ALBRIGHT COMPLIANCE ADVISORS

BOARD & COMPLIANCE ACADEMY

# Training Catalogue 2026

Practical regulatory learning for Boards, compliance teams and people who operate controls.

**Regulatory clarity. Operational confidence.**



| 100+ | 30+ | 40+ |
|---|---|---|
| financial-services professionals trained | regulated institutions supported | years combined professional experience |

**ALBRIGHT COMPLIANCE ADVISORS**
Board & Compliance Academy

**Providence, Mahé, Seychelles**
+248 437 3540 | support@albrightcompliance.com
www.albrightcompliance.com

01 | ACADEMY PROPOSITION

# Training that changes decisions, controls and behaviour

Built around the Seychelles regulatory environment and the realities of regulated financial-services operations.

## WHAT MAKES THE ACADEMY DIFFERENT

### Albright training is designed for people who must apply regulation, not simply recognise the terminology.

Sessions draw on live experience across outsourced compliance, AML/CFT, regulatory reviews, inspections, licensing, governance and day-to-day regulator engagement. The emphasis is practical: what the rule means, what good execution looks like, what evidence management should expect and where failures usually arise.

- Seychelles-specific regulatory context
- Practical case discussion and decision scenarios
- Board, management, compliance and staff versions
- Tailored to internal policies, risk profile and sector
- Available as standalone sessions or annual programmes

## WHO WE TRAIN

- Boards and non-executive directors
- CEOs and senior management
- Compliance Officers and MLROs
- Operations, onboarding and client-facing teams
- Risk, audit and control functions
- New joiners and role-specific populations

## DELIVERY OPTIONS

- Executive briefing - 60 to 90 minutes
- Focused workshop - 2 to 3 hours
- Half-day programme
- Full-day programme
- Multi-session learning series
- In-house annual training plan

*Catalogue courses are professional development programmes. Formal accreditation or CPD status is stated only where separately agreed or approved.*

02 | PORTFOLIO

# Four learning tracks. One compliance culture.

Choose a single module, build a role-based pathway, or create an annual institution-wide programme.

01

## AML/CFT & Financial Crime

Build risk-based judgement across onboarding, monitoring, reporting and escalation.

- AML/CFT foundations
- CDD/EDD & beneficial ownership
- Sanctions, PEPs & adverse media
- STR/TTR and suspicious activity

02

## Conduct, Governance & Compliance

Strengthen accountability, customer treatment, oversight and the operation of the compliance function.

- Conduct of business & fair treatment
- Conflicts, ethics & complaints
- Board compliance oversight
- Compliance Officer effectiveness

03

## Regulatory Risk & Assurance

Improve the organisation's ability to identify, evidence and remediate control weaknesses.

- Risk assessment
- Inspection readiness
- Policy-to-practice testing
- Regulatory change implementation

04

## Sector & Role-Specific Programmes

Translate common regulatory themes into the operating language of each institution and role.

- Securities dealers
- Banks & bureaux de change
- Fiduciary / ICSP
- VASP & digital assets

### COMMON TRAINING TRIGGERS

| ANNUAL | CHANGE | FINDING | BOARD | GROWTH |
|---|---|---|---|---|
| Mandatory refresher and evidence of staff awareness | New rule, circular, product or business model | Audit, complaint or review exposes a control gap | Directors need sharper oversight of regulatory risk | New people, new markets or expanding regulated activity |

03 | COURSE LIBRARY

# AML/CFT & Financial Crime

Core and advanced modules for regulated institutions and reporting entities.

**AML-101**
### AML/CFT Foundations in Seychelles
**2-3 hrs | All staff**
A practical introduction to ML/TF risk, responsibilities, red flags, escalation, record keeping and why the risk-based approach matters.

**AML-201**
### Customer Due Diligence, EDD & Beneficial Ownership
**3 hrs | Onboarding / Compliance**
Risk-based onboarding, source of funds/wealth, beneficial ownership, high-risk customers, ongoing due diligence and evidence quality.

**AML-202**
### Sanctions, PEPs & Adverse Media
**2-3 hrs | Compliance / Operations**
Screening logic, escalation, false positives, PEP risk, sanctions exposure, adverse information and defensible decision records.

**AML-203**
### Suspicious Activity, STR/TTR & goAML Awareness
**2-3 hrs | Compliance / MLRO teams**
Recognising unusual activity, internal escalation, investigation discipline, reporting decisions and practical reporting workflow.

