

2026



*Aspire, Acquire, Progress*



## RESEARCH & CONSULTANCY NEWSLETTER



## **RESEARCH, CONSULTANCY AND ADVOCACY**

ZCAS was established by an Act of Parliament No. 1 of 1989 for purposes of training accountants, promoting research and advancement of learning in accountancy, finance and related studies, providing advisory and consultancy services, and for related matters. As mandated by law, our Research, Consultancy and Advocacy Unit is a hub of expertise supporting clients with best practice solutions to organizational challenges and performance issues in accountancy, finance and business-related focus areas. We believe that research informs our innovation and provides us with a platform to carry out consultancy, advisory and advocacy services.

ZCAS has provided corporate training and capacity building activities, consultancy, reviews, research and advisory services to local as well as international organisations. Our client base includes Government Ministries and Departments, Private Sector Entities, Non-Governmental Organisations and several donor agencies who have benefited from our in-depth experience in offering customized service solutions.

## **OUR RESOURCES AND CAPABILITIES**

With over 30 years of developing finance and business leaders, ZCAS is reputed for the following capabilities:

- Well qualified team of experienced consultants and professional staff who bring deep and functional expertise in process improvement in financial management, strategy, marketing, operations, technology, monitoring and evaluation across all sectors. Our subject matter experts have worked and acquired vast practical experience in various business sectors.
- Excellent institutional facilities and tools that enable us to meet our client's specific needs and objectives.
- Excellent track record in designing, developing and delivery of innovative solutions to clients' organisational challenges.
- A reliable network of partnerships and collaborations allowing us to seamlessly provide inventive insights and solutions to clients' real-world problems.
- In-depth knowledge of the Zambian economic, political, social, technological and legal environment.

# Our Services

## Consultancy Services

ZCAS consultancy services primarily focus on clients' needs. Our team of experienced experts in different fields assists organisations in tackling the most critical issues and performance challenges that impact their business.

We have in-depth experience and expertise in providing customised in-house solutions to various organizations. Our agile and customer centric approach always ensure that client's expectations are met in a timely and cost-effective manner.

We offer the following consultancy services:

- Project monitoring, evaluation and reporting.
- Performance Evaluations and Impact Evaluations.
- Performance management and appraisals.
- Strategic and Business Plans Development.
- Organisational and operational improvement.
- Financial Management systems optimisation.
- Fraud investigations and prevention.
- Financial mismanagement investigations.
- Project management advisory.
- Developing policies and procedures manual.
- Developing study manuals.
- Training Needs Assessment, course design, training manuals and staff training

## Corporate Training Services

We provide practical and up-to date training solutions across a wide spectrum of business and professional categories. We have both public and in-house training designed to meet specific needs and demands of our clients. Our capacity building and training programs are proven to benefit both employees and their organisations. ZCAS is renowned for assisting participants to improve performance metrics, increase productivity and upskill their knowledge of job-related tasks.

**Our range of Training Services covers:**

### **Public Sector Accounting and Financial Management**

- International Public Sector Accounting Standards (IPSASs).
- Mastering Accrual Accounting practices.
- Public Sector Accounting and Financial Management.
- Accounting for Donor-Funded Projects.
- Municipal Accounting and Financial Management.
- Municipal Financial Management and Governance for Councilors.

### **Information Technology and Business Intelligence**

- Microsoft Excel and Financial Modelling.
- Microsoft Project Specialist.
- ICT Systems development and Deployment.
- Computer programming and coding.

### **Corporate Accounting and Financial Management**

- International Financial Reporting Standards (IFRSs)
- Accounts payable management.
- Fixed asset accounting and management.
- Inventory accounting and management.
- Budgeting, Forecasting and Cost control
- Pastel Accounting Training

### **Leadership, Strategy and Innovation**

- Developing Strategic and Business Plans.
- Balance Scorecard.
- Strategies to Grow Your Organisation “Critical Thinking as a means to Strategic Success”
- Leadership and Supervisory Skills.

## **Research Initiatives**

ZCAS's research agenda is structured around Key Thematic Areas (KTAs) that provide a strategic framework for addressing complex national and sectoral challenges. These thematic areas enable ZCAS to prioritise research efforts, optimise the use of limited resources, and promote collaborative research initiatives aligned with national development priorities and external funding opportunities.

