HACA | demy

by HACA PARTNERS
Audit & Governance

Training Catalogue

2025-2026

by HACA PARTNERS Audit & Governance

HACAdemy is a pragmatic learning initiative that focuses on practical and engaging learning experiences. It is designed to combine the expertise within HACA Partners and direct it into comprehensive training sessions. HACAdemy is made of HACA Partners' team of internal experts who bring a diverse range of industry experience to the training sessions by enriching them with real-world examples and industry best practices.

This catalogue offers a range of training modules covering various topics and tailored to meet the evolving needs of the markets in Regulatory & Compliance, Risk Management, ESG/Sustainability, Internal & External Audits, Accounting and Consulting fields.

HACAdemy offers both public sessions and tailored training solutions:

- Check and enroll to our public sessions **here**
- To request a tailor-made training to fit your specific needs (content and timing), please reach out to us at **hacademy@hacapartners.lu**

We invite you to participate to our training sessions where practicality, expertise, and interactive learning are met.

All our trainings are available in English and in French.

We wish you an enjoyable reading learning and discovery towards faces* that have shaped what education is over time.

** refer to slide 43 "The wisdom of yesterday, the tools of today".*

Aristotle (384-322 BC)

Cyril CAYEZ
Managing Partner

Saïd HADJI
Managing Partner

Hortense LAMARRE
Director *Knowledge Management*

Olha HUTYCH
Learning Manager *HACAdemy*

1. REGULATORY & COMPLIANCE

- AML/CFT
- AML/CFT Tax
- Compliance Workshop for Investment Fund Managers
- EMIR
- GDPR
- From Risks to Action: FATF Terrorist Financing Guidance in Practice (**NEW**)
- IFM's Governance
- Market Abuse
- MiCA - Understanding of Market in Crypto-Assets Regulation
- Oversight of Delegated Activities (for Investment Funds Managers)
- Oversight of Delegated Activities (for Banks)

4. AUDIT

- Auditor's Perspective and Responsibilities for Funds
- Internal Audit Methodology Workshop (for IFMs)
- Internal Audit Methodology Workshop (for Banks)

2. RISK MANAGEMENT

- Carried Interest & Performance Fees
- Collateralized Loan Obligations
- IFMs Risk Management
- Liquidity Risk Management for IFMs
- Mastering ICAAP / ICARA
- Overview on Capital Requirements for Banks and Investment Firms
- Introduction to Valuation for IFMs

5. ACCOUNTING

- Accounting Essentials
- Consolidated Financial Statements Preparation

7. STRATEGY & GOVERNANCE

- AIFM Governance & Execution: A Holistic Approach (**NEW**)
- Conducting Officers Masterclass (**NEW**)

3. ESG/ SUSTAINABILITY

- ESG Investing for Investment Fund Manager
- ESG Investing for Investment firm and Wealth Manager

6. IT RISK MANAGEMENT

- DORA for Board Members
- Mastering DORA: Risk & Incident Management
- Mastering DORA: Digital Operational Resilience Testing & Managing of ICT 3rd Party Risk

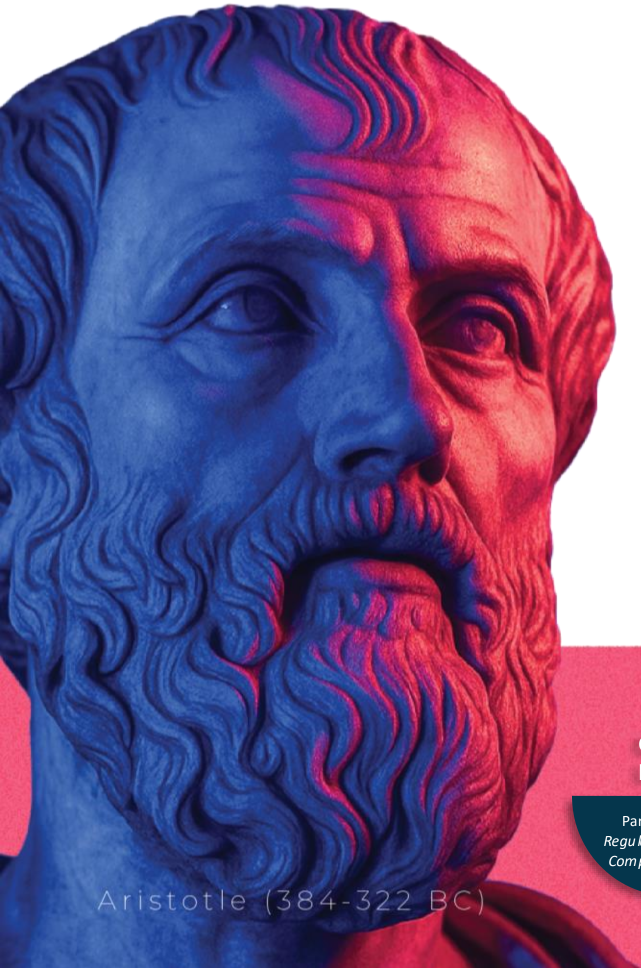
8. MiFID CERTIFICATION

- MiFID – Certification accredited by the CSSF

01

REGULATORY & COMPLIANCE

AML/CFT



Aristotle (384-322 BC)

Training objectives

As required by Article 46 of the CSSF Regulation 12-02 as amended, and by Article 4(2) of the Law of November 12th, 2004 on the fight against money laundering and terrorist financing, professionals are required to participate to special ongoing training programs to be informed of key concepts, new developments, including information on techniques, methods and trends in money laundering and terrorist financing.

The aim of the AML/CFT training is to help professionals to recognize operations which may be related to money laundering or terrorist financing and to instruct them as to how to proceed in such cases.

Content

- AML/CFT key concepts.
- AML/CFT regulatory framework.
- AML/CFT applicable sanctions.
- Risk-based approach.
- Key market evolution.
- AML/CFT main obligations.
- ML/FT Risk Assessment.
- Customer Due Diligences.
- AML/CFT Tax.
- AML/CFT on assets.
- Internal organization.
- Cooperation with the authorities.

Audience

This training is designed to remind AML/CFT principles and framework to staff involved in the compliance function of regulated and unregulated entities that fall under the 2004 AML/CFT law obligations : IFMs, PFSs, Banks, Insurance, etc.., Board Members and Conducting Officers, and to a large audience that wish to familiarize themselves with the core tenets of compliance.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Cédric LEROY
Partner
Regulatory & Compliance

Camille SALAGNAC
Director
Regulatory & Compliance

Stéphanie CASTRYCK
Director
Regulatory & Compliance

Quentin LAMBECQ
Director
Internal Audit

DATE: 16/12/2025
TIME: 16:00-17:30
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 210

Click here to > **Register**

AML/CFT Tax

Training objectives

- To understand the current AML/CFT Tax framework in the collective investment sector industry including the aspects linked to the investors, investments, management companies/AIFM and tax reporting methodically.
- To inform on the CSSF Circular 17/650 and CSSF Circular 20/744.
- To present the iteration of the AML/CFT tax risk assessment and their interactions with the control plan.
- To develop a critical mindset with respect to tax aspects linked to the collective investment sector.

Content

- Overview of the AML/CFT Tax compliance and the internal controls interactions with control functions.
- Regulator requirements in terms of risk assessment.
- Presentation of the main components of senior management role, responsibilities and interactions with the different stakeholders.
- A brief presentation of practical examples of an AML/CFT tax risk assessment.
- Comprehensive overview of the indicators listed in the CSSF Circular 17/650 and CSSF Circular 20/744.

