
TAA-102 · THESMO TRAINING COURSES

AI FOR MANAGERS AND TEAM LEADERS

You are accountable for work you did not produce. Two days on what to do about that.

Strategy and Performance in synergy

FORMAT

Two days

12 hours · live online

TIER

Foundation

No prerequisites

FEE

USD 1,250

Instalments available

COHORTS

Every 2 months

12 months published

YOU ARE ACCOUNTABLE FOR WORK YOU DID NOT PRODUCE

Some of it was made with AI. You may not know which, and asking is the wrong question anyway.

Over two days you will read a report that is well structured, complete, comprehensive — and betrays no understanding whatsoever. You will decide which decisions in your own remit can be delegated to a person, to a tool, and to a system that acts without asking. You will draft the working rules for your own team, and then watch them meet a situation they were not written for.

Ten modules. Four interactive simulations. **One protocol you can circulate on Monday.**

WHY THIS COURSE EXISTS

MOST AI TRAINING TEACHES PEOPLE TO USE THE TOOLS. ALMOST NONE TEACHES MANAGERS WHAT CHANGES WHEN THEIR TEAM DOES

The management problems are different in kind. How do you check work you did not watch being made? What do you say to someone who has been using AI for six weeks without mentioning it? Where does accountability sit when nobody can quite explain how the answer was reached?

And what happens to your junior staff's development when the work they used to learn from is the work that gets automated first?

These two days are about those questions. They are not a technology course, and no technical background is required or useful.

THE DISTINCTION

The question is never *did you use AI?* It is **can you stand behind this?**

Managers who hunt for AI use rather than quality lose their teams. That runs through the whole course.

WHAT MAKES IT DIFFERENT

01 YOU LEAVE WITH A PROTOCOL, NOT A POLICY

Not a downloaded template — one you drafted, stress-tested against a scenario built to break it, and can put in front of your team immediately.

02 ENGINEERED CONTROL VERSUS DOCUMENTED COMMITMENT

A distinction we developed for our own platform governance work, and the one idea delegates report using longest. Most organisations discover their oversight arrangements are entirely documented and not at all engineered.

03 WE FOLLOW UP

Thirty days later we come back to the commitment you made and ask how it went. Almost no provider does this, which is precisely why most training changes nothing.

04 EVERY CLAIM IS SOURCED

Figures come from Stanford's AI Index, the World Economic Forum, and peer-reviewed field studies — not vendor marketing. Facilitators are briefed on which findings are contested. Challenge a number and you will get a straight answer.

WHO IT IS FOR

Managers, team leaders, supervisors, department heads, and anyone accountable for the output of others. Any function, any sector. Technical knowledge is neither required nor an advantage — what matters is that you carry responsibility for other people's work.

No prerequisites. TAA-102 can be your first course, or can follow TAA-101 if you want the individual grounding first.

WHO WILL TEACH IT

Wale Buraimoh MBA

FOUNDER AND OWNER — THESMO · THESMO EVENTS · THESMO AI

Thirty-five years across the three things this course sits on: building systems, running the projects that put them into a business, and advising the management that has to live with the result. Every Thesmo course is delivered by the person who designed it — which is why a hard question in the room does not get answered with *I will come back to you on that*.

21 YEARS IN STRATEGY AND PERFORMANCE

Most recently Director of Strategy and Risk Management at Sharjah Maritime Academy (2023–2026), where the strategy, risk and project management function was established from nothing — frameworks, policies, processes and the system beneath them. He left in January 2026 to run Thesmo full time.

14 YEARS IN UK FINANCIAL SERVICES

Seven at Barclays Funds leading software development teams, then project management at Newton Investment Management and, as Strategic Projects Manager at Mellon Financial Europe, a strategy implementation programme across five lines of business, eight shared services and 1,500 staff.

Two decades of public and in-house delivery across the Gulf and the UK, as a Balanced Scorecard Certified Trainer and a regular trainer on the four-day Certification Boot Camp. Currently a year into two MSc programmes — Artificial Intelligence at the University of Leeds and Financial Management at Alliance Manchester Business School — which is why technical claims here are checked against the primary literature, and why an AI investment is taught as a capital allocation decision rather than a supplier's return figure.

CONSULTING SINCE 2005

Central Bank of Saudi Arabia; Emirates Nuclear Energy Corporation, a \$40bn civil nuclear programme; ADWEA and DEWA; RTA Dubai, Transport for London, and 26 ministries under the Abu Dhabi Executive Council; a federal higher-education system of 17 campuses and 23,000 students.

