**Dolphins Group- Dolphins Training & Consultants Ltd** 

2023 Executive Corporate Training Shedule..











https://www.dolphinsgroup.co.ke/dolphins\_training/training-schedule/



View Nairobi and Mombasa Kenya Optic	ons													
NITA - Selected & Approved Trainers No. DTR/711	Duration		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ост	ΝΟΥ	DEC
Nairobi - Kenya	(Days)	Ksh												
2023 Training Programs														
Advanced MS Excel Skills Training -Executive Dashboards & Business Data Analysis	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Certified ECOMMERCE SpecialistThe Future	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent Project Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
POWER BI Practical Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Primavera P6 Professional Fundamentals and Advanced Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent Meeting Management and Minute Taking Skills Training	2 Days	49,000.00	30-31	27-28	30-31	27-28	29-30	29-30	27-28	31-1	28-29	30-31	30-1	14-15
Key Account Management & Sales Effectiveness Skills TrainingYour Ultimate Guide	3 Days	69,000.00	30-1	27-1	29-31	26-28	29-31	28-30	26-28	30-1	27-29	30-1	29-1	13-15
Executive Public Speaking & Business Presentation Skills Training	3 Days	69,000.00	30-1	27-1	29-31	26-28	29-31	28-30	26-28	30-1	27-29	30-1	29-1	13-15
Perfect PA & Effective Office Administrator Skills Training	3 Days	69,000.00	30-1	27-1	29-31	26-28	29-31	28-30	26-28	30-1	27-29	30-1	29-1	13-15
Finance for Non Finance Managers/DirectorsFind your missing links	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

Budgeting and Cost Control Skills Training & Consultancy	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent Supervisory Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
ER - Employee Relations and Engagement - Motivation, Grievances, Conflict and Discipline	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Business Analytics,Data Analysis and Metrics Skills Training Delivering Strategic & Organizational Growth	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Effective Credit Management and Debt Collection Skills Training	2 Days	49,000.00	30-31	27-28	30-31	27-28	29-30	29-30	27-28	31-1	28-29	30-31	30-1	14-15
Effective Managerial Leadership & Supervisory Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Credit Risk Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Tactful Negotiation Skills Training	2 Days	49,000.00	30-31	27-28	30-31	27-28	29-30	29-30	27-28	31-1	28-29	30-31	30-1	14-15
The WOW! Customer Service, Public Image, Dressing and Etiquette	3 Days	69,000.00	30-1	27-1	29-31	26-28	29-31	28-30	26-28	30-1	27-29	30-1	29-1	13-15
Office Management Master Class Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Customer Service Metrics -What you need to know,grow and Measure in today dynamic environment	3 Days	69,000.00	30-1	27-1	29-31	26-28	29-31	28-30	26-28	30-1	27-29	30-1	29-1	13-15
Strategic Marketing and Communication Skills Training Delivering Organizational Growth	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent Communication, Image and Business etiquette skills	3 Days	69,000.00	30-1	27-1	29-31	26-28	31-2	28-30	26-28	30-1	27-29	30-1	29-1	13-15
Strategic Performance Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

HR Analytics and Metrics Skills Training Delivering Strategic & Organizational change using HR Tools	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Competency Based Interviewing Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	26-28	28-1	25-29	30-3	27-1	11-15
Executive Assistant Master Class Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Diligent Record Management & Information Technology In Record Keeping Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Supply Chain and Inventory Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Customer Relationship Management Masterclass Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Monitoring & Evaluation Masterclass Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Financial Modeling With Advanced Excel and Dashboards Masterclass Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Fraud & Forgeries Detection, Prevention & Response Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Cyber Security,ICT Security and Penetration Testing Masterclass Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Transport, Logistics and Supply Chain Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Risk Management Skills TrainingLearn how to implement	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Basel II/III Retail Credit Risk Modelling Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	24-28	24-28	28-1	25-29	30-3	27-1	11-15
Fire, First Aid and Security Practical Skills Training	3 Days	69,000.00	30-1	27-1	29-31	26-28	29-31	28-30	26-28	30-1	27-29	30-1	29-1	13-15

