



# TRAINING CATALOGUE

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# About Us

Horizon Global Academy (HGA), an in-house initiative of Beyond the Horizon International Strategic Studies Group (ISSG), is a sound voice on issues related to the public, private, and social sectors. It offers a world-class training and consultancy on a variety of themes through a unique combination of high-end services including lectures, training of trainers, workshops, case studies, and table-top exercises.

HGA helps clients transform their organisations, core processes and mind-sets; builds capabilities in an ever-changing context; and develops excellence in execution to ensure that actions translate into results, quickly and sustainably.

## Beyond the Horizon (BtH) ISSG

BtH ISSG is a next-generation think & do tank which focuses on international affairs, global peace and security. The mission of BtH is to promote global peace and security by empowering decision and policy-makers with knowledge and advocating paths to prevent, mitigate or end crises and conflicts.

BtH is unique in its focus on realistic policies and in-depth analyses to offer comprehensive solutions on topics related to international politics and security, peace and conflict studies. As an independent voice, BtH aims to translate applied and policy-oriented research in its focus areas into a language that is understandable, reliable and accessible for a wider audience.

# HGA

## One Size Fits None

HGA firmly believes in the necessity of designing bespoke training programmes as one size fits none. These programmes are conducted with its in-house expertise and through a worldwide network, comprising highly experienced professionals, diplomats, academics and instructors.

HGA is specialised in designing of bespoke training in;

- ◆ Strategic Management
- ◆ Risk Management
- ◆ Cybersecurity
- ◆ Crime
- ◆ Counterterrorism
- ◆ AI-Centric Transformation

## What sets us apart?

- ◆ A comprehensive range of training & consultancy services, which we can tailor easily and cost-effectively to the needs of clients.
- ◆ Hands-on training, long-lasting learning effect, follow-up support and expertise to empower our clients.
- ◆ The best and most experienced professionals are hand-picked from our cross-functional expert groups as the trainers.
- ◆ A pool of experts around the world combines international quality standards.
- ◆ Comprehensive and interdisciplinary approaches that bridge knowledge and practice.

# HGA Services



## Training

You can directly choose a thoroughly designed training module from our off-the-shelf portfolio or contact us for a tailor-made training that meets your needs.



## Consultancy

Our consultants are not only experts in their areas, but they're also hands-on in applying and transforming their knowledge to the needs of the business.



## Events & Webinars

Other than training and consultancy, we organise events and webinars related to our expertise and bring influencers together from all around the world to help your goals.

# Training



## Public/NGO

Geopolitical and inter-institutional affairs as well as trend topic training in cyber, data and AI with a distilled curriculum provided by a blend of scholars and practitioners.



## Business

Comprehensive training with a focus on Data Science, Big Data and Artificial Intelligence. Bespoke curriculum pursuant to your company's needs.



## Individual

Unique content to assist individuals to change their career path to data science with a comprehensive program incl. live course, 1-on-1 mentorship, instant technical support and more...

# Strategic Management Cluster



## Strategic Crisis Management



## Strategic Planning and Implementation



## WorkForce Analytics

# Strategic Crisis Management

States are challenged with an increasing number and variety of crises which can create significant humanitarian, financial and functional setbacks. These crises might even spread beyond national borders, complexing the already perplexing situation. The changing nature of the crises (to include cyber, epidemics/pandemics, etc.), the multiplication of actors from the states to terrorist groups and even individuals further force the states to have a thorough crisis management framework and officials capable of implementing crisis management procedures.

The overall aim of this training is to provide attendees with essential knowledge and required skills to manage crises independent of its type as well as to raise awareness on the importance of crisis management.

