programmes receives their **own personalised Lumina** Learning psychometric portrait. These are the next generation of professional development tools supporting individuals, teams and organisations to **work more effectively and improve the** bottom line. Each delegate will receive their own personalised 40-page Lumina Spark Psychometric Portrait – value US\$180.00.



Face-to-Face

We deliver our renowned in-person classes in cities around the world. Our courses are designed to be highly interactive and engaging to create impactful shifts.

Timings*

5-Day Professional Certificate in Value-Driven Leadership

Monday 11th - Friday 15th Mar. 2024

The programme will commence each day at 8:00 AM.

Days 1-2 will conclude at 4:00 PM and days 3,4 & 5 at 1:00 PM.

Break: 10:00 AM-10:15 AM and 3:00 PM-3:15 PM

Lunch: 1:00 PM-2:00 PM

Meet & Greet - Sun 10th Mar., 6:00pm

*Timings subject to change

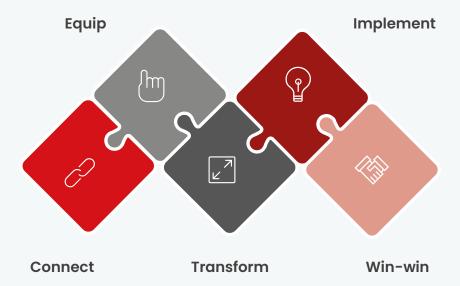
Fee per delegate*

US\$2,575.00

*All fees quoted exclude VAT and are net of withholding taxes and any other local taxes (if any) and local bank charges.



Impact – Benefits to You and Your Organisation



01 - Connect

More effective communication; engaging and promoting a common understanding of mission vision, and strategy.

02 - Equip

Improve your ability to provide strategic insights and more effective analysis of key business challenges.

03 - Transform

Develop a personal leadership philosophy and presence that reflect greater confidence and capabilities.

04 - Implement

Develop an action plan to respond to your strategic and leadership challenges.

05 - Win-win

Ensure a culture of integrity, inclusion, and innovation to optimise growth and improve the financial performance of the organisation.



Client Testimonials

"

We observed that our Management who are very well educated and technical savvy needed to refresh their Management Skills. We see it as a very practical oriented programme and have gone beyond the normal MBA stuff that all of us are all conversant with. We will not hesitate to recommend it to other business leaders in Ghana.



Dr Charles Amoah-Wilson, Director Human Resources, National Communications Authority, Ghana

"

Lumina Spark was a moment of self-discovery for me. I did a lot of introspection and with a number of topics we treated, I realised that there was a lot of opportunity for me to develop myself and my team. I recommend this programme for any leader who seeks to develop himself or herself and to develop his or her team to the fullest potential.



Frederick Nyinaku, Chief Operating Officer, ABSA Bank, Ghana

"

It was a great. I am especially using the Lumina Spark experience and feedback to improve on my team engagements. My team have already noticed a change in the way I engage them, and its positive.



Stanley Kumbol, Director, Products and Commercial Markets, AirtelTigo Ghana

"

Overall assessment of the programme? Excellent! The programme revealed amazing traits in me. I am unleashing the leader in me and still taking account of the deep learning. Will also empower other colleagues. Well done to the directors who facilitated the program.



Berthold Gadagbui, Head of Mobile Financial Services, Ecobank Ghana

"

The program was excellently delivered. I now have a good knowledge of myself which will assist me improve my leadership skills and my personal relationships! It was a real eye opener. Very exceptional from all training programs I have attended. Kudos to the team!



Gifty Aplerku, Manager, Human Resources, Toyota, Ghana

I am certainly going to be a better leader. My team is going to enjoy working with me henceforth. I now want to mentor them to become great leaders.

www.inemmo.com



Fidelis Muia, Director of Financial Operations , RefuSHE, Kenya

11th March 2024

Perception and Reality – Exploring Lumina Spark Psychometrics

"What is necessary to change a person is to change his awareness of himself."

