

RISK MANAGEMENT OFFERINGS

Who We Are

Incorporated in 1990, H. Pierson Associates Limited is a consulting firm based in Lagos, Nigeria, offering services to a number of sectors across Nigeria and their regulators.

With over twenty-nine years of operations, H. Pierson has a very strong local risk team, that understands the peculiarities of the local industry, as well as the peculiarities of the regulatory and risk management structure of Nigerian operating environment.

We pride ourselves in providing top-notch quality and cost-effective services that would add value to our clients' businesses.



H. PIERSON

1990 - 2019

H. PIERSON
Achieve Superior Results

What We Do

The Risk Management team at H. Pierson Associates provides high value risk management solutions and assurance through the employment of unique methodologies that best enable our clients to optimally manage their risk universe. Our team of highly experienced local and international experts, with hands-on industry experience, ensures the delivery of fully customized and cost-effective risk solutions to our clients.



Our Risk Management Offerings

Our Offerings are broadly categorized as follows:

- Risk Management Solutions
- Risk Governance
- Treasury Risk Consulting
- Controls, Audit & Compliance



RISK MANAGEMENT SOLUTIONS

Enterprise-wide Risk Management (ERM) Framework Design & Implementation

Enterprise-Wide Risk Management (ERM) involves the development of an integrated approach for the effective management of the risks faced by any single or group of financial or non-financial institutions that could impair the achievement of set goals and objectives.

At H. Pierson Associates, we provide complete end-to-end solutions in:

- Business Risk Profiling
- Current Risk Management Framework and Practices Evaluation vis-a-vis Best Practices/Best-fit Risk Management Staff Assessment
- ERM Framework Re-design
- Implementation Roadmap Development

Risk Management Maturity Assurance

At H. Pierson Associates we employ a Best-Practices Assessment Model to review our clients' risk management frameworks and risk practices to determine the effectiveness, efficiency, sustainability & maturity of their current risk architecture and practices.

Risk Management, Strategy & Performance Alignment

This is a service offered to clients who already have a viable risk management framework in place but are having difficulty with effectively connecting risk management efforts to the company's strategic objectives and performance indicators.

Our unique service here therefore ensures that our clients have a framework for incorporating risk management into their strategic objectives & decisions, and systematically aligning their Key Risk Indicators (KRIs) with their Key Performance Indicators (KPIs).

Risk Culture Embedding & Transforming

By validating and reinforcing our clients' risk practices, we provide a roadmap to embedding a culture of risk management that permeates all levels of the organization. We also combine tried and tested culture transformation techniques to change organizational culture to one that is more Risk Aware.



Risk Policy Development and Review

As is sometimes the case, certain aspects of an enterprise's risk management framework may need to be modified or updated, particularly in situations where there has been a significant change in the operating environment, or in the scope and depth of the enterprise's activities over a period of time.

At H. Pierson, we assist our clients in ensuring that their risk management frameworks & policies are up-to-date and relevant to their current business activities. One form of assistance offered is with Risk Policy Reviews. This service covers policies across a wide range of traditional and emerging risk classes Credit Risk, Liquidity Risk, Operational Risk, Cyber Risk, Talent Risk, Macroeconomic Risk, Regulatory Risk, etc.. We also cover more specific areas such as Risk Appetite Policies and Risk Tolerance Policies. We also advise on observed policy weaknesses and recommend the "best-course of action" to resolve these weaknesses.

Basel II & III Consulting

For Banking institutions, we provide complete end-to-end Basel-II & III solutions across all three pillars. We provide tailor-made solutions for Credit Risk, Operational Risk and Market Risk, as well as risk analytics including scorecard development. Our services cover:

- Basel II Gap Analysis covering Data, Process, IT and people
- Basel II Implementation Roadmap creation
- Designing/amendment of Policies, Processes and Procedures

Basel II & III Consulting (cont'd)

- Software implementation for Credit, Operational and Market Risk in conjunction with our global partners
- Credit Analytics – development of scorecard models, testing and validation for IRB approaches
- Retail pooling for IRB approach
- Data Assembly, Mining and Warehousing
- Operational Risk Management Solutions
- Pillar 2 solutions – ICAAP
- Pillar 2 solutions – Concentration Risk, Interest Rate Risk, Counterparty Credit Risk, etc.
- Pillar 3 solutions – design and development of regulatory reports
- Enhancement of source systems
- Risk dashboards as decision making tools

Solvency II

For the Insurance institutions, we provide advisory services to insurance firms to facilitate the smooth implementation of risk management measures in accordance with NAICOM's Risk-Based Supervision Roadmap and global Solvency II provisions. In this regard, we would also assist our client's with designing and implementing their Own Risk and Solvency Assessment (ORSA) framework within their organizations.



SME Risk Consulting & Microfinance Advisory

H. Pierson Associates provides risk management clinics and workshops to address the risk concerns of SMEs and Microfinance institutions. This is aimed at enabling businesses achieve the much-desired longevity that eludes most SMEs,

Our SME clients have the option to either be attended to on a One-2-One basis, or be part of a cluster of other SMEs, who are attended to as part of our risk management clinics.



RISK GOVERNANCE

We aid the Boards of Directors of our clients in ensuring that sound governance practices guide their oversight and decision-making regarding risk within their organizations. Our offering here are:

Board Risk Advisory


We provide this service to assist the Board in optimizing its risk oversight & risk governance effectiveness. We work with the Board and its risk-related Committees in independently scoping Risk Appetite, Risk Tolerance, and the company's compliance with same. We also assist the board in ensuring the deployment of emerging and appropriate risk management approaches.

Board Evaluation

Effective risk governance is spearheaded by the actions of the Board and relevant committees. This service evaluates the performance of the Board in executing its risk oversight function and guiding the risk management efforts of the institution. The resulting scorecard from the evaluation is then utilized to develop a roadmap for the improvement of the Board's risk governance function and procedures.



TREASURY RISK CONSULTING



Our Treasury Management consulting offerings for both financial and non-financial institutions include the following:

- Treasury Re-engineering services
- Asset and Liability Management Consulting



CONTROLS, AUDIT & COMPLIANCE

We provide technical and advisory support to our clients in the areas of Controls, Audit and Compliance through the following offerings:

Risk-Based Internal Audit (RBIA)

There is need for financial and non-financial institutions to effect a paradigm shift in their internal audit function and processes, from the traditional approach to a risk-focused approach. This approach focuses on extensive risk assessments and risk profiling, and then the prioritization of the audit plan and the resources deployed.

Our solution to achieve this includes:

- The creation of an audit mission, policies, charter and plan
- The conceptualization and design of the risk-based audit model
- Linking key risk indicators to the risk-based audit model
- Development of a practical audit format
- Development of an appropriate staffing model and ownership structure
- Development of risk-based audit MIS
- Development of risk-based audit efficacy plan
- Internal audit function review and enhancement

Risk-Based Supervision (RBS)

This is an advisory offering provided to regulators and operators with risk oversight responsibilities. It involves supporting them in designing & implementing RBS frameworks or in providing assurance on already deployed RBS frameworks.

Regulatory Compliance Advisory

Non-compliance with statutory and compliance obligations by organizations gives rise to sanctions, penalties, corporate reputation damage etc. Our team of highly experience local and international experts, with hands-on industry experience, helps in addressing these challenges, by providing clients across sectors with customized solutions.



SECTORS

We offer our risk management services to clients mainly from the following sectors:

- Financial Industry – Banking & Non-Banking (Insurance, Pensions, Capital Markets)
- Non-financial Industry – Oil & Gas, Power
- Public Sector

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