Personal Financial Management & Investing Skills Training	2 Days	49,000.00	30-31	27-28	30-31	27-28	29-30	29-30	27-28	31-1	28-29	30-31	30-1	14-15
Managing Remote Teams Skills Training - Mastering Virtual Team Management	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Blockchain and other Emerging Technologies -Digital Transformation - Getting Ready for the Future	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Commercial and Business Contracts Skills Training - A Practical Guide	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Advanced Social Media Training -Relating to Customers and Stakeholders through Social Channels	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Implementing Effective Preventive & Predictive Maintenance Programmes Skills Training -Evolving Away From Reactive to Preventive & Predictive Maintenance	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Effective Purchasing and Contract Negotiation Strategies Skills Training -Enhancing Profit through Effective Processes and Contracts	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Personal Effectiveness & Influencing Skills Training -Communicate, Negotiate, Influence & Persuade	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Procurement Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Professional Writing,Report Skills and Excellent Communication Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Production Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Accounts Payable Skills TrainingFrom Accounting to Management	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
PR and Corporate Communications- Unleashing the power of PR Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

Pensions, Governance & Regulation Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Warehouse & Stores Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Sales Manager Conference Mastering Sales Management Fundamentals.	5 Days	89,000.00		13-17	13-17	10-14	8-12	12-16	10-14	14-18	11-15	9-13	13-17	4-8

Mombasa - Kenya Coastline														
2023 Training Programs														
ER - Employee Relations and Engagement - Motivation, Grievances, Conflict and Discipline	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Office Management Master Class Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Credit Risk Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Strategic Communication Skills Training, Enablers & disablers of good corporate communication	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Financial Modeling With Advanced Excel and Dashboards Masterclass Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent Project Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
AML - Anti-Money Laundering Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Monitoring & Evaluation Masterclass Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Diligent Record Management & Information Technology In Record Keeping Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

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Advanced MS Excel Skills Training -Executive Dashboards & Business Data Analysis	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
HR Analytics and Metrics Skills Training Delivering Strategic & Organizational change using HR Tools	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
HR Information Management System Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent Call Centre Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Executive Assistant Master Class Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Government Protocols, Communication & Etiquette Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Excellent I.T. Services Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Supply Chain and Inventory Management Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Managerial Leadership & Supervisory Skills Training	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Corporate Social Responsibility Skills Training -Integrating Sustainability for Future Growth	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Organizational Culture Leadership Skills Training - Building Performance-Based Teams	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Policy Initiatives to Transform HR Skills Training -Taking HR to the N		89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Linking Training to Organisational Goals Skills Training -Applying Focused Training Interventions to Deliver Organisational Success	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Advanced Selection, Interviewing & Recruitment Skills Training - Proven Techniques for Dramatically Transforming Your Ability to Hire Effectively	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Business Process Re-engineering (BPR) skills Training Transforming Business Process from 360 across the Enterprise	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

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Capital Raising Skills and Strategies Empowering you to Access Local and International Capital Sources for Organizational Growth	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Effective Board Reporting and Presentation Skills Training Maximal Confidence Authenticity and Presence	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Quality Assurance and Control Skills TrainingImproving Quality and Performance ExcellenceMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Sustainable Business StrategyThe Key to a Responsible Organisation Mombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Best Practices in Claims Management Practical Skill Sets to Saves Costs and TimeMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Managing Fraud in a Digitized World Connected, Dependent and VulnerableMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Agile Product Management Bringing Profitable Products to MarketMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
People Analytics Transforming Management with Behavioral DataMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Corporate Risk & Crisis Management Commanding Disaster Prevention, Recovery & Business Continuity PlanningeMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Building and Supporting High Performance Board Skills Training Developing An Effective Board for Strategic Planning & Corporate GovernanceMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Asset Management Skills Training Asset Management Processes and ISO 55001 Implementation Guidance	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Treasury and Risk Management Skills Training Identifying, Measuring and Managing Financial RiskMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Management - Masterclass Improved Management through Leading-Edge StrategiesMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Advanced Financial Statements Analysis Skills Training Evaluation and Interpretation of Financial Position and PerformanceMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Sales Manager Conference Mastering Sales Management FundamentalsMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