## Main Takeaways

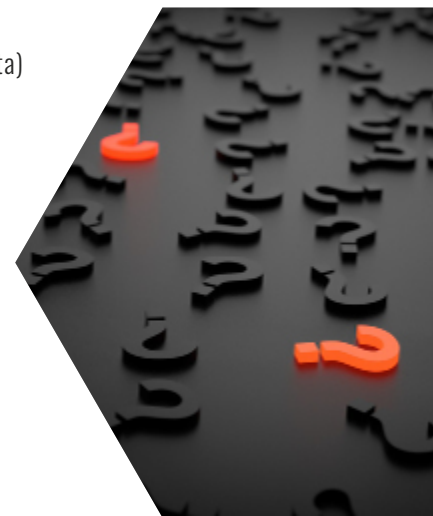
- Understand the overall crisis management strategy
- Have the essential knowledge for planning risk specific crisis management
- Have the required skills to implement crisis management procedure
- Have a better understanding of crisis management operations
- Be aware of employing AI and big data for predictive crisis management

## Programme

- Introduction
- Crisis Management Procedures (CMP)
- Predictive Crisis Management (AI & Big Data)
- (Comprehensive) Operations Planning
- Workshop

## Attendees

- Government employees
- Police/Military Officers
- Candidates to peace operations





# Strategic Planning and Implementation

Strategies are key for the long term success of any organization only when they are actionable and aligned with the vision and actions.

This training will introduce the ViStA Strategic Management Framework which introduces a visual and practical set of tools to ensure the vision, strategies and actions of organisations are aligned. The framework also covers how strategic evaluation and strategy development has to be done and the performance based strategic implementation.

This training will also manifest its impact through case analysis.

## Main Takeaways

- Digest the steps of strategic management
- Master in strategic planning and implementation
- Compare the pros and cons of various strategic management models
- Exercise hands-on scenarios



## Programme

- Day 1: Introduction
- Day 2: Strategic Evaluation / Planning / Implementation
- Day 3: Best Practices, Case Studies & Workshop

## Attendees

- Senior leaders and managers
- Relevant staff of organisations

# WorkForce Analytics

Digital transformation of organisations and business is a continuous process. COVID-19 has just accelerated this process which requires capitalising on data-driven decision support systems as well as employing data literate professionals, including those in human resources (HR).

The purpose of workforce analytics (also talent or HR analytics) is to provide the organisations with insights that allow them to make better business decisions, thus improving organisational performance, while simultaneously improving the employee experience and well-being.

This training will provide an in-depth introduction to Workforce Analytics and enable you to develop the skills to initiate a people analytics journey by providing necessary tools and methods.

## Main Takeaways

- Understand the basic principles of workforce analytics
- Understand key analytical steps and techniques
- Best practices (contemporary techniques)



## Programme

- Fundamentals of Workforce Analytics
- Key steps in an effective Workforce Analytics program
- Cutting-edge tools and techniques

## Attendees

- Business Unit Heads
- HR Professionals
- Business performance professionals
- Analytics professionals

# Risk Management Cluster



## Risk Management



## Risk Management for Non-Profit Organisations

# Risk Management

Crises happen, it's not in our hands. Yet, implementing some tried and true common risk management tactics is in our hands, and this can certainly ease an organisation through a crisis, including the current COVID-19. Perhaps the main takeaway after things have calmed down and started to return to whatever the new normal will be is that risk management can greatly assist an organisation in dealing with such unexpected events.

Developing and implementing a robust risk management strategy is invaluable in unique times. Once the crisis has started to recede for your organisation, that is the time to develop a strategically thought out risk management plan, so managing the next crisis will be much more efficient.

## Main Takeaways

- Master risk management strategies
- Evaluate risk and execute mitigation measures
- Compare the pros and cons of various risk models
- Determine the best risk model for your organisation
- Exercise hands-on scenarios

## Programme

- Day 1: Introduction
- Day 2: Strategic Risk Planning / Mitigation & Treatment
- Day 3: Best Practices, Case Studies & Workshop

## Attendees

- Senior leaders and managers
- Relevant staff of organisations

# Risk Management for Non-Profit Organisations

Life is never easy for nonprofit organisations. They continuously need to deal with a variety of challenges both at the strategic and operational levels. COVID-19 pandemic has only exacerbated these conditions.

Unfortunately, due to their overloaded daily operations, few of them have enough time and resources to focus on long term solutions. They rarely can assess the real cause of their challenges and see the big picture.

Developing and implementing a robust risk management strategy is invaluable in unique times. Once the crisis has started to recede for your organisation, that is the time to develop a strategically thought out risk management plan, so managing the next crisis will be much more efficient.