**AML-301**
### Business-Wide AML/CFT Risk Assessment
**Half day | Board / MLRO / Compliance**
How to assess customer, product, geography, channel and delivery risks, set methodology, challenge assumptions and translate results into controls.

**AML-302**
### AML/CFT Programme Review & Remediation
**Half day | Compliance / Risk / Audit**
How to test whether the AML programme works in practice, prioritise findings and turn gaps into accountable remediation actions.

04 | COURSE LIBRARY

# Governance, Conduct & Compliance

For Boards, senior management, compliance teams and people responsible for customer-facing controls.

**GOV-101**
### Board Oversight of Compliance & AML/CFT
**2-3 hrs | Boards / Directors**
What effective oversight looks like: accountability, challenge, reporting, risk appetite, compliance resourcing, escalation and evidence of Board involvement.

**CON-101**
### Conduct of Business & Fair Customer Treatment
**3 hrs | Client-facing / Management**
Practical conduct expectations covering disclosures, suitability/appropriateness, communications, conflicts, complaints and customer outcomes.

**CON-201**
### Conflicts of Interest, Ethics & Personal Conduct
**2 hrs | All staff / Management**
Recognising conflicts, gifts and entertainment, outside interests, escalation, disclosure and decisions that protect client and firm integrity.

**CON-202**
### Complaints Handling & Regulatory Response
**2-3 hrs | Operations / Compliance**
From receiving a complaint to investigation, root-cause analysis, documentation, escalation and regulator-ready response.

**CMP-201**
### The Effective Compliance Function
**Half day | Compliance teams / Management**
Mandate, independence, monitoring, advice, reporting, regulatory calendar, issue management, evidence and working effectively with the Board.

**MKT-201**
### Market Conduct & Insider Dealing Awareness
**2-3 hrs | Capital markets staff**
Market integrity, inside information, personal dealing, information barriers, escalation and the behaviour expected of securities-market participants.

05 | COURSE LIBRARY

# Regulatory Risk, Assurance & Change

Build the capability to test controls, prepare for scrutiny and implement regulatory change.

RSK-101

### Regulatory Risk Assessment

**3 hrs | Compliance / Risk / Management**

A structured approach to identifying regulatory obligations, inherent risk, controls, residual risk, ownership and practical action plans.

ASS-201

### Regulatory Inspection Readiness

**Half day | Board / Compliance / Operations**

How to prepare the document room, brief staff, evidence controls, respond to information requests and manage the on-site examination process.

ASS-202

### From Policy to Practice: Testing Control Effectiveness

**Half day | Compliance / Audit / Risk**

Move beyond policy review to test whether procedures are understood, performed, evidenced and escalated consistently.

CHG-201

### Implementing Regulatory Change

**2-3 hrs | Management / Compliance**

Convert legal and regulatory developments into impact assessment, ownership, policy/process changes, training and evidence of implementation.

PRD-201

### New Product & Business Change Regulatory Risk

**2-3 hrs | Product / Compliance / Board**

Assess regulatory, AML/CFT, conduct, governance and operational implications before launching a new product, technology or market.

REP-201

### Regulatory Reporting & Compliance Calendar Discipline

**2 hrs | Compliance / Operations**

Build reliable reporting routines, evidence ownership, avoid missed obligations and create practical governance around recurring submissions.

06 | SECTOR PROGRAMMES

# Training shaped around the institution

The same regulation lands differently depending on the business model, customer base and supervisory framework.

| | |
|---|---|
| **SECURITIES DEALERS** | AML/CFT • conduct of business • suitability/appropriateness • conflicts • complaints • product governance • market conduct • compliance-function effectiveness • FSA inspection readiness |
| **BANKS** | AML/CFT • Board oversight • compliance culture • customer risk • sanctions/PEPs • risk assessment • regulatory assurance • specialist management briefings |
| **BUREAUX DE CHANGE** | AML/CFT • transaction monitoring • customer risk • source of funds • suspicious activity • record keeping • regulatory reporting • inspection readiness |
| **FIDUCIARY / ICSP** | CDD/EDD • beneficial ownership • jurisdiction risk • AML/CFT risk assessment • sanctions/PEPs • governance • file quality • regulatory controls |
| **VASP / DIGITAL ASSETS** | VASP regulatory framework • governance • ML/TF risk • travel/transaction risk concepts • customer risk • in-house compliance capability • substance • control design |

## ROLE-BASED PATHWAYS

| BOARD | COMPLIANCE / MLRO | OPERATIONS | CLIENT-FACING |
|---|---|---|---|
| **Oversight, accountability, AML/CFT governance, conduct, inspection readiness** | **Monitoring, risk assessment, reporting, escalation, regulator engagement** | **CDD/EDD, records, complaints, controls, escalation and evidence** | **Conduct, disclosures, suitability, conflicts, red flags and customer treatment** |

07 | EXECUTIVE LEARNING

# Board & Senior Management Series

Short, high-value sessions designed around oversight, judgement and the questions directors should be asking.