- Identifying and Assessing Your Personal Behavioural Preferences
- The Importance of Adaptability
- Speed-reading Personalities How we perceive others
- Embracing Change



'I' the Leader - Part 1 - Emotional Intelligence and Resilience

"Leadership's First Commandment: Know Thyself."

- Exploring self-awareness and understanding how others perceive you
- Understand how to build greater rapport, the psychological mechanics behind rapport
- Understand the true value of diversity and how to co-create results

The Effective Leader

"What you do has far greater impact than what you say."

- Leadership Behaviour / Style Approaches
- The 'Manager Vs. Leader' Roles
- Managing Talent from A Strategic Perspective
- Responsibility and accountability in leadership
- Behaviours and characteristics that underpin effective leaders

People, Performance & Leadership Potential

"Even zero has value when it's on the right side of the number."

- The Influence of Leadership Styles on Employee Motivation
- Assessing Leadership Potential
- Developing Leadership Potential

- · Talent Management and Succession Planning
- Case studies that illustrate successful approaches to people, performance, and leadership potential



DAY 2

12th March 2024

'I' the Leader - Part 2 - Your Lumina Spark Psychometrics Walkthrough

"Millions saw the apple fall, but Newton was the one who asked why."

- Each delegate will receive their own personalised 40-page Lumina Spark Portrait.
- Lumina Spark provides an accurate, personalised Portrait focusing on increased self-awareness and practical development points to assess and improve communication, teamwork and leadership.
- Lumina Spark is the next generation of psychometric tools that help individuals gain a deeper understanding of themselves, their values and potential weaknesses.

Effective Organisational Culture

"The only thing of real importance that leaders do is create and manage culture."

- Exploring how organisation type, purpose, vision, values, and culture impact the leadership role
- Factors that shape an organisation's culture
- Exploring Cameron & Quinn View of Culture
- Cultural Expression Mission, Vision, Values
- Establishing and fostering a culture of responsibility and accountability among your employees
- Culture as a complex, multi-level phenomenon
- Aligning leadership culture with business strategy

Ethical Leadership

"People understand that no matter how good their technique is, there is always room for improvement."

- Exploring your organisation's values
- Knowing and aligning your personal values Effective leaders follow their personal values and those of their organisation
- Recognising and addressing ethical dilemmas
- Ethical and adaptive leadership Adaptive leaders understand and claim authority. They exercise it in ethical and authentic ways
- Why awareness, vulnerability, empathy, and compassion are critical for business leaders in times of crisis







DAY3 13th March 2024



Effective Organisational Change Management

"70 percent of change programs fail to achieve their goals."

- Initiating, Implementing and Normalising Change the right change management plan will support a smooth transition from the current to a future state and ensure your employees embrace the change journey
- Effective Delegation that establishes responsibilities and accountabilities to ensure successful achievement of objectives

Effective decision-making and problem-solving

"Think outside your comfort zones!"

- **Decision-making Styles**
- High performing executives understand the importance of effective and timely decisions whether managing internal operations or in strategic planning.
- Evaluating and applying a structured approach to generate solutions to organisational issues such as project management, quality problems, performance, people and productivity issues
- The application of whole-brain thinking to the brainstorming, decision-making and problem-solving process

Concepts of Corporate Governance

"The speed of decision-making is the essence of good governance."

- Enron, Made.com, T M Lewin Why senior managers should build awareness of matters of Corporate Governance
- Establishing strong governance systems to promote an integrated vision of organisational goals, objectives and shared values
- Exploring governance frameworks to help boards and executives easily identify potential opportunities to improve communication and effectiveness. Responsibilities of Boards vs Management





14th March 2024

Effective SWOT Analysis

"Pessimism leads to weakness, optimism to power."