## Main Takeaways

- Become familiar with the risk management best practices
- Compare the pros and cons of various risk models
- Determine the best risk model for your organisation

## Programme

- Risk and Risk Management
- Risk Management Frameworks
- ViStA Risk Management Framework

## Attendees

- Nonprofit board members and managers
- Senior leaders and department heads
- Nonprofit employees
- Anyone who has an interest in joining an NPO



# Cybersecurity Cluster



## Cybersecurity: A Secure Way to FinTech



## Cybersecurity Risk Management



# Cybersecurity: A Secure Way to FinTech

Cybersecurity is becoming a fundamental part of general management function as the digital domain increases its share in the global workplace day by day. Yet, the rapid growth of the FinTech sector, in particular, makes it a unique target for cybercrime and cybersecurity threats when citizens, SMEs and investors at large need more and more access to financial services in the age of COVID-19 pandemic.

This training aims to provide fundamental knowledge on cyber threats, actors and methodologies as well as critical business assets and ways to mitigate risks.

## Main Takeaways

- Be aware of the risks posed by cyber threats.
- Be able to discern possible actors behind financial cybercrime.
- Grasp how cyber attacks pose risk to your business.
- Figure out assets in your business.



## Programme

- Cyber Threats, Actors and Methodologies
- Business Systems and Information Assets

## Attendees

- Non-Technical Executives
- Employees from the financial sector
- No technical background is required



# Cybersecurity Risk Management

The world has been transformed into a global village thanks to the advancements in, inter alia, transportation and communication. Among those advancements, the internet is by far the most important. Day by day, our dependence on the internet increases, so does the quantity and quality of the cyber-attacks, transcending even governments' capacity to tackle them.

In this regard, cybersecurity risk management is becoming a fundamental part of management function of every organisation, be it government or business. Horizon Global Academy's Cybersecurity Risk Management course will enable managers in public and private sectors; analysts as well as security and technology specialists to grasp the cyber domain, facing threats and how to mitigate risks.

## Main Takeaways

- Be aware of the risks posed by cyber threats
- Be able to discern cyber threats and possible actors behind cybercrime
- Grasp how cyber attacks pose risk to your business
- Figure out assets in your business
- Not feel sidelined by IT experts nor perplexed by the complexity of their work



## Programme

- Cybersecurity as a Major Risk
- Cyber Threats, Actors and Methodologies
- Business Systems and Information Assets
- Cybersecurity and GDPR
- Cybersecurity Mitigation Strategy (Case Study)

## Attendees

- Non-Technical Executives
- Employees from the private or public sector
- No technical background is required



# Crime Cluster

## Crime Analysis (Basic)

## Crime Analysis (Advanced)

## Computer Forensics Fundamentals

# Crime Analysis (Basic)

This course introduces the concept of crime analysis and its implementation to crime and security data. Crime analysis requires systematic study of crime data to help practitioners, policy makers, crime investigators and crime prevention experts. Participants will develop an understanding of the nature of data and the importance of the use of proper data collection methods in problem-solving practices. Basic techniques of data analysis are also presented with the course.

The course is designed for all levels of law enforcement personnel as crime data collection is a collective action and a basic understanding is required throughout the whole organization to ensure data quality for further analysis.

## Main Takeaways

- Grasp the concept of crime analysis and its implementation
- Understand basic techniques of data analysis
- Be familiar with the systematic study of crime data
- Discern how crime data can be a good source of problem-solving practices

## Programme

- Day 1: Introduction
- Day 2: Analysing Data & Case Study
- Day 3: Criminal Behaviour & Case Study
- Day 4: Data Story & Course Results
- Day 5: Crime Data and Criminal Behaviour & Case Study

## Attendees

- Practitioners who collect or expose to crime
- Beginners to deal with crime data

# Crime Analysis (Advanced)

This course provides an in-depth understanding of various crime analysis methods and crime mapping and advanced skills to implement crime prevention tools to better understand crime and other relevant data. Possible uses of crime analysis results for decision makers and managers are also presented. Therefore, a highlight of the course is the use of policy analysis as a tool to examine crime-related policies and their alternatives. Establishing a crime analysis unit and its possible operation is also a part of the topics to discuss.

The course is specifically designed for crime analysts and advanced data analysis teams, however upper level management, especially those with policy making capacity would also benefit from the course.