Audience

Staff involved in the Compliance, AML/CFT or Tax Function of regulated and unregulated entities that fall under the 2004 AML/CFT law obligations, Board Members and Conducting Officers, authorized management, tax experts, etc…

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Cyril CAYEZ

Cédric LEROY

DATE: 09/12/2025
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 360

Click here to > **Register**

Compliance Workshop for Investment Fund Managers

Training objectives

- To define the roles and responsibilities of the compliance function within the internal control framework according to regulatory framework and market practice.
- To understand the interactions of the Compliance Function with other functions, the senior management and the management body.
- To understand the main regulatory topics and areas with a focus on key controls.
- To present the iteration of the compliance risk assessment and the compliance monitoring plan and their interactions.
- A walkthrough on compliance monitoring tools and methodology.

Content

- Overview of the internal governance framework and the internal controls interaction with control.
- Regulator requirements in terms of authorisation process.
- Main components of the role, responsibilities and interactions with the different stakeholders.
- A brief presentation of practical examples of the compliance risk assessment and compliance monitoring plan and related methodology.
- The main regulatory topics covered by the function with examples of key controls to be implemented.
- Overview of the main regulatory and prudential requirements (remunerations, reporting to the CSSF, etc...).

Audience

Staff involved in the Compliance, AML/CFT officers, complance officers of IFMs, Board Members and Conducting Officers of the same.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: 03/02/2026
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 360

Click here to > **Register**

EMIR

Training objectives

- To understand the challenges of EMIR (data processed, data flows, etc.).
- To understand the differences/commonalities of these reports.
- To understand the type of controls required to ensure that regulatory obligations are met.
- To examine the complexity of the data to be aggregated.
- To have an overview of the future reporting, evolutions of current reporting.

Content

- The definition of the EMIR Regulation and what is it for.
- Requirements of the EMIR regulation for Financial Institution and especially management companies and AIFMs.
- Definition of the counterparty risk related to OTC derivatives.
- Focus on the collateral exchange obligation.
- Normative framework.
- EMIR (why EMIR, regulatory obligations, EMIR reporting).
- Possible controls for EMIR reporting.

Audience

This training is designed to introduce EMIR principles and framework to staff of Back-Middle Office / Compliance of IFMs, Banks and Investment Firms.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: 05/03/2026
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 360

Click here to > **Register**

GDPR

Training objectives

The General Data Protection Regulation (GDPR) includes provisions and requirements on staff awareness and accountability. The objective of this training is to provide professionals with an understanding of the critical GDPR requirements. After taking the GDPR training, the participants should be able to make sound business judgement as regards to personal data processing.
This course aims at providing non-technical staff with a complete foundation on the principles, roles, responsibilities and processes under the GDPR, reducing your organisation's risk of non-compliance.

Content

- Regulatory framework.
- Key definitions.
- Key principles.
- Key players and their roles.
- The data subjects’ rights.
- The data controller’s and processor’s responsibilities.
- The register of processing activities.
- The concepts of data protection by design and by default.
- The definition of a data breach and the actions that need to be taken in case of a data breach.
- Liabilities and sanctions.
- Examples of sanctions by the different national supervisory authorities.

Audience

This training is designed to introduce personal data protection principles and framework to a large audience that wish to familiarise themselves with the core tenets of this regulation in the EEA.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: Upon request
TIME: 2 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 360

Click here to > **Register**

From Risks to Action: FATF Terrorist Financing Guidance in Practice

Training objectives

- Raise awareness of the evolving global terrorist finance threats and Luxembourg-specific vulnerabilities.
- Emphasize risk-based approaches, explain how firms can adapt AML/CFT practices in line with emerging trends.
- Focus on strengthening beneficial ownership transparency, to counter misuse of legal entities and structures.
- Present enhanced detection capabilities, including for digital platforms, virtual assets, and e-commerce channels.
- Designing robust compliance, particularly regarding investigation, prosecution, and preventive measures.
- Explain how cross-border cooperation can impact Luxembourg market, emphasizing information-sharing with domestic and international authorities.

Content

- Key risk trends: adaptability of terrorists; reliance on digital platforms, social media fundraising, virtual assets, and e-commerce logistics
- Performance gaps: majority of countries lag in effective TF case handling (investigation, prosecution, conviction).
- Beneficial ownership challenges: misuse of shell companies and opaque structures as facilitation tools; need for accurate.
- Risk indicators & red flags: emerging typologies such as small-value e-payments, P2P transfers, multi-channel layering, use of anonymity-enhancing cryptocurrencies.
- Action points & FATF expectations: risk-based monitoring, enhanced due diligence, information sharing and digital awareness.
- Luxembourg relevance: mapping global trends to local financial instruments and services, including funds, digital assets, and next-gen payment methods.

Audience

This training is designed to introduce FATF guidance and framework to a large audience that wish to familiarise themselves with the core tenets of these texts in the EEA.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Cédric LEROY
Partner
Regulatory & Compliance

Hélène FISCHER
Senior Manager
Regulatory & Compliance

DATE: 05/02/2026
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 390

Click here to > **Register**

IFM’s Governance

Training objectives

- To present the roles and responsibilities of the different control functions (Internal Audit, Compliance, Risk Management), business functions (Portfolio Management, Marketing, Fund Administration) and support functions (finance, IT, HR,…) within the internal control framework according to regulatory framework but also according to market practice.
- To explain and understand the interactions between business and control functions at the senior management' & management body' levels.
- To understand the main regulatory topics and areas with a focus on key controls.
- To present the iteration of the governance aspects and their interactions.
- A walkthrough on the governance tools and methodology.

Content

- Overview of the internal governance framework and the internal controls' interactions.
- Regulator requirements in terms of authorisation process.
- Main components of senior management role, responsibilities and interactions with the different stakeholders.
- Practical examples of control functions tools.
- The main regulatory topics covered by the functions with examples of key controls to be implemented.
- CSSF Organisation.
- Overview of the main regulatory and prudential requirements (remunerations, reporting to the CSSF, etc...).

Audience

Staff involved in the compliance function of IFMs, Board Members and Conducting Officers.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Vincent KRASKE
Director
Internal Audit

Jasmin JOCHUM
Director
Internal Audit

DATE: 27/01/2026
TIME: 13:30-17:30
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 840

Click here to > **Register**

Market Abuse

Training objectives

This training aims at providing professionals with an understanding of:

- Market Abuse regulation (MAR).
- Threats faced by regulated entities.
- Internal control framework to be implemented.
- Understand the MAR rules, risks and sanctions.

Content

- Regulatory framework.
- Key concepts: Inside Information/Insider Dealing/Market Manipulation.
- Market Abuse internal control framework (including the personal transactions).
- Market Abuse suspicious transaction and order reporting (STOR) and obligation to report.
- CSSF supervision.

Audience

Jurists, lawyers, notaries and their employees, Internal Auditors, Finance Controllers, Financial Institutions, Investment Fund Managers and independent Board Members, Banks and those who want to have a better understanding of the financial markets and market abuse rules related thereto.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: Upon request
TIME: 2 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 360

Click here to > **Register**

MiCA - Understanding of Market in Crypto-Assets Regulation

Training objectives

- Understand the objectives and structure of the MiCA regulatory framework
- Distinguish between the main categories of crypto-assets, including Asset-Referenced Tokens, E-Money Tokens, and other crypto-assets
- Identify the concrete impacts of MiCA on Luxembourg entities
- Understand the interactions between MiCA and other regulatory frameworks (AML/CFT, DORA, GDPR)
- Anticipate and mitigate potential MiCA compliance risks

Content

- Overview of MiCA's purpose, scope, exclusions, and implementation timeline within the EU regulatory framework (harmonisation, investor protection, financial stability and market integrity)
- Introduction to cryptocurrency pillars, blockchain's objectives and crypto-assets categories (ARTs, EMTs etc.)
- Summary of the general regulatory requirements and specific requirements for stablecoins introduced by MiCA
- Discussion of current exclusions, criticism and concerns as well as potential future regulatory developments with MiCA 2.0
- Key takeaways for market participant
- Illustration of MiCA's application through concrete examples

Audience

Management, control, and operational functions of CASPs, or entities exposed to crypto-assets (e.g. through their clients), who wish to become familiar with the main regulatory requirements of the Markets in Crypto-Assets (MiCA) Regulation.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Camille SALAGNAC
Director
Regulatory & Compliance

Vincent KRASKE
Director
Internal Audit

DATE: 17/02/2026
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 390

Click here to > **Register**

Oversight of Delegated Activities *(for Investment Funds Managers)*

Training objectives

Upon completion of this training, the participants will be able to:

- Understand regulatory requirements: legal obligations, regulatory expectations (CSSF circular 18/698, 14/592, 12/552, MiFID II, GDPR, etc...) and industry standards.
- Implement robust delegation processes: documenting, assessing and approving delegated tasks in accordance with regulatory requirements, including due diligence and risk assessment measures.
- Address regulatory risks in delegation: identify and mitigate risks (conflict of interest, data protection, regulatory non-compliance).
- Conduct periodic compliance reviews and assessments of delegated functions.
- Stay updated on regulatory developments.

