



**First of all, can I thank you for taking the time to take a closer look at our offering. Please do get in touch if we can offer any assistance. Contact details are at the end of this document.**

### **SENIOR MANAGERS & CERTIFICATION REGIME**

Solo Regulated FCA firms come under the umbrella of the Senior Managers & Certification Regime in just 41 working days. At T-CNews we have put together a compilation edition of articles that cover the subject and showcase the quality of articles we produce. You can download this for free [here](#) Over 70 pages dedicated to the SM&CR.

We also have included a new section in [www.t-cnews.com](http://www.t-cnews.com). It is named T-CViews which will add a regular stream of material. All our videos come with transcripts and short multi question tests

The following videos can be viewed without a subscription. These may prove useful in briefing people in scope or project teams.

[SM&CR Hotspots](#)

[SM&CR Coffee Time Briefing](#)

To view all articles (People Development, Regulation (T&C, MiFID etc) Industry Focus and videos you need to take up a premium subscription. This costs just £78 per annum and can be set up through a secure on line payment. [Subscribe here](#) to access all the articles just added. Premium subscription holders receive a 10% discount from 2be Development Consultancy's open workshops.

We also offer a free no obligation 14 trial [Find out how to set this up](#)

Could we ask you please to circulate this email to all people in your firm who may be interested? This can include the Senior Manager responsible for Certification, T&C Manager and team, Compliance.

### **GETTING TO GRIPS WITH THE CERTIFICATION REGIME**

This starts on December 9<sup>th</sup> this year. There is a number of aspects you must address before this date and some you have 12 months from the start date to address. It is important you identify what must be done as early as possible as some elements might take longer than anticipated to build a response. Our open workshops offer practical support on what needs to be done and the timescales that apply. It is suitable for anyone in your firm that has responsibilities within the Certification Regime regulations.

29/10/2019	<a href="#">Getting to Grips with the Certification Regime</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, Leeds</i>
05/11/2019	<a href="#">Getting to Grips with the Certification Regime</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, Edinburgh</i>
13/11/2019	<a href="#">Getting to Grips with the Certification Regime</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, London</i>

### **ESSENTIAL SUPERVISORY SKILLS**

One of the key elements of the recent FCA stock take report is for firms to ensure that supervisors responsible for assessing the fitness and propriety of individuals are competent to do so. Failure to ensure this undermines the integrity of your assessment process. We help ensure that all people who carry responsibilities to assess the competence of others are equipped to do so

31/10/2019	<a href="#">Essential supervisory skills</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, Leeds</i>
14/11/2019	<a href="#">Essential supervisory skills</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, London</i>
27/11/2019	<a href="#">Essential supervisory skills</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, Edinburgh</i>

### **GETTING TO GRIPS WITH T&C**

For people who work in T&C roles. Have you ever asked why the T&C sourcebook was created? What is its purpose? How does it relate to other aspects of the FCA handbook? What are the best ways to ensure competence is measured accurately and consistently in a way that supports your firm's culture and values? All this and more is dealt with in this one day workshop.

24/10/2019	<a href="#">Getting to Grips with T&amp;C</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, Leeds</i>
01/11/2019	<a href="#">Getting to Grips with T&amp;C</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, London</i>
20/11/2019	<a href="#">Getting to Grips with T&amp;C</a>
9:30 am - 4:30 pm	<i>2be Development Consultancy Venue TBC, Edinburgh</i>

### **IN HOUSE WORKSHOPS**

All of the above mentioned workshops can be run on an in-house basis. We offered a fixed price for up to 9 delegates which offers great value. We also offer additional workshops which can be [viewed here](#)

### **CONSULTANCY**

We offer consultancy support for people aspects of regulation – such as SM&CR and T&C as well as people development- such as coaching, assessment and supervisory skills. Please get in touch to discuss your requirements.

### **REVIEWS AND AUDITS**

We are happy to undertake a review or more in depth audit of either your Certification Regime or T&C procedures/schemes. We are able to benchmark your practices against agreed standards and help you prioritise changes, should any be

needed. We normally undertake these reviews and audits without a vested interest in the outcome but are happy to provide further support as required.

Reviews can also be used as a gap analysis to help you plan and prioritise actions that need to be completed before 9 December and those that can be addressed in the first year of operation Please get in touch if you would like to discuss any elements.

## **TO CONTACT US**

EMAIL [info@2bedevelopmentconsultancy.com](mailto:info@2bedevelopmentconsultancy.com)

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