## Main Takeaways

- Acquire advanced skills to use crime prevention tools
- Learn how to use crime analysis results for decision makers
- Employ policy analysis as a tool to examine crime policies
- Figure out how to establish a crime analysis unit



## Programme

- Day 1: Reviewing Basic Course & Real Life Examples
- Day 2: Statistical Analysis & Implementation
- Day 3: Crime Policy Analysis & Strategy
- Day 4: Crime Analysis Unit & Case Study
- Day 5: Crime Analysis (Policymaking)

## Attendees

- Crime Analysis (Basic) course participants
- Experienced Crime & Data Analysts
- Managers

# Computer Forensics Fundamentals

This course will introduce the concept of computer forensics and its implementation to forensic cases. It helps forensic practitioners, crime scene investigators and forensic experts.

This course has two main parts. Theoretical topics are included in the first part. Digital evidence, types of computer forensics, computer systems & file systems, computer forensic procedures & techniques will be introduced to the participants. In the second part, several professional softwares are introduced and key information about the examination of the digital evidence will be taught.

## Main Takeaways

- Understand the fundamentals of computer forensics
- Learn the types of digital forensic examination
- Be familiar with relevant software
- Get sufficient information for the further advanced course



## Programme

- Programme of this course will be customised in accordance with the requirements and specific context of the client.

## Attendees

- Police officers
- Forensic practitioners
- Criminal investigators
- Public prosecutors





# Counter-Terrorism (CT) Cluster



## AI-powered Red Teaming based CT Training



## Special Operations in CT

# AI-powered Red Teaming based CT Training

This training will employ a unique and original methodology, Artificial Intelligence Powered Advanced Red Teaming (APART), which is designed by a diverse group of professionals from a wide spectrum of expertise. It offers both active and passive red teaming services at all levels (strategic, operational, tactical) in counterterrorism.

APART, supported by cutting edge technologies -primarily the human-augmented artificial intelligence-, enables planners, decision makers and managers to assess their plans, assumptions and preparedness for the future as well as their current status and performance in multiple scenarios within a plausibility universe through a realistic simulation of threats, adversaries and environment.

## Main Takeaways

- Master the concepts of terrorism and counter-terrorism
- Recognise human and artificial intelligence based hybrid models
- Diagnose organisation's needs and demands
- Exercise multiple future scenarios

## Programme

- Day 1: Basics
- Day 2: Diagnostics
- Day 3: Advance
- Day 4: Wargaming (Workshop)
- Day 5: Assessment

## Attendees

- Law enforcement executives and staff
- Counter-terrorism officers, trainers and decision-makers
- Intelligence practitioners and officers

# Special Operations in CT

Terrorist attacks in a state have spillover effects on the region and disrupt the international order. In this environment, counter-terrorism efforts and collaboration of internal and external actors in the fight against terrorism are vital. Several official and unofficial bodies work together to deal with terrorism. The elite units of the countries, Special Operations, play a game-changer role in the fight against terrorist groups, as they are trained to survive and operate under severe conditions and against irregular bodies.

Horizon Global Academy provides a novel approach, a blend of data-driven and AI-powered methodology and hands-on exercise, to Special Operations training with its highly qualified experts.

## Main Takeaways

- Obtain strategies enabling the decline of terrorist groups
- Master religiously inspired terrorism strategies and CT methodologies
- Recognise innovation and information technologies in special operations
- Cooperate and coordinate with international actors
- Exercise with data-driven multiple futures scenarios

## Programme

- Programme of this course will be customised in accordance with the requirements and specific context of the client.

## Attendees

- Counter-terrorism and intelligence decision-makers
- Special forces and units officials, trainers, practitioners and officers



# AI-Centric Transformation in Business Cluster



## AI-Centric Transformation in Business (Seminar)



## AI-Centric Transformation in Business (1-day Training)



## AI-Centric Transformation in Business (4-day Training)

# AI-Centric Transformation in Business (Seminar)

Implementation of AI applications in business transforms the way professionals behave, the modus operandi of the whole spectrum of business itself, from day-to-day management of the business to the strategic plannings. And it is no longer an option, but a necessity.

