M&H

MISSION &
HUMAN PERFORMANCE

Intelligence
Integrity
Impact

SPECIALIST TRAINING
ADVISORY
INSTITUTIONAL CAPACITY
DEVELOPMENT

International expertise.
Real-world learning.
Measurable professional performance.

COMPANY PROFILE

ENGLISH EDITION / 2026



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Who We Are

A specialist partner for capability development



A practical approach to institutional development

M&H; brings together international specialists whose professional backgrounds span law enforcement, criminal investigation, intelligence, financial integrity, security operations and institutional reform.

Our model combines operational experience with academic expertise and the ability to transfer knowledge effectively. We work with clients to understand operational requirements, design relevant learning experiences and strengthen performance in the workplace.

Our focus

Targeted capability development grounded in real operational requirements.

Our commitment

Professional relevance, practical application and evidence of learning.

Why Organisations Choose Us

Experienced specialists. Targeted learning. Observable results.

01

FIELD AND ACADEMIC EXPERTISE

Our expert network brings together operational practitioners, educators and advisers with experience in complex institutional environments.

02

DIAGNOSIS BEFORE DESIGN

We identify what personnel actually need to perform, rather than relying on generic course templates.

03

LEARNING THAT CHANGES BEHAVIOUR

Scenario-based practice, feedback and structured assessment support the transfer of skills into professional routines.

04

PERFORMANCE-FOCUSED EVALUATION

We assess what participants can demonstrate, not simply what they can recall at the end of a course.

From Needs to Performance

A disciplined training and advisory process

01

Assess

Understand institutional objectives, operational challenges and role-specific performance gaps.

02

Design

Define observable learning outcomes and build tailored programmes around actual work requirements.

03

Practise

Use case studies, realistic simulations, facilitated exercises and expert feedback.

04

Evaluate

Assess practical competence and provide clear evidence of progress against objectives.

05

Transfer

Support application of new skills at work and agree appropriate follow-up measures.

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Our Core Specialisms

Seven focused areas of professional expertise

01 **Document Examination, Forgery & Counterfeiting**

Forgery, counterfeiting, identity and travel documents.

02 **Financial Integrity, AML/CFT & Compliance**

AML/CFT, compliance, transaction monitoring and crypto tracing.

03 **Criminal & Strategic Intelligence Analysis**

Criminal intelligence, i2, OSINT and strategic assessment.

04 **Criminal Investigations & Complex Case Management**

Complex cases, investigative interviewing and evidence management.

05 **Financial Fraud & Digital Crime Investigation**

Financial fraud, digital payments and organised fraud networks.

06 **Counter-Narcotics & Drug Trafficking Investigations**

Drug crime investigations and trafficking network analysis.

07 **Special Operations & Tactical Training**

Leadership, operational readiness and specialist tactical training.

Expertise That Transfers

International perspectives, practical teaching capability



Our delivery model draws on subject-matter experts who combine practical service, specialist knowledge and instructional experience. Relevant professional backgrounds may include international missions, military and police training, law-enforcement development, institutional reform and academic instruction.

The right expert for the right challenge

We select expertise according to the assignment, the participant profile and the required outcomes. This approach allows us to address highly specialised needs without treating every client as if their challenges were the same.

Professional backgrounds and individual project experience are presented transparently and are not represented as prior corporate engagements.

Selected Training Programmes

Applied learning across specialist disciplines

01

Financial crime

AML compliance, transaction monitoring design, counter-terrorist financing and blockchain investigations.

02

Intelligence

Criminal intelligence analysis, IBM i2, open-source intelligence and strategic threat assessment.

03

Investigations

Crime-scene management, complex case management, interviewing and transnational crime.

04

Document examination

Travel-document verification, signature examination, printing processes and currency authentication.

05

Counter-narcotics

Trafficking investigations, network intelligence and evidence-handling practices.

06

Operational capability

Leadership, readiness assessment, tactical medical response and scenario-based training.

CUSTOMISED PROGRAMMES AVAILABLE

Programmes are scoped to client requirements, audience, resources and applicable standards.

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Learning, Behaviour and Impact

Evidence-based assessment beyond course attendance



Baseline

Identify starting knowledge, skills and expected job behaviours.

Practical assessment

Observe performance through exercises and scenario-based tasks.

Behaviour transfer

Review application in the workplace where follow-up is agreed.

Client reporting

Document findings, capability gaps and recommendations.

Flexible Delivery Models

Designed around the client, not a fixed format

In-person training

Instructor-led sessions with direct interaction, practical exercises and immediate feedback.

Applied workshops

Hands-on case work, facilitated problem solving and realistic professional scenarios.

Virtual learning

Live expert-led sessions where remote delivery is appropriate to the learning objectives.

Bespoke engagements

Tailored programmes, needs assessments, advisory support and institutional development.



M&H

Let us build capability together.

Start with the challenges your organisation needs to address. We will help identify the capabilities, learning interventions and practical measures that matter.

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