BOARD-01

### The Board's Compliance & AML/CFT Oversight Agenda

**90 min | Board / ExCo**

A focused view of accountability, information quality, challenge, escalation, resourcing and the evidence regulators expect to see from oversight bodies.

BOARD-02

### Reading the Compliance Report Like a Director

**90 min | Board / Committees**

How to distinguish activity from assurance, ask better questions, interpret risk indicators, understand overdue actions and challenge management constructively.

BOARD-03

### Regulatory Change Briefing

**60-90 min | Board / ExCo**

A tailored briefing on recent Seychelles developments, practical impact on the institution and the decisions or actions management should take next.

BOARD-04

### Preparing the Board for Regulatory Scrutiny

**90 min | Board / Senior Management**

What directors should expect before and during an inspection, how governance evidence is assessed, and how the Board can demonstrate effective oversight.

BOARDROOM SERIES

**A quarterly briefing model that keeps directors current without turning Board development into a once-a-year event.**

- One priority regulatory topic per quarter
- Current developments translated into Board decisions
- Optional institution-specific pre-read
- Action note following each session

RECOMMENDED CADENCE

**Q1**
AML/CFT & risk

**Q2**
Conduct & governance

**Q3**
Inspection readiness

**Q4**
Regulatory outlook

08 | DELIVERY MODELS

# From one session to an annual learning programme

Training can be delivered as a focused intervention or structured around the institution's risk and compliance calendar.

**EXECUTIVE BRIEFING**
**60-90 minutes**
For Board, ExCo or senior-management decisions on a defined regulatory issue.

**FOCUSED WORKSHOP**
**2-3 hours**
Interactive training for a targeted population with practical scenarios and discussion.

**HALF / FULL DAY**
**3-7 hours**
Deeper capability-building with exercises, case discussion and institution-specific application.

**ANNUAL PROGRAMME**
**Quarterly / recurring**
A planned curriculum aligned to regulatory obligations, staff roles, incidents, findings and change priorities.

## ILLUSTRATIVE ANNUAL COMPLIANCE LEARNING PLAN

| WHEN | AUDIENCE | FOCUS | OUTCOME |
|---|---|---|---|
| **Q1** | All staff | AML/CFT annual refresher | Baseline awareness + escalation discipline |
| **Q2** | Board / ExCo | Governance & regulatory risk | Sharper oversight + action priorities |
| **Q3** | Compliance / Operations | CDD/EDD + sanctions + monitoring | Control quality + consistent evidence |
| **Q4** | Role-based groups | Conduct / inspection readiness / change | Targeted remediation + year-end readiness |

09 | BESPOKE DESIGN

# Diagnose. Design. Deliver. Reinforce.

A catalogue gives structure. The best training still reflects the institution, its risks and the people in the room.

| 01 | 02 | 03 | 04 |
|---|---|---|---|
| **DIAGNOSE** | **DESIGN** | **DELIVER** | **REINFORCE** |
| Audience, obligations, role risks, incidents, findings and capability gaps. | Tailor examples, policies, cases and exercises to the operating context. | Interactive, practical and decision-focused learning with clear takeaways. | Follow with action notes, updates, briefings or targeted refresher sessions. |

## TRAINING EVIDENCE

- Attendance register
- Session agenda / learning objectives
- Training materials or participant handout
- Knowledge check or practical exercise where appropriate
- Certificate of attendance where agreed
- Management action note for executive sessions where agreed

## WHY ALBRIGHT

- 100+ financial-services professionals trained
- Experience across securities dealers, banks, bureaux de change and fiduciary businesses
- Board and senior-management audiences
- Practitioner-led content informed by live regulatory work
- Direct linkage between training, diagnostics, remediation and regulatory intelligence

support@albrightcompliance.com
+248 437 3540
www.albrightcompliance.com

PLAN YOUR TRAINING PROGRAMME

# Start with the risk, audience and outcome.

Tell us what has changed, what your people need to get right, or where management wants greater confidence. We will recommend the right format and learning pathway.