- Exploring and analysing products/services, processes, customers, distribution, finance and administration
- STRENGTHS: Internally focused Exploring competitive advantage (unique value proposition), organisational capabilities, areas of expertise, and advantages in price, value and quality
- WEAKNESSES: Internally focused Weaknesses in the organisation's value proposition, capabilities, financial performance, suppliers, employee morale/retention, leadership
- OPPORTUNITIES: Externally focused Exploring potential market developments and partnerships, competitor vulnerabilities, global influences, technological advances
- THREATS: Externally focused Exploring issues around potential new regulations, environmental issues, competitor movement, market demand, technologies, challenges around current plans, economic issues.
 Identifying ways to mitigate potential threats

Exploring Personal and Business Resilience

"We can't solve problems by using the same kind of thinking we used when we created them."

- In today's increasingly complex business environment, not all organisations will survive. Those that do will use digital innovation to rethink business models, redefine agility, adapt and rise to become stronger than ever before and realise a new era of opportunity. We will share insights from our thought leaders to help unlock resilience for the long term and explore how this is currently being addressed in your organisation.
- Personal resilience is about the way we manage stress and the challenges. It is about being able to make positive adjustments in the face of adversity and to maintain our mental health during recovery. It is about using the learnings to positively impact future results Using the Lumina Emotion model as a basis, we will introduce you to the aspects of personal resilience and will help you to understand your own emotional intelligence and how stress affects you.





15th March 2024

Review and Assessment

Creating Long-term Value

"Uncertainty is the friend of the buyer of long-term value."

• Explore ways of staying focused on creating value and grounded in long-term purpose. Using the power of organisational culture to enhance work performance.

Indicator of readiness based on the evaluation of a case study

- Review of the past 4 days with the opportunity to ask questions
- Delegates present case study aimed at highlighting solutions to identified business issues.

READ Inemmo Training Services Terms and Conditions and Inemmo's Privacy Policy.



15th March 2024

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Your Facilitators & Speakers







Joy Maitland, FloD FCMI FInstLM

Joy is an accomplished Business Psychologist, Executive Coach, and the author of 'From Alpha to Zen: Leadership for a Brave New World.' She firmly believes in the importance of continuous learning and improvement, and her guiding motto, "Be the Difference. Make the Difference," serves as a guiding principle in all aspects of her work, whether it's within the workplace or the broader society.

With extensive experience in senior-level corporate management, Joy brings a wealth of expertise to her role. She maintains active involvement with various organisations at the Board level and holds esteemed fellowships with the Institute of Directors (IoD), the Institute of Leadership and Management (TILM), and the Chartered Management Institute (CMI). She is a member of the Association of Corporate Governance Practitioners and the Association for Business Psychology (ABP).

Throughout her career, Joy has worked with renowned global brands such as Vodafone, 3M, Sony, RBS, and Credit Lyonnais. In 2005, she launched the highly acclaimed Inemmo Leadership Development Solutions, which has received numerous awards. This venture followed her significant role as Group Director Operations at Taylor Nelson Sofres, a prominent FTSE 250 firm. Currently, Joy holds the position of Non-Executive Director and Vice Chair at the Plane Saver Credit Union. She has also served as a Trustee Board Member of The Institute of Leadership & Management (The ILM) and later as an Independent Director on their Nominations and Succession Committee. Additionally, she has contributed her expertise as a board director at the Amos Bursary and as Vice Chair of the Ekaya Housing Association.

As an author, Joy empowers her readers by advocating the adoption of modern leadership techniques and innovative approaches to thinking and working, ultimately striving for leadership excellence. Her book, "From Alpha to Zen: Leadership for a Brave New World," resonates with a growing readership worldwide and guides individuals on their journey to become inspiring leaders.

In her role as an executive coach, Joy provides invaluable support to current and aspiring leaders, assisting them in embracing modern leadership techniques and innovative ways of working to achieve leadership excellence.





Atiya Sheikh, CBP MCMI MIoD

Atiya is an exceptional Leadership Development Consultant who works with managers on a wide range of solutions to help them achieve critical change through their people. As a highly accomplished Business Psychologist and Director of the acclaimed Inemmo Leadership Development Solutions, she strategically partners with clients to elevate their management and leadership capabilities. Her approach ensures that the solutions developed are aligned with the organisation's strategic goals.