Artificial Intelligence allows companies to be more efficient and intelligent, saving time and money while ensuring better experiences. Moreover, AI offers business people a tremendous chance to solve their ever-growing problems. With Artificial Intelligence, businesses can predict and shape future outcomes, maximise database performance, and develop more effective business models.

Technology leaders and business people say that AI is boosting their efficiency a lot already. AI has the potential to transform businesses for the better. Uncover how AI can help you turn data into value with these trainings.

## Main Takeaways

- Learn AI and AI Technologies
- Discover AI implications by sector
- Beware of AI Ethics and Trustworthy AI
- Best Practices

## Programme

- Leading AI Technologies and Application Areas
- Pros & Cons of AI in Business & Responsible AI
- How to Lead your Company into the AI Era
- Emerging Trends in AI-driven Automation

## Attendees

- Relevant Staff in companies



# AI-Centric Transformation in Business (1-day Training)

Investing in AI technologies is a necessity for businesses to stay ahead of their competitors as AI transformation is expected to be a major competitive advantage. Business leaders should take into account that AI-Centric Transformation might span to 2-3 years, yet the first returns are expected in 6-12 months.

The performance gap between early adopters and non-adopters can expand enormously. McKinsey estimates that companies which carry out AI transformation faster might double their cash flow whereas laggards might lose up to 20%.

Business leaders should think of building an in-house AI transformation team to be more advantageous in the long run. However, outsourcing AI work might ease the launch.

## Main Takeaways

- Conceive AI for your Business
- Discover AI implications for Business Intelligence
- Transform your Business Model
- Build AI Team and its Environment

## Programme

- AI for Executives
- Building your AI Team to support AI-based Business
- Predictive and Automated Business Intelligence
- Business Intelligence Apps built on Machine Learning
- How are Business Models being transformed by AI?

## Attendees

- Senior Business Leaders and Managers





# AI-Centric Transformation in Business (4-day Training)

Change is to stay with us and the pace of transformation is unprecedented. Organisations must build transformative leadership and institutional resilience against the next normal. They can only shape their future through featured insights and comprehensive perspectives.

HGA help organisations reinvent their core functions and support agile innovation. We work with our clients to enrich their knowledge, enhance their practical skills and provide necessary networks.

We believe that an organisation's long term success depends on continuous support for niche capabilities from experts. HGA gathers the best experts, in-house or through partners, to form a cross functional team who will design highly customised solutions in accordance with your organisation's requirements within your specific context.

## Main Takeaways

- Acquire AI Implications over the main Business Functional Areas
- Learn Best Practices
- Hands-on experience through Workshops



## Programme

- Day-1: AI for Sales & Marketing
- Day-2: AI for Operations
- Day-3: AI for Talent & Workplace
- Day-4: AI for Finance

## Attendees

- Mid-Level Business Managers
- Relevant Staff



# Consultancy Services

Change is to stay with us and the pace of transformation is unprecedented. Organisations must build transformative leadership and institutional resilience against the next normal. They can only shape their future through featured insights and comprehensive perspectives.

Horizon Global Academy consultancy services help organisations reinvent their core functions and support agile innovation. We work with our clients to enrich their knowledge, enhance their practical skills and provide necessary networks.

We believe that an organisation's long term success depends on continuous support for niche capabilities from experts. HGA gathers the best experts, in-house or through partners, to form a cross functional team who will design highly customised solutions in accordance with your organisation's requirements within your specific context.

**Cybersecurity**  
**Risk Management**  
**Strategic Management**  
**AI Transformation**  
**Counter-terrorism**  
**Crime & Policing**  
**EU & NATO**



## Events & Webinars



Live  
Webinars



Trending  
Topics



Multiple  
Platforms



Networking

FOLLOW US



## Partners, Clients, Collaborators

The European AI Alliance



UNODC

United Nations Office on Drugs and Crime



BRUSSELS  
DIPLOMATIC  
ACADEMY



CLAIRE

Confederation of Laboratories for  
Artificial Intelligence Research in Europe



aivancity

SCHOOL FOR  
TECHNOLOGY, BUSINESS & SOCIETY



KOENIG

step forward





# BEYOND THE HORIZON

INFLUENCING AND PROMOTING GLOBAL PEACE AND SECURITY

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