A BUILDER, NOT A COMMENTATOR

Architect of PRIiSM, a production performance platform with AI evidence verification, predictive KPI forecasting and Bayesian risk intelligence. The governance material comes from decisions taken on a live system carrying real institutional data.

QUALIFICATIONS AND CERTIFICATIONS	
POSTGRADUATE	MSc Artificial Intelligence, University of Leeds (2025–27) · MSc Financial Management, Alliance Manchester Business School (2025–27) · MBA, The Open University (1997)
EARLIER	Graduate Diploma in Computer Science, South Bank University (1989–90) — first-class BSc equivalent · Higher National Diploma in Computer Studies, University of East London (1987–89)
CERTIFICATIONS	Balanced Scorecard Certified Trainer · Future Foresight Certified Trainer, Specialist and Practitioner (The Futures School)
EXECUTIVE EDUCATION	MIT Economics for Business · Oxford Executive Finance Programme
Corporate in-house delivery is by the same facilitator. There is no associate pool and no sub-contracted delivery.	

YOUR FUNCTION, YOUR SECTOR

Every practical exercise is set in the work you actually do. At the start of the course you choose your function, and the scenarios follow. A finance manager does not spend the day working through an HR case.

SEVEN FUNCTIONS

HUMAN RESOURCES	Recruitment, performance reviews, policy, employee queries
FINANCE	Budgets, forecasts, variance analysis, reporting
INFORMATION TECHNOLOGY	Service requests, incidents, change management, documentation
OPERATIONS	Process performance, capacity, quality, supplier management
CUSTOMER SERVICE	Case handling, complaints, service levels, escalations
MARKETING	Campaigns, content, audience analysis, performance reporting
PROJECT MANAGEMENT	Plans, risks, status reporting, resource decisions

NINE SECTORS

Scenarios are built around nine detailed fictional organisations, each with its own history, pressures and data. They are fictional so the work can be realistic without being anyone's — and so nothing said in the room is about a real employer.

GOVERNMENT	Crestholm City Authority	TELECOMMUNICATIONS	Nexbridge Telecoms
BANKING	Ardent Commercial Bank	RETAIL	Harlow Retail Group
HEALTHCARE	Vantage Health Network	PROFESSIONAL SERVICES	Clarendon Advisory Group
EDUCATION	Meridian University	PROPERTY AND INFRASTRUCTURE	Stonepath Development Group
ENERGY	Coreland Energy Corporation		

In-house: case material rewritten around your sector

WHAT YOU WILL BE ABLE TO DO

- | | |
|---|---|
| 01 Explain how AI changes management practice to a team with mixed experience and mixed enthusiasm | 02 Apply structured prompting to management tasks — summarising, drafting recommendations, analysing options |
| 03 Read AI-generated management information — KPI data, risk indicators, generated narrative — and know what to question | 04 Recognise the hollow-competent submission: work that is complete in form and empty of understanding |
| 05 Set decision rights across your team for AI-assisted work | 06 Distinguish delegating to a person, to a tool, and to a system that acts on its own |
| 07 Draft a team AI protocol that survives your absence | 08 Explain your governance responsibilities — accountability, explainability, human oversight |

STRUCTURE

Ten modules across two consecutive days. Two live sessions of three hours per day, with a thirty-minute break in each. Twelve contact hours in total.

DAY 1

MANAGEMENT LITERACY

What changes when your team uses AI

Prompting for management work

Reading AI-generated management intelligence

Data quality and what poor data costs you

Responsible AI and decision rights

DAY 2

MANAGEMENT PRACTICE

AI and strategy

AI and performance

AI and risk

Drafting your team protocol

The integrated management decision

WHAT IS INCLUDED

FOUR INTERACTIVE SIMULATIONS

THE SUBMITTED REPORT

A team member submits work that is well structured, complete and comprehensive. Something is wrong with it. Work out what, and decide what you say.

DECISION RIGHTS

Which decisions can your team make with AI? Which can they make alone? And which can be handed to a system that executes without coming back to you?

DRAFT THE PROTOCOL

Write the working rules for your team — then test them against the situation they were not written for.

THE PERFORMANCE PACK

An AI-generated performance report lands on your desk before a review meeting. You have twenty minutes.