## **Core Research Themes**

ZCAS's research activities are organised around four interrelated thematic areas:

### **1. Public Financial Management**

By virtue of its establishment under the ZCAS Act No. 1 of 1989, ZCAS is required to contribute to the enhancement of public financial management practices through research and advocacy. This thematic area focuses on promoting accountability, transparency, and informed public discourse on public financial management as a driver of social and economic development. Research papers and articles under this theme will provide insights into key aspects of how government mobilises, allocates, and manages public resources, with the aim of strengthening governance and fiscal sustainability.

### **2. Accounting, Finance and Business Innovation**

This thematic area covers research with strong societal and economic impact across accounting, finance, entrepreneurship, and business innovation. It explores emerging trends shaping the finance function, technological change, and enterprise innovation, equipping businesses and non-profit organisations to navigate evolving social, political, and economic challenges.

### **3. Accountancy Education and Professional Development**

This theme promotes high-quality education and training in accountancy, finance, and related disciplines. Research focuses on accounting education, curriculum development, teaching and learning effectiveness, and professional skills development. It supports evidence-based reforms in accounting education and contributes to the advancement of knowledge in areas such as auditing, taxation, forensic accounting, governmental accounting, and accounting information systems.

### **4. Digital Transformation**

Digital transformation examines how organisations leverage Information and Communication Technologies (ICTs) to improve decision-making, operational efficiency, and value creation. As a key driver of the Fourth Industrial Revolution (4IR), this theme explores the role of digital technologies in reshaping institutions, industries, and public sector systems, with a focus on innovation, resilience, and sustainable development.

## **Research Activities**

Our Research activities are anchored on well-structured Key Thematic Areas (KTA) that serve as a focal point for research as well as policy development. The KTA's also assist in influencing collaborations and external funding. We collaborate with several think-tank organisations including the Jesuit Centre for Theological Reflections (JCTR), the Zambia Institute for Policy Analysis and Research (ZIPAR) and Zambia Institute of Chartered Accountants (ZICA) on number of research projects. As such our research approach is poised to pushing forward the boundaries of knowledge to help in providing solutions to societal needs and creating a positive impact on national policy development on accountancy, issues of public financial management, accounting and finance, marketing, entrepreneurship and SME management.

## **Research Services:**

While we conduct research and survey initiatives to contribute towards broadening our knowledge base in line with the ZCAS Act, we provide full-service research assistance to clients encompassing:

- Public policy research.
- Stakeholder surveys.
- Business evaluations.
- Organisational need assessments
- Market surveys and assessments

Our research output feeds into our advocacy activities in relation to learning and advancement of training in accountancy, public finance and governance aspects.

## **Research Publications**

An Investigation of the Impact of Social Media Brand Identity on Student Enrolment Intention in Selected Higher Education Institutions:

URI

<http://dspace.zcas.edu.zm/handle/123456789/268>



# *Training & Events*



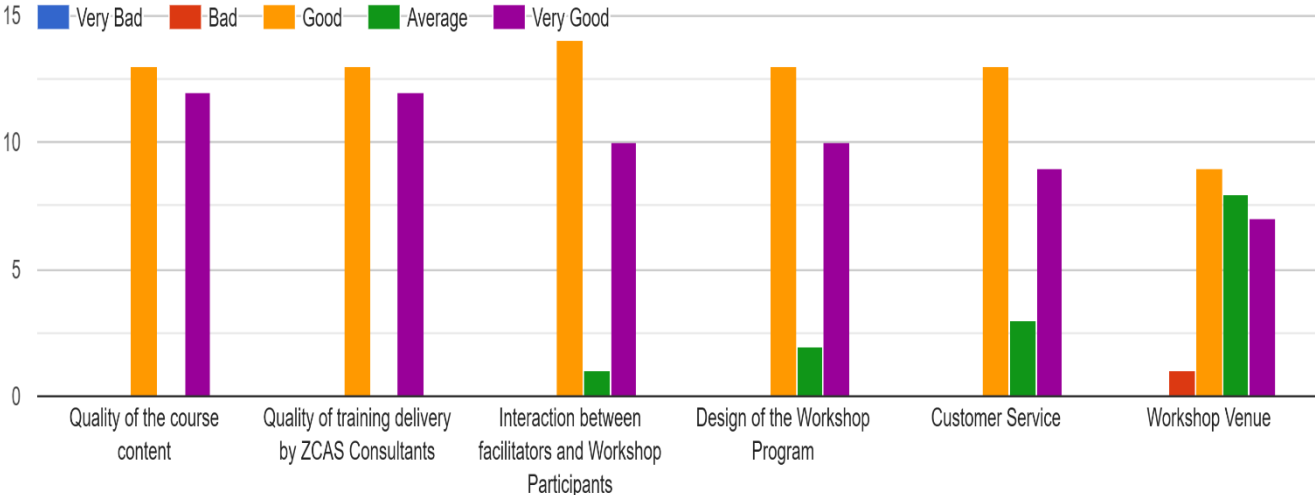
# Corporate Trainings

During the first quarter of 2026, the department successfully conducted two key training programmes that contributed significantly to its consultancy portfolio and revenue generation. The first was an International Public Sector Accounting Standards (IPSAS) training programme targeted at public sector institutions, which attracted strong participation and demonstrated the institution’s capacity to deliver high-impact professional training. The second was an in-house Finance for Non-Finance Managers training conducted for INFRATEL, aimed at equipping non-financial staff with essential financial management skills. Both trainings were successfully delivered and played a crucial role in enhancing client engagement, strengthening institutional reputation, and generating income for the department.

## Training Evaluation Results

The majority of participants rated the quality of the course content positively. Most respondents indicated that the training material was Good to Very Good, highlighting that the course was informative, practical, and relevant to their work, especially in preparation for the transition to accrual-based accounting in the public sector.

Kindly rate the organisation and implementation of the Workshop based on the attributes stated below

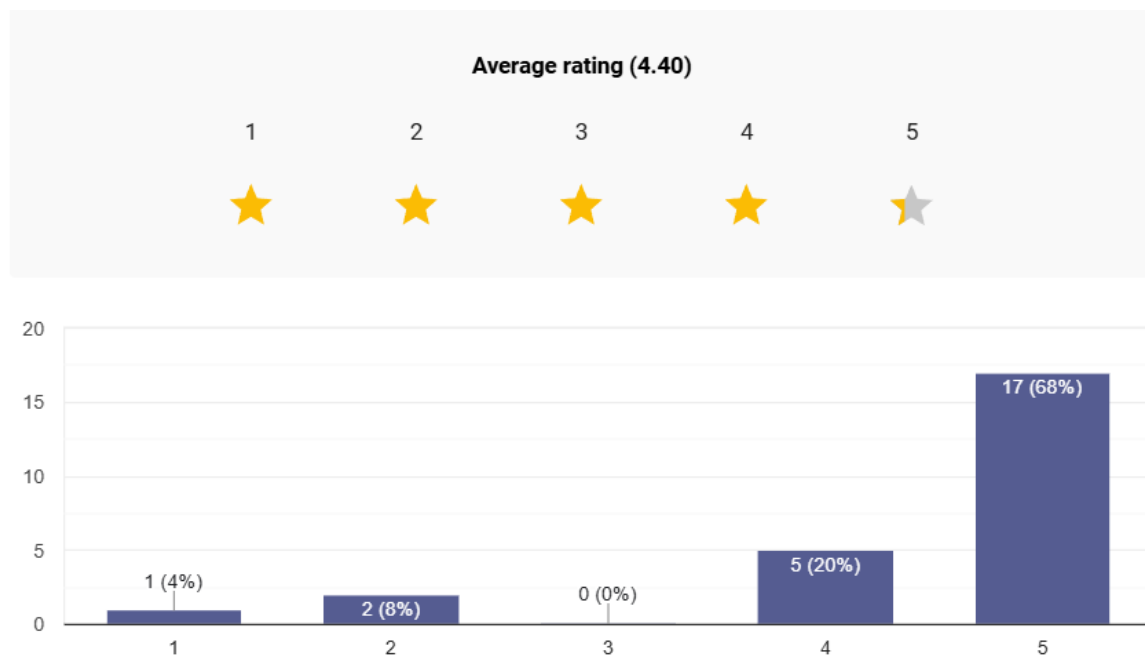


## Achievement of Training Objectives

The feedback indicates that the workshop successfully met its objectives.