Content

- Understanding regulatory requirements (Introduction to delegation in Luxembourg, overview of key regulatory authorities and frameworks, legal obligations…).
- Identifying tasks that can be delegated.
- Implementing robust delegation processes (Documenting, assessing, and approving delegated tasks, due diligence and risk assessment, best practices for IFMs).
- Ensuring accountability and oversight.
- Addressing regulatory risks.
- Conducting Compliance reviews.
- Staying updated on regulatory developments.

Audience

This training is open to everyone who wants to get familiar with the main regulatory requirements for outsourcing arrangements as defined by the CSSF circular 22/806.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Cédric LEROY
Partner
Regulatory & Compliance

Hélène FISCHER
Senior Manager
Regulatory & Compliance

Amedeo TROVARELLI
Senior Manger
Regulatory & Compliance

Raquel TCHAPTCHET
Senior Manger
Regulatory & Compliance

DATE: 17/03/2026
TIME: 13:30-17:30
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

Oversight of Delegated Activities *(for Banks)*

Training objectives

- To understand the main provisions of the CSSF circular 22/806.
- To identify key changes introduced by the new circular compared to the existing regulatory framework.
- To distinguish between outsourcing arrangements and third-party services.
- To assess the criticality of outsourcing arrangements.
- To understand the regulatory and practical implications of preparing CSSF notifications related to future outsourcing projects.

Content

- Introduction to outsourcing regulation.
- Evolution of regulatory landscape.
- Outsourcing drivers and benefits.
- Types of outsourcing arrangements.
- Identifying outsourcing arrangements.
- Assessing the criticality.
- Outsourcing governance.
- Roles and responsibilities.
- The outsourcing policy.
- The outsourcing register.
- Contractual arrangements.
- Interacting with the regulator.
- Stages of the outsourcing lifecycle.
- ICT third party management/DORA.
- Definitions, roles and responsibilities.
- Cloud specific risks and limitations.

Audience

This training is open to everyone who wants to get familiar with the main regulatory requirements for outsourcing arrangements as defined by the CSSF circular 22/806.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Camille SALAGNAC
Director
Regulatory & Compliance

Vincent KRASKE
Director
Internal Audit

François BARRET
Director
Consulting

Younia MLANAO
Manger
Regulatory & Compliance

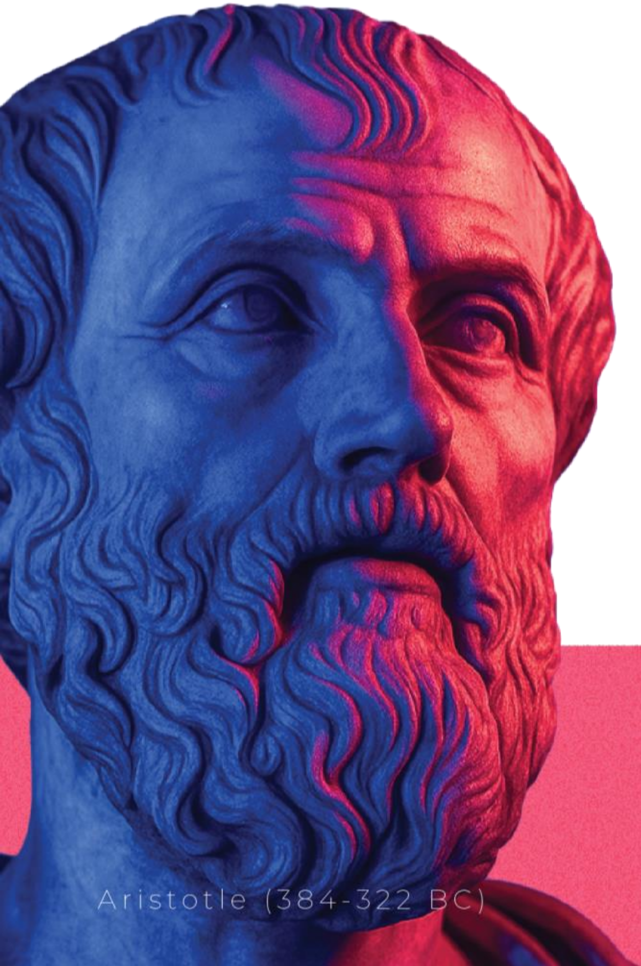
DATE: 01/12/2025
TIME: 13:30-17:30
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

02

RISK MANAGEMENT

Carried Interest & Performance Fees



Training objectives

- To understand the main model of performance fees and related parameters:
  - High-water mark.
  - Benchmark.
  - Hurdle rate.
  - Fulcrum Fees.
  - Crystallisation.

- To design efficient controls on performance fees calculation.
- To understand the main requirements for a clear disclosure.
- To understand the functioning of carried interest.
- To gain insights into the reconciliation of share classes, essential for navigating complex investment scenarios.

Content

- Key Concepts & Definitions.
- Regulation Requirements.
- Deep dive into Performance Fees.
- Deep dive into Carried Interest.
- Reconciliation of shares classes.
- ESMA Guidelines on Performance fees.

Audience

Fund Controllers, Auditors, ManCos/AIFMs employees, central administration employees. Generally, this course is ideal for finance professionals seeking to deepen their understanding of incentive compensation structures in investment management.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Geoffrey BARRE
Partner
Consulting

Pierre-Jean LACROIX
Senior Manager
Risk Management

DATE: 21/04/2026
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 390

Click here to > **Register**

Collateralized Loan Obligations *("CLOs")*

Training objectives

- To get an overall understanding of the CLOs and their envrionment and framwork
- To get an overview of the main functions to know on Bloomberg to look for information on a CLO as well as a details understanding on the Bloomberg Stratification Builder.
- To understand a detailed Bloomberg download matrix to obtain information on CLOs and perform dedicated analyses on the latter.
- To understand of the ex-ante / pre-trade controls to be performed by IFMs before investing in a CLO.
- To get an overview of the controls to put in place to monitor the different types of risk an investment fund face or may face when holding CLOs in portfolio.
- To analyze examples to monitor the risk based on market practices.
- To learn sustainability risk monitoring for CLO Funds.

Content

- Definition of a CLO.
- Understanding the typical structure of a CLO.
- The lifecycle of a CLO.
- Main stakeholders in a CLO.
- Bloomberg's data and matrices for CLOs.
- Pre-trade controls to be performed before investing in a CLO.
- Ongoing risk monitoring of CLO Funds.
- Deep dive - sustainability risk model for CLO to meet the regulatory requirements and ESG considerations.