Prior to her current role, Atiya enjoyed successful careers in Accountancy and Market Research. In the field of Market Research, she brought a valuable perspective to the Professional and Financial Services industry, ensuring that research studies were designed and executed to provide actionable insights addressing clients' underlying business challenges. She provided insightful consultancy services to industry-leading clients such as The London Stock Exchange, Barclays, Ernst & Young, KPMG, Morgan Stanley, UBS, Credit Suisse, and RBS. In addition to her position as a Director at Inemmo Leadership Development Solutions and Lumina Learning Partner for East & West Africa, Atiya currently serves as a Non-Executive Director of the LHP.

Atiya's professional standing is underscored by her affiliations with highly respected organisations such as the Association of Business Psychology, the Chartered Management Institute (CMI), the Institute of Directors (IoD), the Chartered Quality Institute (CQI), the Market Research Society (MRS), the Association of Corporate Governance Practitioners (ACGP), and the ACCA.

Atiya holds the distinction of being a CTA Certified Executive Coach (ICF), a TNA Brain Coach specialising in Applied Neuroscience and Brain Health, a Certified Facilitator of the Sedona Method, and a Practitioner of Lumina Learning Psychometrics. In addition, she plays a pivotal role in facilitating Lumina Practitioner qualification programs, empowering others to effectively utilise Lumina Learning Psychometrics in their own practices. Notably, Atiya's expertise extends to her certification as a Lead Auditor for ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems, BS OHSAS 18001 Occupational Health & Safety, and Social Systems, further exemplifying her comprehensive skill set.

With a track record of exceptional achievements and a dedication to continuous growth, Atiya remains at the forefront of Leadership Development Consulting, consistently providing invaluable guidance and transformative solutions to her clients.







Dr Karl George, MBE

Karl George MBE is a thought leader and internationally established consultant in governance. Karl is a visiting professor and has an honorary doctorate, is an established author and conference speaker. He is a Partner and head of Governance at the leading professional services firm RSM. Creator of The tgf Governance Code, The RACE Equality Code and the Effective Board Member Programmes. He works with boards and senior executives in the private, public, and voluntary sectors and has over twenty-five years' combined experience in accountancy, business, and strategic development. Karl a qualified accountant and Fellow of the global international body for governance practitioners ICSA: The Chartered Governance Institute. He has developed a unique governance framework and quality mark that was endorsed by the late Sir Adrian Cadbury. Karl's latest book Governance 3.0 provides an international perspective on modern governance and amongst his other books, The Effective Board Member talks about whatever every board member should know.

Karl has held several board positions across a number of sectors over the last two decades and is a current board member of the Greater Birmingham Chambers of Commerce and Chair of the West Midlands Branch of ICSA. An experienced chair and committee member, Karl has led organisations through mergers, developing and redefining corporate strategy to completely redesigning governance structures and has acted as a consultant to chairs and CEOs of companies of all sizes. The Effective Board Member Programmes written by Karl, have been delivered across the world including through partners such as The Professional Footballers' Association (PFA), PricewaterhouseCoopers (PwC) and RSM UK.

Charles May, FF.ISP

exponential growth.



The prevalent impact of VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) in today's world poses significant challenges for organisations of all sizes. Navigating through this environment necessitates embracing discomfort and continuously developing leadership skills. Charles emphasises the importance of ongoing leadership development, as even one's greatest strengths can become vulnerabilities. Throughout his career, he has collaborated with companies across various regions, including the UK, EU, Middle East, Turkey, North & South Africa, Egypt, Ukraine, and Azerbaijan.

Strategic decisions often have far-reaching implications for the overall business model, requiring meticulous business planning and monitoring within a complex ecosystem. Charles approaches strategy implementation with a pragmatic mindset, aiding teams in adapting to evolving circumstances. Additionally, he collaborates with senior management on critical decision-making processes, igniting transformative action that establishes a solid foundation for future success.