- 100% of respondents indicated that their expectations were achieved.
- 100% confirmed that they gained additional skills and knowledge.
- All participants stated that they would recommend the training to others.

This demonstrates the relevance and effectiveness of the training in strengthening participants' understanding of IPSAS.



## ZCAS Corporate Training Calendar



# 2026

SN.	Course	Course Objective	Dates	Location	Fee/PP
1.	Best Practices in IPSAS Implementation and Accrual Accounting Treatment Training	Designed to help participants comprehend and adhere to accrual-based accounting practices while providing a step-by-step guide to IPSAS implementation, ultimately improving the quality of financial reporting, financial management, and accountability in the public sector.	25 <sup>th</sup> Feb – 27 <sup>th</sup> Feb (3 Days)	Siavonga	K 7,000
2.	Effective Preparation for Audit	Designed to help organisations and participants have knowledge of how to go through a stress-free audit process, by enlightening participants with audit requirements, compliance with accounting standards and organizing data for auditing.	26 <sup>th</sup> - 27 <sup>th</sup> March (2 Days)	Lusaka	K 5,000
3.	Procurement and Supply Chain Management Best Practices	Our Procurement and Supply Chain Management training is designed to equip participants with practical, up-to-date best practices that enhance purchasing efficiency and ensure value for money in every stage of the supply process.	23 <sup>rd</sup> – 24 <sup>th</sup> April (2 Days)	Lusaka	K 5,000
4.	IFRS Training	Practical IFRS training tailored for accountants at all levels, offering guidance and case studies to apply standards, record journal entries, prepare financial statements, interpret financial implications, and enhance IFRS knowledge.	28 <sup>th</sup> – 29 <sup>th</sup> May (2 Days)	Lusaka	K 5,000
5.	Data-Driven Decision Making -	Designed to develop participant's relevant skills on	24 <sup>th</sup> – 26 <sup>th</sup> June (3 Days)	Lusaka	K 7,000

	Excel Financial Modelling & Power BI	how to leverage the computing power of Excel & Power BI to create spreadsheet models that allows staff to carry out reconciliations, budgeting and data analysis vital for planning and forecasting purposes.			
6.	Leadership, Management & Supervisory Skills	This training is designed to provide critical insights into the key trends shaping organisations and equip managers and organisation leaders with strategies and techniques required improve personal management skills in line with the changing business environment.	30 <sup>th</sup> – 31 <sup>st</sup> July (2 Days)	Lusaka	<b>K 5,000</b>
7.	Strategic Risk Leadership Masterclass	This workshop equips senior leaders, operations managers, risk professionals, project and maintenance managers—along with accounting, finance, procurement, and logistics practitioners—with the tools and frameworks to strengthen resilience, drive growth, and build sustainable competitive advantage in a risk-driven business environment.	26 <sup>th</sup> – 28 <sup>th</sup> August (3 Days)	Livingstone	<b>K 7,000</b>
8	Advanced Budgeting, Financial Forecasting Workshop	This training is crafted to deliver real value to your organization by empowering participants to apply proven best practices in developing operating budgets, capital expenditure budgets, and cash flow forecasts—all aligned with your strategic objectives for stronger financial performance and decision-making.	24 <sup>th</sup> – 25 <sup>th</sup> September (2 Days)	Lusaka	<b>K 5,000</b>
9	Financial Management for Non-Finance Managers	Designed to equip non-finance professionals with working knowledge of financial management practices relevant for their day-to-day management activities and business decisions.	29 <sup>th</sup> – 30 <sup>th</sup> October (2 Days)	Lusaka	<b>K 5000</b>
10	Frontline Customer Service Excellence Workshop	This workshop will equip participants with the practical skills, strategies, and mindset needed to deliver exceptional customer experiences.	26 <sup>th</sup> - 27 <sup>th</sup> November (2 Days)	Lusaka	<b>K 5,000</b>

		Delegates will learn how to handle inquiries, resolve complaints efficiently, communicate effectively, and create positive first impressions that enhance customer satisfaction and loyalty.			
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For bookings, contact **Millan Kuyela**:

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We also offer **customized training** tailored to your needs!