ASSESSMENT AND MATERIALS

Quiz — drawn from a 30-item bank, 70% to pass, with a written rationale for every answer

Sector case pack so the examples match your industry

Learner workbook containing your own completed work across both days

Your team AI protocol, drafted and tested — yours to use

Completion record and digital badge, and your AI Opportunity Card

Documented contact hours, which may count towards CPD with your organisation's approval

A follow-up thirty days later

BEFORE THE COURSE

WHEN YOU BOOK

The pre-course primer — fifteen minutes on the vocabulary we will use, so nobody spends the first hour on definitions

TWO WEEKS BEFORE

The course videos — short, watchable in any order, and yours to keep

ONE WEEK BEFORE

Your cohort profile: the function your exercises are set in, and your sector

ONE WEEK BEFORE

One real task from your own work. Every practical exercise runs on it — it is the only preparation that changes what you get out of the two days

TWO WORKING DAYS BEFORE

Joining instructions and your link, with a two-minute technical check

AND NOTHING ELSE

No reading list, no pre-work to submit, and nothing you will be tested on before you arrive

DATES AND TIMES

TAA-102 runs every other month. The next twelve months of dates are published at a time, so you can always book a date up to a year ahead — and pay for it by instalments in the meantime.

COHORT	DATES	SESSION 1	SESSION 2
★ February 2027	Tue 16 – Wed 17 February 2027	09:00 – 12:00 WAT	12:30 – 15:30 WAT
April 2027	Tue 20 – Wed 21 April 2027	08:00 – 11:00 WAT	11:30 – 14:30 WAT
June 2027	Tue 15 – Wed 16 June 2027	08:00 – 11:00 WAT	11:30 – 14:30 WAT
August 2027	Tue 17 – Wed 18 August 2027	08:00 – 11:00 WAT	11:30 – 14:30 WAT
October 2027	Tue 19 – Wed 20 October 2027	08:00 – 11:00 WAT	11:30 – 14:30 WAT
December 2027	Tue 14 – Wed 15 December 2027	09:00 – 12:00 WAT	12:30 – 15:30 WAT
February 2028	Tue 15 – Wed 16 February 2028	09:00 – 12:00 WAT	12:30 – 15:30 WAT

Both days follow the same schedule. All times are West Africa Time; the clock shifts by an hour across the UK spring and autumn changes so that every cohort keeps the same working window in all three markets. The highlighted row carries the Founding Cohort rate.

A cohort runs when it reaches eight delegates. If one does not, you transfer to any other date in this calendar at no charge — which is the point of publishing a year of them at once.

FEES

PER DELEGATE

Standard fee **USD 1,250**

★ Founding Cohort rate — book by 31 December 2026 **USD 995**

Group of 3 or more from the same organisation **USD 1,125**

★ Founding Cohort + group of 3 or more **USD 895**

The Founding Cohort rate applies to the February 2027 cohort only and closes on 31 December 2026.

PAYING BY INSTALMENTS

You do not have to pay for a course in one payment. Choose a cohort, choose what you can pay and when, and pay the balance off before the course begins.

HOW IT WORKS	As many instalments as you like, of whatever amounts, on whatever dates suit you
THE ONE CONDITION	The full fee must be cleared before the first day of your chosen cohort
SECURING YOUR PLACE	A first instalment of 20% confirms your place and fixes your price — including the Founding Cohort rate
COST OF SPREADING IT	None. No interest, no administration fee, no credit check, no third-party lender
BALANCE DATE	Seven days before the course starts
IF IT IS NOT CLEARED	Your place moves to any later cohort at no charge and everything paid carries across
IF YOU CANCEL	Instalments already paid are refunded under the cancellation terms, on the same basis as a single payment

Because dates are published twelve months ahead, a course booked against a cohort late in the calendar can be spread across most of a year. Instalments are for individuals booking their own place; corporate in-house delivery is invoiced separately.

RESERVING A COURSE THAT IS NOT YET DATED

Several courses in the pathway open during 2027 and do not yet carry dates. Reserve a place now, pay towards it at your own pace, and choose your cohort when the calendar opens.

WHEN IT OPENS	On the day its own brochure publishes, and not before. We will not take money towards a course you cannot yet read about in full
WHO IT IS FOR	Individuals booking and paying for their own place. Employer-funded and in-house bookings are arranged directly
WHAT YOU PAY	Whatever you like, whenever you like. No minimum and no schedule to keep to
WHAT IT FIXES	Your price — locked at the rate published on the day your first payment reaches us, and it does not move afterwards
WHEN DATES OPEN	You hear first and choose your cohort ahead of general booking; the balance is then due seven days before the course
IF YOU CHANGE YOUR MIND	Everything paid is refundable on request at any time until you choose a cohort, less processing fees. No reason needed
IF IT DOES NOT GO AHEAD	A full refund with no deduction of any kind, or move everything paid onto any other course in the pathway. Your choice
RESERVING MORE THAN ONE	Permitted, and common where someone is working towards the full pathway. Each reservation is separate and each price is locked on its own first payment

CORPORATE IN-HOUSE DELIVERY

Your own cohort, your own dates, no waiting for a public course to fill. Available now.

