



Learning Impact NG

SCHOOL OF LEADERSHIP AND PEOPLE MANAGEMENT



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Everything rises and falls on leadership - the quality of leadership determines the success of any organization. If you want to achieve sustainable success, then invest in leadership development for all your employees.

Learning Impact NG's School of Leadership and People Management provides a number of learning interventions and programs that will create a culture of leadership in your organization, as follows:

S/No	Brand	Workshop Name	Description
1.	Inspect what you Expect	Managing Employees Performance	This workshop will equip participants with the skills and tools for setting performance goals, measuring performance, driving performance, appraising performance and managing poor performance.
2.	People Matters Matter	Emotional Intelligence & Teamwork	Participants will be able to manage themselves and others better, handle conflict and difficult conversations and work more effectively in teams to achieve results.
3.	The Hope Dealer	Effective Leadership	This workshop will equip participants with various tools and models to increase their influence and impact on those they influence.
4.	Follow My	Mentoring	Participants will be able to

	Lead	Skills	provide mentorship, guidance and support to others using the skills for effective delegation, feedback, teaching and motivation that all good mentors have.
5.	Getting it Right the First Time	Supervisory Skills for First Time Managers	First-time managers will be equipped with the skills, tools and resources to transition into supervisory positions and achieve the right results as they do so.
6.	Leading from the Middle	Middle Managers Workshop	Leaders in the middle face a variety of pressures and require certain skills in Organizational savvy, influencing and advocacy to achieve the 360-degree results that they require.
7.	Next Generation Leaders	Leadership for Future Leaders	This is targeted at your brightest and most talented young professionals who need to be prepared and challenged to take up leadership.
8.	The Language of Leadership	Coaching Skills	Coaching is the non-prescriptive language/style of leadership that challenges others to achieve their goals through questioning, evaluation, goal setting and feedback. Participants will be equipped to be coaching leaders and get better results from their teams.
9.	The Golden Workplace	Workplace Ethics	Participants will be able to make better and more ethical decisions across all areas of their work and life using time-tested principles like the Golden Rule, The Sunshine test and much more.

Effective Leadership

Leadership makes all the difference in our world, our country, our communities, our organizations and our families. It is not the exclusive preserve of a handful of powerful people occupying big positions, but it is meant to be a pervasive competency that is learned and practiced by everyone, so that we can all be in a better place. Everyone exercises influences, but we can all learn to do it better.

The Leadership Imperative

In this opening module, participants will explore principles of leadership that will explain its importance and how to improve in their leadership - The 10/10 Principle, the Leadership DNA, and the Values-Based Leadership Model; and the Five Levels of Leadership.

Leading Beyond Position

Participants will begin a journey of growing as a leader focusing on getting beyond their position or lack of it to embrace leadership and take ownership for everything that happens around them.

Leading through Relationships

In module three, participants will practice the skills for influencing others through relationships - connecting, building trust, building rapport, supporting and helping others and essentially being a “people’s-person”.

Leading with Results

Participants will then practice the skills for using their leadership to achieve results through effective teamwork, delegation, prioritization and performance management. Results give your leadership credibility.

Leading with Other Leaders

In the final module, participants will practice a number of skills focused on creating a legacy of future leaders such as culture, innovation, change management, coaching, and mentoring. Your leadership is only sustained when it out-lives you.

Delivery will involve the use of a number of experiential activities including self-assessments, case studies, reflective practice and role plays, amongst others. Program can be further customized to meet the organization’s specific needs



Supervisory Skills for First Time Managers

The transition from a team member to a team leader is one of the most important transitions that professionals make in their careers because it lays the foundation for the rest of their journey as managers and leaders. Unfortunately, many people are not well prepared for this transition with dire consequences for their organizations and their careers. Those who are prepared manage the transition better and achieve outstanding results as managers.

The Leadership Challenge

In this opening module, participants will explore the challenges and common mistakes that first-time managers make and the various leadership models and frameworks that can help them overcome these challenges.

Leading Self

Participants will then focus on the skills and behaviours for leading themselves - the basic building blocks of emotional intelligence: self-awareness and self-management, as well as basic skills for personal effectiveness and managing their own careers.