Audience

This training is open to anyone who would like to have an understanding on CLOs and/or how to assess and monitor risks the investments funds/banks/insurances portfolio face when holding CLOs in portfolio.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Samuel CLERC
Partner
Risk Management

Pierre-Jean LACROIX
Senior Manager
Risk Management

DATE: 11/03/2026
TIME: 13:30-17:30
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

IFMs
Risk Management

Training objectives

- To understand the roles and responsibilities of the permanent risk management function.
- To get a comprehensive understanding of the interactions of the risk management function with other functions, senior management and management bodies of IFMs.
- To identify the main risks their funds face or may face and to establish consequently risk matrices / risk profiles in accordance with the best market practices.
- To set-up appropriate controls to identify, assess and monitor the main types of risk under each risk category.
- To get a pragmatic view on the best market practices to monitor the risks.

Content

- Regulatory framework (Local & European).
- Organization of the permanent Risk Management function of IFMs.
- Roles and responsibilities of the permanent Risk Management function.
- Establishment of the risk profiles / risk matrices of investment funds with concrete examples based on current best market practices in Luxembourg.
- Identification of main types of risk within each risk category.
- Control framework to properly identify, assess and monitor the risks.
- Deep dive on the liquidity risk and liquidity stress-testing ("LST"), regulator's expectation.
- Reporting to the Senior Management, Board Members and Regulator.

Audience

Employees involved in the Risk Management function of Investment Funds Managers ("IFMs"), IFMs Conducting Officers, Board Members of IFMs, Compliance Officers and staff involved in the compliance function of IFMs, Portfolio Managers, Investment Advisors and Deal Teams of IFMs, Internal Auditors of IFMs and third-party internal auditors, Legal Advisors.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: Upon request
TIME: 6 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 850

Click here to > **Register**

Liquidity Risk Management for IFMs

Training objectives

- To get an overview of the European and local regulatory framework that applies to Investment Funds Managers ("IFMs").
- To understand the roles and responsibilities of the IFMs and its permanent Risk Management function.
- To identify the different types of liquidity risks that open-ended or closed-ended UCITS/IFMs may face considering their investment strategies.
- To present methodologies and examples of controls to be designed and implemented to assess and monitor the different types of liquidity risk with tangible examples.
- To present the main governance aspects, including a deep dive on (i) the liquidity risk management policy (ii) the liquidity stress testing model governance framework and validation process, and (iii) the key insights from internal audit and mock inspections.

Content

- Regulatory framework that applies to IFMs in relation with liquidity risk and liquidity stress testing ("LST").
- Definition of the liquidity risk.
- Identification of the main types of liquidity risk that open-ended and closed-ended UCITS/AIFs face or may face.
- Presentation of the main liquidity management tools (incl. a presentation of the draft of the ESMA Guidelines and ESMA RTS on LTM).
- Establishment of the control framework to assess and monitor the liquidity risks with concrete examples, based on current best market practices, Liquidity stress-testing consideration and methodologies.
- Presentation of the governance framework including liquidity & liquidity stress-testing policy and liquidity model validation process.
- Detailed review and insights of the main findings generally raised in the context of internal audit and/or mock inspection.

Audience

Employees involved in the Risk Management function, Conducting Officers, Board Members, Compliance function, Portfolio Managers, Investment Advisors and Deal Teams, Internal Auditors, Legal Advisors.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Olivier GOACHET

Senior Manager
Risk Management

Pierre-Jean LACROIX

Senior Manager
Risk Management

DATE: 25/02/2026 & 26/02/2026
TIME: 2 half days training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 850

Click here to > **Register**

Mastering ICAAP / ICARA

Training objectives

- Overview of the ICAAP/ICARA governance framework.
- Overview of the main regulatory and prudential requirements.
- CRR III, Regulation (EU) No 575/2013 as amended.
- Comprehensive overview of EBA guidelines of ICAAP process and current supervisory developments.
- Overview SREP expectations of ICAAP process.
- To present the main components of ICAAP/ICARA.
- Pillar 2 Concept and approaches, and its relativity to Pillar 1 Methodology.
- To present and analyze practical examples of ICAAP/ ICARA tools.
- ICAAP/ ICARA Reporting Process.

Content

- ICAAP / ICARA definition.
- Difference Pillar 1 and Pillar 2.
- How to project Pillar 1 risks.
- How to identify and measure Pillar 2 risks.
- Links between ICAAP / ICARA, the risk appetite, the capital recovery framework.

Audience

Banks, Investment Firms, and anyone who would like to familiarise themselves with the core concept of capital adequacy assessments methodologies and governance.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Eglo MONTANT

Senior Manager
Risk Management

Alma DIZDAREVIC

Manager
Risk Management

DATE: Upon request
TIME: 4 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

Overview on Capital Requirements for Banks & Investment Firms

Maria Montessori
(1870–1952)

Training objectives

- To have a good understanding of the capital structure of banks in view of different type of risks.
- To improve awareness on related regulatory requirements and Basel concept related to Capital Requirements.
- To get a comprehensive overview of Capital Measurements: Pillar 1 (Capital structure, Capital Adequacy Ratios, Capital Risk Exposures).
- Overview of the methodology of Pillar 1 capital charges: concept, measurements and reporting.
- Methodology of Pillar 2: concept, measurements and reporting.

Content

- Regulatory framework (CRR, CRR2, CRR3, IFR).
- Pillar 1 risks.
- Pillar 2 risks.
- Reporting requirements.

Audience

Banks, Investment Firms, an audience that wish to familiarise themselves with the core tenets of capital requirements.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Eglo MONTANT
Senior Manager
Risk Management

Endrit PRENDI
Senior Manager
Risk Management

Alma DIZDAREVIC
Manager
Risk Management

DATE: Upon request
TIME: 4 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

Introduction to Valuation for IFMs

Training objectives

- To dive deep into the core principles and techniques of valuation.
- To gain practical insights into applying the knowledge effectively.
- To learn how to identify common valuation errors and red flags, essential for safeguarding accuracy and integrity in financial assessments.

Content

- IFM Governance – Valuation.
- Valuation techniques.
- Key principles in valuation.
- Principal valuation methodologies.
- Market approach.
- Income approach.
- Asset-based approach.
- Application of discounts and premiums.
- Common valuation errors and red flags.

Audience

IFMs, and professionals seeking to strengthen their valuation expertise and mitigate risks in investment decision-making, and for anyone who wish to have a deep dive into Valuation Techniques and already have a basic understanding of Investment Funds, NAV calculation, main investment strategies and valuation concepts.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Geoffrey BARRE
Partner
Consulting

Meryl METTOUDI
Manager
Consulting

Alfredo CARANNANTE
Senior Consultant
Consulting

DATE: 20/11/2025
TIME: 14:00-16:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 390

Click here to > **Register**

03

ESG/Sustainability

ESG – Investing for Investment Fund Manager

Training objectives

- To learn the fundamentals of sustainable finance and "ESG".
- To get an overview of the Key Principles of SFDR Regulation (EU) 2019/2088.
- To understand the key principles of Taxonomy Regulation (EU) 2020/852.
- To understand how the IFM should deal with ESG in the core function : Portfolio Management, Risk Management, Compliance, etc.
- To get an overview of the most recent developments, updates of the regulatory aspects and best market practices.

Content

- EU Sustainable finance legal framework origins and purpose (SFDR, CSRD and Taxonomy).
- Regulatory framework: SFDR and implications on current Directives.
- Key concepts.
- ESG for Portfolio Management Function.
- ESG for second lines of defense (Risk Management and Compliance).
- ESG into Valuation Function.
- Regulatory updated, best market practices and recent developments.