WHOLE GROUP, NOT PER DELEGATE	USD
Per delivery day, up to 20 participants	6,500
With sector tailoring — case material rewritten for your industry	8,500
On-site delivery, in addition	+2,500

TAA-102 in-house is two delivery days. This is the strongest in-house course in the Foundation tier, because a management team that drafts its protocol together arrives at one protocol rather than six.

BOOKING

REGISTER	Complete the registration form at thesmo.africa
PAYMENT	We email you an invoice for the naira equivalent of the fee at the day's exchange rate, payable by bank transfer to our Lagos account. No international transfer or domiciliary account needed
INSTALMENTS	Ask for an instalment plan when you register; we issue a schedule instead of a single invoice
PURCHASE ORDERS	Accepted from corporate and government employers
PAYMENT TERMS	30 days from invoice, or before the course start date — whichever falls first
CURRENCY	Fee in US dollars; payable in naira at the CBN rate on your invoice date
CORPORATE IN-HOUSE	Email training@thesmo.africa with your preferred dates and delegate numbers
REGISTER INTEREST	Tier 2 and above: email us naming the course codes — TAA-201, TAA-301 and so on — with your role and organisation. Nothing to pay and nothing to commit to

Your invoice is issued within one working day of registration, showing both the US dollar fee and the naira amount payable; your Zoom link is sent two working days before the course. Fees are set in US dollars and are the same in every market we teach in. Your naira amount is calculated at the Central Bank of Nigeria rate on the day your invoice is issued, and is then fixed on that invoice: it does not move while you are paying it.

CANCELLATION, TRANSFER AND REFUND

Your contract is with The Strategy Management Office Africa Limited.

NOTICE GIVEN	REFUND	TRANSFER
15 or more days before	Full refund, less processing fees	Free transfer to any later cohort
8 to 14 days before	50% refund, less processing fees	Free transfer to any later cohort
7 days or fewer	No refund	One transfer permitted

Processing fees. Card payments carry a fee charged by our payment provider, and it is not returned to us when we make a refund — so refunds on your cancellation are made less that fee. Bank transfers carry no processing fee and nothing is deducted. Where we cancel or postpone, you receive everything you have paid with no

Substitutions are free at any time — send a colleague, just tell us their name before the session starts.

Minimum cohort size is eight delegates; below that we postpone and contact you at least five working days ahead, and you transfer or take a full refund. If The Strategy Management Office Africa Limited cancels, you

WHERE THIS SITS

Thesmo Training Courses form a twelve-course pathway across four tiers, plus a separate series of one-day executive briefings.

TIER 1 · FOUNDATION No prerequisites — you are here	TAA-101 · 102 · 103	2–3 days	USD 550 – 1,750
TIER 2 · PRACTITIONER Strategy, risk, operations, projects, finance, performance	TAA-201 – 206	2 days	USD 1,500
TIER 3 · ADVANCED The AI-Augmented Manager	TAA-301	3 days	USD 2,250
TIER 4 · LEADERSHIP & EXECUTIVE Senior leaders and the executive immersion	TAA-401 · 501	3–5 days	USD 2,950 – 6,950
B-SERIES · EXECUTIVE BRIEFINGS In-house, no prerequisites	TAA-B01 – B04	0.5–1 day	USD 6,500 per day

Any one Foundation course opens the whole of Tier 2. Practitioner courses and above are delivered on PRiISM, our own strategy and performance platform, and open in 2027.

ABOUT THESMO TRAINING COURSES

Developed by Thesmo Artificial Intelligence Consultancy and Training L.L.C S.P.C of Abu Dhabi, and delivered in Nigeria by The Strategy Management Office Africa Limited, Lagos. Every course is built against one test: what will you do differently on Monday morning? Anything that does not survive that question does not make it into the room.

www.thesmo.africa · training@thesmo.africa

THE STRATEGY MANAGEMENT OFFICE

Strategy and Performance in synergy

Thesmo Training Courses are developed by Thesmo Artificial Intelligence Consultancy and Training L.L.C S.P.C of Abu Dhabi, United Arab Emirates. In Nigeria they are delivered and contracted through The Strategy Management Office Africa Limited, 15b Chief Gbolahan Owolabi Street, Lekki Phase One, Lagos, Nigeria. Your booking contract is with The Strategy Management Office Africa Limited. Fees are quoted in US dollars; the price shown is the total payable. Course content is reviewed continuously; the published outline is indicative and may be refined. TAA-102 Brochure · Nigeria · v3.2 · issued 13 September 2026. TAA-102 sits in the Foundation tier of a twelve-course pathway running from entry level through to executive leadership.