In his coaching practice, Charles empowers clients to understand and embrace their individual uniqueness, enabling them to make informed decisions, enhance personal and professional relationships, and achieve their aspirations.

The 5-day Professional Certificate in

Value-Driven Leadership

REGISTRATION FORM

Thank you for interest in the conference;

To register, please provide the following information and Send this form to

Email: info@abmc-int.com



1. Dr./Mr./Mrs./Miss:	Cell:	
Department:	Email:	
Position:	Cell:	
2. Dr./Mr./Mrs./Miss:	Email:	
Department:		
Position:	Cell:	
3. Dr./Mr./Mrs./Miss:	Email:	
Department: Position:		
Position:		
	xclude VAT where applicable, accommodation and transportation. material, online pre-event set up, exam, certification, meals i.e. Luncheon.	
1. BOOK IN 3 INSTALMENTS BY DECEMBER 2023= \$ US 990.00	2. BOOKING BEFORE 30TH SEPTEMBER= \$ US 2,190.0	
3. BOOK IN 2 INSTALMENTS BY DECEMBER 2023= \$ US 1,390.00	4. BOOKING AFTER 30TH SEPTEMBER= \$ US 2,590.00	
REGISTRATION REGISTRATION		
PAY USD 100 REGISTRATION FEE A WEEK AFTER SENDING REGISTRATION FORM AND COURSE FEE 14 DAYS TO THE EVENT		
PAY FULL COURSE FEE A WEEK AFTER SENDING REGISTRATION FORM AND HAVE REGISTRATION FEE WAIVED IN FULL		
AUTHORIZATION		
Signatory must be authorized to sign on behalf of contracting organization, any cancellation should be done in writing 30 days before the training dates there after 100% course fee will be charged, a substitute will be accepted This booking is invalid without a signature.		
Name:	Cell / D – Line:	
Job Title:	Email:	
Organization:	Facsimile:	
VAT No.:		
Telephone:		
Physical Address:		
Postal Address:		
SIGNATURE:	REGISTRATION DATE:	

Terms & Condition for this Service Level Agreement

- ${\scriptstyle 1\!.}$ Signatory must be authorized to sign on behalf of contracting organization.
- $^{2\cdot}$ This booking is invalid without a signature.
- 3. Cancellations received up to 21 business days prior to class will not be charged the training fee.
- 4. Cancellations 7-20 business days prior to class will be invoiced the full training fee. As a courtesy, we will allow you to apply 50% of your payment toward a future training course within one year of the cancellation date.
- 5. Cancellations 1-7 business days prior to class, and no-shows, are subject to payment for the full amount without future training credit.
- 6. Registrant substitutions may be made at any time.
- Please note that if you do not cancel or do not attend, you are responsible for payment.
- & ABMC International Limited reserves the right to cancel or change a class at any time, including but not limited to, lack of participation, venue, and equipment or trainer availability.
- 9. Notification will be provided within 14 days of the class, whenever possible.
- 10. Registrants will not be charged for the course.
- 11. ABMC shall be not liable for any direct, or indirect, consequential or special damages that may be incurred due to a cancellation of a scheduled class, including, but not limited to, cancellation penalties for transportation or accommodations. The customer sole remedy shall be the refund of prepaid course fees as per our refund policy.
- 12. ABMC International reserves the right to modify the content, timing, speakers or venue of the conference should circumstances dictate. The event may be postponed or cancelled due to acts of terrorism, war, extreme weather conditions, industrial action, force majeure or any event beyond the control of ABMC International.
- 13. Any dispute related to attendance and payments of this sales will be resolved under the Kenya Law in a court of Law in Kenya as per terms and condition of this service level agreement contract and all the legal fees involved shall be billed to the client.
- 14. The registration fee is applicable as per the terms stipulated above.





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