Audience

Compliance, Risk Management, Internal Audit, Portfolio Management, Board Members and anyone wishing to get familiar with ESG Regulatory aspects.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Geoffrey BARRE
Partner
Consulting

Clarisse IVANEZ-BIESSY
Senior Manager
ESG Expert
Consulting

DATE: 25/03/2026
TIME: 13:30-17:30
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

Overview on Capital Requirements for Banks & Investment Firms

Training objectives

- To get an overview of the current ESG legal framework applicable to Investment firms.
- To understand the mandatory ESG requirements for key functions at Investment firms & private banks.
- To gain insights and best practices on how to implement the requirements.

Content

- Sustainable finance EU legal framework origins and purpose (Green Deal).
- CSSF supervision priorities and actions.
- Organizational arrangement.
- Risk Management.
- Sustainability preferences.
- Product governance.
- Suitability assessment.
- Oversight of delegates.
- Mandatory disclosure.
- Based on SFDR, MIFID II, Taxonomy, ESMA guidelines.

Audience

Compliance, Risk Management, Internal Audit, Portfolio Management, Authorized Management, Board Members : banks and investment firms.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: 05/05/2026
TIME: 09:00-13:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 720

Click here to > **Register**

04

AUDIT

Auditor's Perspective & Responsibilities for Funds

Training objectives

- To present the roles and responsibilities of the Réviseur d'Entreprises and the regulatory requirements associated with it.
- To understand the methodology for developing a risk-based audit plan.
- To gain insights into industry standards, and best practices relevant to external auditing.
- To understand main CSSF Circulars related to the funds industry.

Content

- Role & responsibilities of the Réviseur d'Entreprises.
- Understanding the audit methodology and risk approach.
- Understanding the outcome of CSSF Circular 24/856. Protection of investors in case of NAV calculation error.
- Understanding the outcome of CSSF Circular 21/788 Guidelines for the Collective Investment Sector.
- Understanding the outcome of CSSF Circular 21/789.
- Understanding the outcome of CSSF Circular 21/790.
- Understanding the purpose of ISAE 3000 and ISAE 3402.

Audience

Staff of law firms, Board Members and Conducting officers of Management Companies and/or accounting trustee.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Cyril CAYEZ
Managing Partner

François MARECHAL
Partner
External Audit

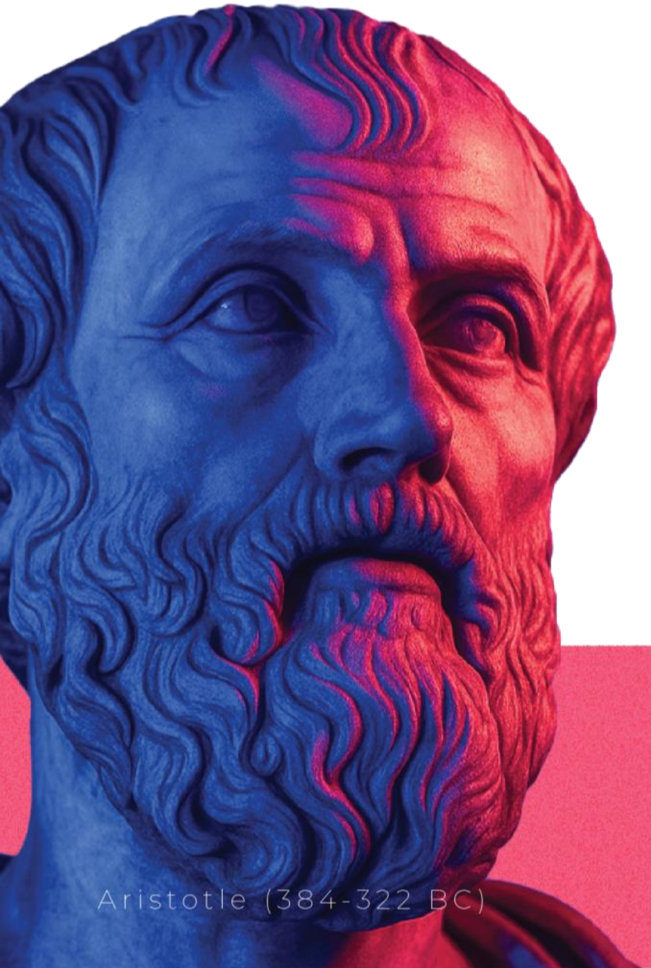
Laroussi BEJI
Senior Manager
External Audit

Eysheeta MUNGUR
Senior Manager
External Audit

DATE: Upon request
TIME: 4 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 525

Click here to > **Register**

Internal Audit Methodology Workshop
(for IFMs)



Training objectives

- To present the roles and responsibilities of the internal audit function and the regulatory requirements associated with it.
- To understand the methodology for developing a risk-based audit plan.
- To gain insights into industry standards, and best practices relevant to internal auditing.
- To conduct a walkthrough on a sample of audit programs established for key audit units.

Content

- Role & responsibilities of the Internal Audit function as outlined in CSSF circular 18/698.
- Establishment of the Internal audit charter.
- Methodology for implementing the Internal Audit Strategic Plan : defining the audit universe, conducting risk assessments, applying scoring approach, addressing regulatory requirements etc.
- Reviewing an example of an Internal audit strategic plan of an AIFM.
- CSSF highlights and attention points.
- Deep dive into a sample of key audit units: reviewing the audit program and the corresponding regulatory requirements.
- Establishment of the Internal Audit Summary Report.

Audience

Staff involved in the internal audit function of IFMs, Board Members and Conducting Officers.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: Upon request
TIME: 6 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 800

Click here to > **Register**

Internal Audit Methodology Workshop
(for Banks & IFs)

Training objectives

- To present the roles and responsibilities of the internal audit function and the regulatory requirements associated with it.
- To understand the methodology for developing a risk-based audit plan.
- To gain insights into industry standards, and best practices relevant to internal auditing.
- To conduct a walkthrough on a sample of audit programs established for key audit units.

Content

- Role & responsibilities of the Internal Audit function as outlined in CSSF circular 12/552 as amended.
- Establishment of the Internal audit charter.
- Methodology for implementing the Internal Audit Strategic Plan: defining the audit universe, conducting risk assessments, applying scoring approach, addressing regulatory requirements etc.
- Reviewing an example of an Internal audit strategic plan of a Banking institution.
- CSSF highlights and attention points.
- Deep dive into a sample of key audit units: reviewing the audit program and the corresponding regulatory requirements.
- Establishment of the Internal Audit Summary Report.

Audience

This training is designed to introduce internal audit principles and framework to staff involved in the internal audit function of Banking institutions, investment firms and their board members and authorized management.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Vincent KRASKE
Director
Internal Audit

Jasmin JOCHUM
Director
Internal Audit

Quentin LAMBECQ
Director
Internal Audit

DATE: Upon request
TIME: 6 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 800

Click here to > **Register**

05 ACCOUNTING

Accounting Essentials

Training objectives

- To present the basis of the accounting.
- To understand the structure of the Financial Statements ("FS").
- To understand the difference between the FS of different types of companies.

Content

- Basis of accounting - Creation of a company, day to day activities for different types of companies.
- Accounting principles.
- Rules of accounting and annual accounts.
- Process of establishing annual accounts.
- Annual accounts and different stakeholders.
- Annual accounts and listed companies.
- Annual accounts and "Reviseur d'entreprises agrée".

Audience

Staff of law firms, commercial companies and anyone who want to understand basic accounting principles.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Emma Willard (1787–1870)

François MARECHAL
Partner
External Audit

Kirtana BHOOJEDHUR
Senior Manager
Regulatory & Compliance

Eysheeta MUNGUR
Senior Manager
External Audit

DATE: Upon request
TIME: 2 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 350

Click here to > **Register**

Consolidated Financial Statements Preparation

Training objectives

- To understand what a consolidation is and when it has to be performed.
- To explain the term “control” and identify whether it exists or not in various business combinations.
- To prepare consolidated accounts for a basic group of companies with goodwill, fair value adjustments, non-controlling interest, and other consolidation adjustments.