The Future of HR: Re-engineering the Employee Experience Best Practices in International Human Resource Management (HRM)Mombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
The Training Analyst Improving Learning Outcomes, Using Data, & Evaluating the Impact of Learning & Development in the OrganizationMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Disruptive Innovation Skills Managing Radical Change for High GrowthMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Talent Management Skills TrainingIdentifying, Developing and Retaining Talent for Organizational SuccessMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
The NEW Executive Assistant Skills Training -Exceptional Executive Office ManagementMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
OSHA Training - Occupational Safety & Health Administration Standards, The Right Way for SafetyMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
<b>CEO Excellence;</b> The Six Mindsets That Distinguishes the Best Leaders from the RestMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
E-Government ; Digital Transformation in Government, Innovating Public Policy & Service Skills TrainingMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Finance & Accounting for Office Administrators & Secretaries; Contributing & Benefiting from Accounting and Finance SystemsMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
<b>Beyond Customer Service-</b> Service, Quality and Excellence Skills TrainingMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Implementation of Modern Record Management through SharePoint and Office 365 - Managing Records in Support of Business Requirements Skills TrainingMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15
Professional Business System Analyst Skills TrainingMombasa	5 Days	89,000.00	30-3	27-3	27-31	24-28	29-2	26-30	24-28	28-1	25-29	30-3	27-1	11-15

## Some of the Previous Attendants Had This to say....

## View Testimonials...

The trainers were great and detailed, Very interactive and easy to get along - Christine Adolwa, HR Business Partner - General Motors E.A.

The course was very helpful and orchestrated well - James Ngugi - Knight Frank Kenya Limited

The trainers were excellent and the course content was highly relevant - Annmarie Mavenjina Nkelame, Board Member - Tanzania Women Lawyers Association

I would recommend this training to others as it is a very relevant eye-opening course - Lilian Muthoni, Internal Auditor - UAP Insurance

The training was exceptionally good, the trainers were excellent and I have learnt a lot - Mabe Clement, Program Assistant - WHO

This is the most practical training that I have attended so far. Thank you Dolphins Group - Eunice Njoroge, Administrator - Mamlaka Hill Chapel

The course has enlightened and empowered me. Wonderful training professional trainers - Mary Kuria, PA - Diamond Trust Bank

An out of this world experience in terms of the knowledge gained on all the facets. In addition, the real life experiences incorporated in the training helped to make everything clear. I believe from this training I will now be an efficient employee - Esther Muigai, Executive Assistant - KEPSA

Superb, effective and informative training, instructor was very well prepared and informed. The organization was excellent - Nausheen Ismail, Procurement Manager - Jubilee Insurance

The trainers were fantastic and the Dolphins team did great work. Keep it up! - John Gakunyi, Internal Auditor - The Star Publications Limited

A perfect training with exceptional content and excellent trainers - Eva Njeri, Office Assistant - CDSC

## **Booking Options**

Group Discounts/Savings;Book two slots and Gain 10% discount,three or more slots enjoy 15% FREE discount. Early Bird Booking & Payment 1 month or more before training date/Previous attendant or existing clients on any of our courses - you enjoy Extra 5% discount. Contact on Phone,email,fax or book online from our website. Slots reservations;at least 3-4 weeks before the training dates to avoid missing out. All Dates are fast pick;kindly book early for your great convinience.

## **Dolphins Training & Consultants ltd**

Town Office-View Park Towers 10th Fl ,Utalii Lane / L584-off UN Avenue, Gigiri. P O Box 27859 00100 Nairobi, Kenya Tel +254-20-2211362 /4/5/382 Cell+254-712-636404 Fax +254-20-2211386 training@dolphinsgroup.co.ke

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