Content

- Introduction to consolidated financial statements (with key definitions).
- Consolidation principle and methods.
- Process of consolidation.
- Elimination of intercompany balances.
- Elimination of investments.
- Non-controlling interest.
- Goodwill.
- Foreign currency translation of financial statements.
- Deferred tax.
- Fair value adjustments.
- Presentation and content of financial statements.

Audience

Group accounting services, corporate staff and anyone who wants to expand their knowledge in accounting.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Ibra NDIAYE
Partner
External Audit

Selim BASTEPE
Senior Manager
External Audit

DATE: Upon request
TIME: 8 hours training
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 950

Click here to > **Register**

06

IT RISK MANAGEMENT

DORA

for Board Members & Authorized Management

Malala Yousafzai (1997)

Training objectives

- This course aims to provide non-technical staff with a complete foundation on the principles, roles, responsibilities and processes under the DORA (Digital Operational Resilience Act), reducing organization's risk of non-compliance.
- Responsibilities of the Management bodies towards DORA requirements.
- Regulatory updates/CSSF feedbacks.
- Impacts for Governance and internal organization.

Content

- Context.
- Related Legislations.
- Fines.
- What is DORA?
- Pillar 1: ICT Risk Management.
- Pillar 2: ICT Incident Management.
- Pillar 3: Digital Operational Resilience Testing.
- Pillar 4: Managing of ICT third-party risk.
- Pillar 5: Information-sharing.

Audience

Open to everyone.
Highly recommended for Board members and Authorized Management.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Youssef EL MAGHRAOUI

Benjamin CLERC

DATE: 02/06/2026
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 360

Click here to > **Register**

Mastering DORA: Risk & Incident Management

Training objectives

- Comprehensive Overview DORA (Digital Operational Resilience Act) Chapter II and Chapter III.
- Comprehensive overview of RTS/ITS (Regulatory/Implementing Technical Standards) or Joint Guidelines:
  - specifying the criteria for the classification of ICT-related incidents and cyber threats, setting out materiality thresholds and specifying the details of reports of major incidents (2024/1772).
  - specifying ICT risk management tools, methods, processes, and policies and the simplified ICT risk management framework (2024/1774).
  - on the content of the notification and reports for major incidents and significant cyber threats and determining the time limits for reporting major incidents etc.

Content

Risk Management:

- Framework.
- Critical and Important Functions.
- Strategies, policies, procedures, protocols and controls.
- IT Asset Management.
- Monitoring etc.

Incident Management:

- Classification, Thresholds.
- Timeline.
- Reporting.
- Recurring Incidents.
- Aggregated Costs & Losses etc.

Audience

Staff involved in: IT, Information Security, Risk, Compliance, BCP, Procurement, Audit, Legal in the ICT Risk Management in financial institutions that wish to familiarize themselves with the core concepts of DORA: Risk & Incident Management.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: 09/10/2025
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 480

Click here to > **Register**

Mastering DORA: Digital Operational Resilience Testing & Managing of ICT 3rd Party Risk

Training objectives

- Comprehensive Overview DORA Chapter IV and Chapter V.
- Comprehensive overview of RTS/ITS (Regulatory/Implementing Technical Standards):
    - specifying the detailed content of the policy regarding contractual arrangements on the use of ICT services supporting critical or important functions provided by ICT third-party service providers (2024/1773).
    - on the standard templates for the purposes of the register of information in relation to all contractual arrangements on the use of ICT services provided by ICT third-party service providers.
    - to specify the elements which a financial entity needs to determine and assess when subcontracting ICT services supporting critical or important functions etc.

Content

Digital Operational Resilience Testing:

- Program.
- Types etc.

Managing of ICT 3rd Party Risk:

- Outsourcing.
- Standard Contractual Clauses.
- Due Diligence.
- Risk Assessment.
- Sub-Contracting.
- Register of Information etc.

Audience

Staff involved: IT, Information Security, Risk, Compliance, BCP, Procurement, Audit, Legal in the ICT Risk Management in financial institutions that wish to familiarize themselves with the core concepts of DORA: Digital Operational Resilience Testing & Managing of ICT 3rd Party Risk.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Youssef EL MAGHRAOUI
Senior Manager
Consulting

Benjamin CLERC
Manager
Internal Audit

DATE: 03/11/2025
TIME: 10:00-12:00
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 480

Click here to > **Register**

07

STRATEGY & GOVERNANCE

AIFM Governance & Execution: A Holistic Approach

Mary McLeod Bethune
(1875–1955)

Training objectives

- **Strengthen Oversight –** Support the Board and key functions in reinforcing governance, defining responsibilities, and delivering strategic execution throughout the organization.
- **Integrate Core Functions –** Provide a comprehensive program covering Compliance, Risk Management, Portfolio Management, ESG/sustainability, Tax, Valuation, and Governance to reinforce accountability and collaboration.
- **Enhance Strategy Insight –** Promote a holistic perspective on how different strategies (PE, VC, FI, PD, RE, Infrastructure, Hedge Funds, Fund of Funds, and Virtual Assets) affect the AIFM's risk profile and regulatory obligations.
- **Promote Cross-Functional Collaboration –** Deliver coherent knowledge and practices that align governance, functional responsibilities, and strategic execution across the organization.
- **Ensure Regulatory Alignment –** Refresh CSSF, EU, and international requirements relevant to AIFMs.

Content

- **Governance/Regulatory** – Roles, responsibilities, and decision-making under AIFMD and CSSF requirements.
- **Portfolio Management** – Oversight of investment strategies, investment restrictions, investor disclosures with focus on delegation arrangements.
- **Risk Management** – Principles for identifying, measuring, managing, and monitoring risks in line with the AIFM's risk management framework.
- **ESG/sustainability**– Integration of sustainability risks and ESG considerations and disclosures under SFDR and related EU regulations.
- **Tax** – Key considerations impacting fund structures and ongoing AIFM operations.
- **Valuation** – Robust, transparent, and compliant valuation practices — equipping you to meet CSSF standards with confidence.
- **Current developments**: latest CSSF onsite inspection outcomes, Trust, Diligence on Intermediaries, AML/CFT on Assets (ALFI Conference), etc.

Audience

Our training is designed for board members, senior management, key functions (control, investment, and support), and extends to all employees across the organization.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

Geoffrey BARRE
Partner
Consulting

Cédric LEROY
Partner
Regulatory & Compliance

Samuel CLERC
Partner
Risk Management

Clarisse IVANEZ-BIESSY
Senior Manager
ESG Expert Consulting

Pierre-Jean LACROIX
Senior Manager
Risk Management

DATE: Upon request
TIME: 6 hours training
FORMAT: Hybrid
PRICE *(VAT excl.)*: EUR 950

Click here to > **Register**

Conducting Officers Masterclass

"Navigating regulatory expectations with confidence"

Training objectives

The role of the Conducting Officer is a cornerstone of Luxembourg's regulatory framework, anchored in CSSF Circular 18/698 and reinforced by Directive 2009/65/EC (UCITS IV) and Directive 2011/61/EU (AIFMD). Conducting Officers are responsible for ensuring sound governance, sufficient substance, and effective oversight of delegated activities. Additional expectations set out in various regulations highlight their accountability in governance, risk management, and operational resilience.

The aim of the training is to equip Conducting Officers with the regulatory knowledge and practical tools required to fulfil their governance, oversight, and accountability obligations under Luxembourg and EU regulations. It aims at strengthening their ability to implement robust governance frameworks, manage delegation effectively, oversee risks and compliance, and engage confidently with the Commission de Surveillance du Secteur Financier (CSSF).

Audience

This training is designed for newly appointed and experienced Conducting Officers of management companies, AIFMs seeking refresher or advanced regulatory updates.
It also targets senior executives preparing for such roles, as well as board members and key control functions who need to understand and support the Conducting Officer's responsibilities.

Content

- **Module I:** Regulatory Framework (incl. governance and substance).
- **Module II:** Core Functions.
  - Portfolio Management
  - Risk Management
  - Internal Control Functions
  - Valuation
  - Distribution
- **Module III:** Delegation and outsourcing controls.
- **Module IV:** ICT & operational resilience (22/806).
- **Module V:** ESG & Sustainability Integration.
- **Module VI:** Reporting, Documentation & CSSF Interaction (incl. practical case studies: ex. governance failures, CSSF sanctions, best practices).
- **Module VII:** Ethics, Conflicts of Interest & Personal Accountability
- **Module VIII:** Effective Control framework – from Risk Appetite to Compliance monitoring plan.

Interactive workshops
Templates (CO reports, oversight checklists)
Regulatory simulation (CSSF inspection scenario)

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: Upon request
TIME: 3 hours per module
FORMAT: Presential
PRICE ***(VAT excl.)*****:** EUR 3.200

Click here to > **Register**

08

MiFID CERTIFICATION

MiFID - Certification accredited by the CSSF

Training objectives

- **Investment products:** Understand the characteristics, risks, costs and valuation of investment products by analyzing key data like KIDs and prospectuses.
- **Investment services & Investment Advisory Services:** Master the scope of investment services, ensure suitability compliance, reassess product appropriateness with client changes, and apply diversification in portfolio management.
- **Financial markets:** Understand financial markets, the impact of events, forecasting limits, and investment product trading structures.
- **Regulatory & Compliance:** Understand issues relating to market abuse and anti-money laundering

As a **recognized external training body** under **CSSF Circular 17/670** (https://www.cssf.lu/wpcontent/uploads/Bodies_providing_external_training.pdf), we offer a comprehensive **60-hour** MiFID training programme leading to **CSSF certification**. This programme covers **5 mandatory modules** concluding with a **quiz** required for CSSF certification, plus **1 optional module** dedicated to investment advisory services.

Content

- **Module I: Investment Products** (20 hours) covers debt instruments, equities, derivatives and investment funds.
- **Module II: Investment Services** (8 hours) covers the types of investment services, client profiling, appropriateness & suitability, portfolio management and diversification.
- **Module III: Financial Markets** (8 hours) covers market structures, market players, regulation of formal exchanges, comparison of exchange-traded/OTC/primary markets, impacts on financial markets and valuation, performance scenarios and predictive forecasting.
- **Module IV: Regulatory Framework** (8 hours) covers MiFID III and all MiFID regulatory with on-site experience.
- **Module V: AML/CFT & MAR Training** (16 hours) covers sanctions, ML/TF risk-based approach, customer and assets due diligence.
- **Module VI: Investment advisory services optional** (16 hours) covers services categorization, suitability & appropriateness test, best execution and product governance.

Audience

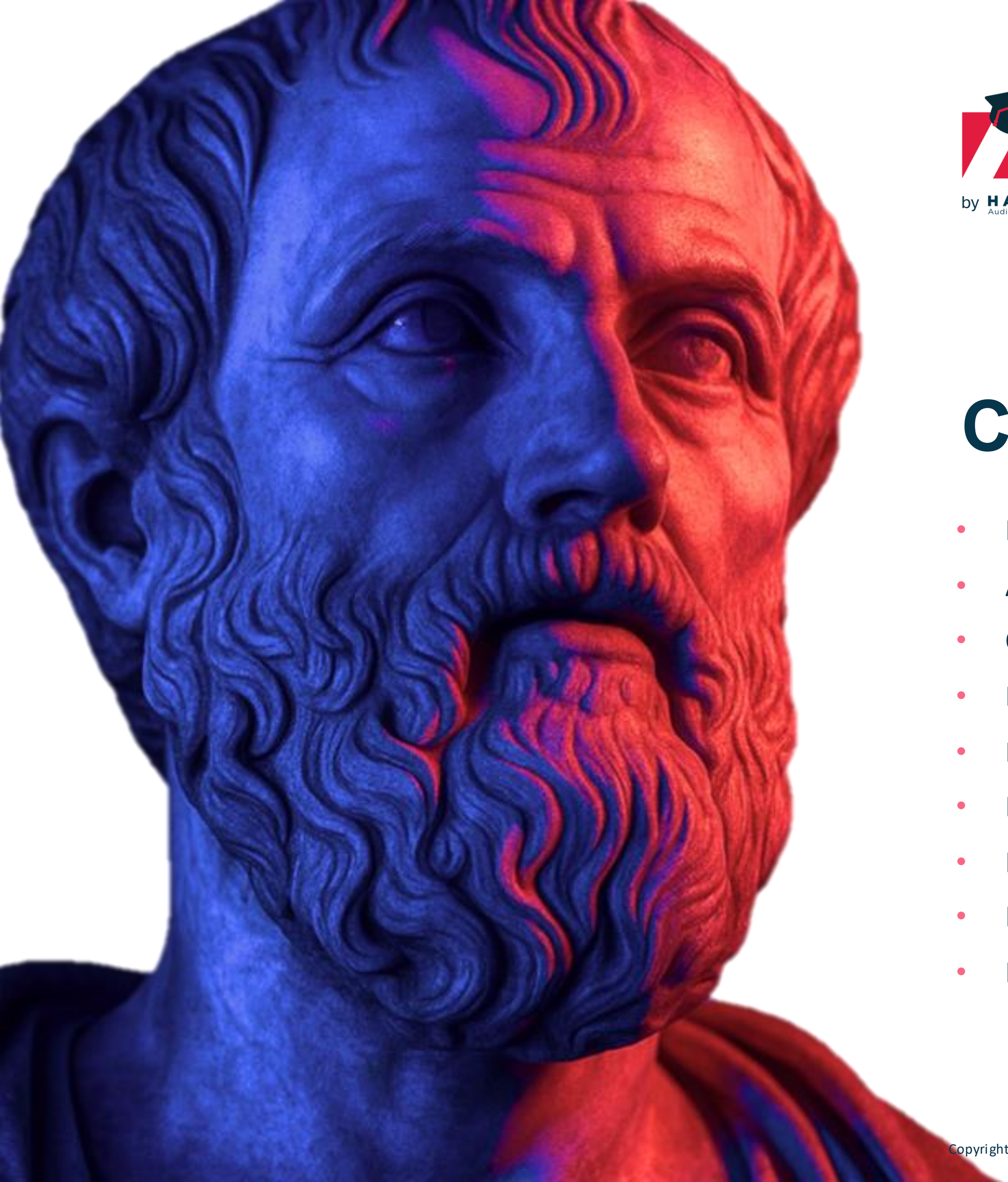
All employees of a professional (or acting on his behalf) subject to prudential supervision by the CSSF, providing any MiFID services to clients.

Tailor-made training

For more information about tailor-made training, please contact hacademy@hacapartners.lu

DATE: 24/03/2026 – 20/04/2026
TIME: 60 hours +16 hours optional
FORMAT: Presential / Hybrid
PRICE *(VAT excl.)*: EUR 3.250

Click here to > **Register**



Coming Soon…!

- Introduction to AI act
- AML/CFT for insurance companies
- Oversight of The Financial Data Access (FiDA)
- Depositary activities for funds
- Distribution for funds
- Payment industry in Luxembourg
- IFRS 16
- IFRS 15
- IFRS 9

The wisdom of yesterday, the tools of today.

From **Socrates** to **Maria Montessori**, through **Mary McLeod Bethune** and **Célestin Freinet**, the history of education has been shaped by women and men who transformed the way knowledge is shared. Their ideas have influenced generations, placing dialogue, curiosity, and freedom of thought at the heart of learning.

Today, **HACAdemy** strives to follow this same tradition: evolving training to meet contemporary challenges.
For us at HACA Partners, knowledge is not abstract, it is alive, concrete, and directly applicable.
Our trainers, experts from **HACA Partners**, share real-world experiences to help develop practical and lasting skills.

Inspired by history, building the future of learning.

Aristotle (384–322 av. J.-C.)

Aristotle, a Greek philosopher and student of Plato, founded the Lyceum in Athens and laid the foundations of rational thought in education. He saw learning as a mean to develop reason and virtue in order to form enlightened citizens.

Emma Willard (1787–1870)

Founder of the first school for young girls that offered an education equivalent to that of boys. She opened the Troy Female Seminary in 1821, which served as a model for women's education in the United States.

Savitribai Phule (1831–1897)

Pioneer in the education of women and the untouchables in India. With her husband, Jyotirao Phule, she opened the first school for girls in India in 1848. She also fought against caste and gender discrimination.

John Dewey (1859–1952)

Philosopher and educator, figure of pragmatism and 'progressive education'. He advocated for a school as a place of democracy where students learn by doing and where experiences and active participation are central.

Malala Yousafzai (1997)

Global activist for girls' education, Nobel Peace Prize laureate in 2014. Targeted by the Taliban at the age of 15 for advocating girls' access to education, she survived an attack and became the youngest Nobel laureate. She continues to campaign through the Malala Fund.

Mary McLeod Bethune (1875–1955)

Founder of Bethune-Cookman University and civil rights activist. Born into a family of former slaves, she believed that education was the key to the emancipation of African Americans. She advised President Franklin D. Roosevelt on minority-related affairs.

Maria Montessori (1870–1952)

A doctor and educator, she created the Montessori method, focused on autonomy, experimentation, and respect for the child's pace. As the first female doctor in Italy, she worked with children in difficulty before opening the first 'Children's House' in Rome in 1907. Her approach has since influenced thousands of schools worldwide.

Paulo Freire (1921-1997)

Brazilian educator and philosopher, founder of the pedagogy of the oppressed. He advocated for a liberating education, based on dialogue and awareness. Coming from a modest background, he created a participatory literacy method for poor adults. Exiled during the dictatorship, he became a global reference for emancipatory education.

Jean-Jacques Rousseau (1712–1778)

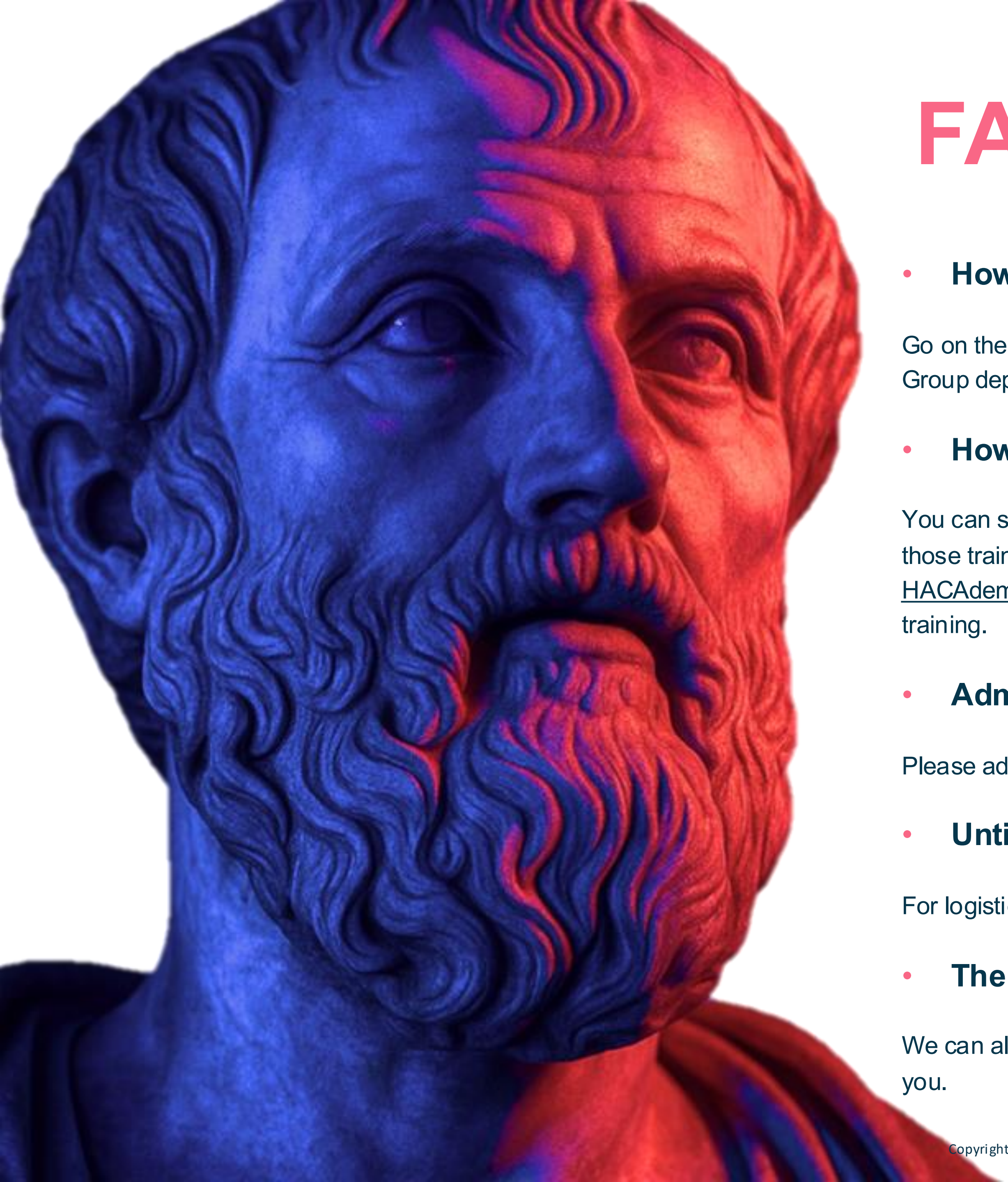
Philosopher and educator, author of 'Emile, or On Education.' He advocated for a natural education that respects the needs and development of the child, in opposition to the authoritarian and rigid education of his time.

Célestin Freinet (1896–1966)

French educator, creator of 'Freinet pedagogy.' He emphasized cooperative learning, the free expression of students, school printing, and the importance of collective work.

Nadezhda Krupskaya (1869–1939)

Educator, librarian, and educational reformer, and a key architect of the Soviet education system. She advocated universal and lifelong education, collective learning, and broad access to knowledge through schools and public libraries to foster an educated and socially engaged society.



FAQ

- **How can I register to the training?**

Go on the website HACA Partners – hacademy and then select your training and click on Individual or Group depending on the number of attendees.

- **How can I register to a training with no date available?**

You can see on the catalogue that some dates are not available for booking. We decided indeed that for those trainings we need a minimum of **4 participants**, you can ask us via the address HACAdemy@hacapartners.lu and we will gather the sufficient number of participants to schedule the training.

- **Administrative questions (invoice, address, names etc…)**

Please address all of your questions to the mailbox HACAdemy@hacapartners.lu and we will reply to you

- **Until when can I register to a training?**

For logistic purposes we accept registrations up to 48 hours before the date of the training.

- **The training I want to register to already took place how can I do?**

We can always plan additional sessions, please contact HACAdemy@hacapartners.lu and we will help you.

HACA|demy

by HACA PARTNERS
Audit & Governance

HACA PARTNERS - Cabinet de révision agréé
Société à responsabilité limitée
6, route d'Esch – L-1470 Luxembourg
Grand Duchy of Luxembourg
Tel : +352 289 920 03
www.hacapartners.lu
R.C.S Luxembourg B 204968
Capital - 50.000 EUR