Leading Others

In module three, participants will practice the skills for connecting with others, communicating effectively, building relationships with others, demonstrating and fostering teamwork and influencing their colleagues, team members and supervisors.

Leading Results

Participants will then practice the skills for getting results from their teams with a specific focus on fostering effectiveness and ownership thinking; managing performance, creative problem solving and project management.

Building Organizational Savvy

In the final module, participants will focus on understanding the management systems in their organizations, particularly the role of Line Managers in managing the employee life-cycle and the expectations that the organizations have of them in this regard.

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Managing Employees Performance

One of the most important acts of leadership that Executives and Managers carry out each day is managing the performance of their colleagues and team members. As leaders, you must INSPECT what you EXPECT and put in place all the structures and processes to drive performance. You only achieve your strategic goals when performance happens, so managing performance is a leadership imperative.

The Performance Imperative

In this opening module, we will begin by exploring the importance of performance management and the difference it makes to organizations. We will identify the factors that drive human and organizational performance and discuss some basic principles of performance.

Setting Performance Goals

Executives and Managers need to learn how to set the right goals for their organizations and cascade these goals in a manner that ALIGNS the entire organization through its departments, units, teams and individuals. We will explore principles and models for achieving this.

Building Capacity for Sustaining Performance

In module three we will focus on what it takes to sustain performance throughout the year through effective delegation, a commitment to employee learning and development and the use of performance improvement tools to diagnose and improve performance all-year round.

Performance Monitoring, Feedback, Appraisal

Participants will focus on the principles and tools for monitoring and recording performance; giving professional feedback to their colleagues; appraising performance in an effective manner; and communicating information about performance.

Managing Poor Performance

In the final module, we will work with participants to apply various principles and tools for managing poor performance to support the weakest links in their teams to transform their performance and ensure that a culture of performance is sustained in the organization.

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Middle-Managers Program

Middle Managers have a very unique and sometimes challenging role to play in organizations - the people below them expect them to empathize more with them while their supervisors expect them to drive results from their team members. This tension should create an opportunity for innovation and success, but often leads to frustration and stress for the middle managers and everyone around them. If middle-managers were better prepared for this reality, they will no doubt achieve better results.

The Middle-Manager Challenge

In this opening module, participants will explore some of the challenges that middle managers face, especially some of the myths of positional leadership and the tension that typically arises for middle managers

The Skills for Influence

Participants will then focus on the skills and behaviours for influence - using the framework of The Leadership DNA and the Five Levels of Influence.

Managing Up and Across

In module three, participants will practice the skills and behaviours required to manage their supervisors and their colleagues in a manner that gets the best results for them and the organization. This requires an interplay of various skills especially from the earlier module.

Managing Your Direct Reports

Participants will then practice the skills for leading and managing their own direct reports and team members: managing relationships, teams, conflict, results and change - critical skills that every middle manager needs.

Managing Office Politics

In the final module, participants will focus on understanding the 'political' context of their organization - the various sources of power and influence and the various competing interests, influences and influencers on the organization.

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Future Leaders Program

There is no better way to create a legacy of leadership in your organization that to start early by identifying young professionals with high-potential and start grooming and preparing them for future leadership roles in your organization. A Future Leaders program will expose your young talent to skills and behaviours that are perhaps required at three to four levels higher than where they are.

You are Talented, So what?

In this opening module, participants will learn a few lessons in emotional intelligence, self-awareness and self-management especially in check-mating the biggest challenge that most young successful people have - their egos.

Fostering and Demonstrating Teamwork

Participants will then learn to work with others and through others by practicing the behaviours for demonstrating and fostering team work, building meaningful relationships with colleagues and balancing advocacy with results.

Leading Execution and Results

In module three, participants will be exposed to the skills, tools and resources to lead execution and drive business results - personal effectiveness, project management and the other disciplines of execution.

Leading Change & Transformation

Participants will then practice the skills for leading innovation and transformation, commit themselves to a process for applying the skills of creativity and innovation and building the capacity for leading change by carrying others along.

Business Acumen & Strategy

In the final module, participants will focus on the skills for managing their personal finances, understanding the overall organizational strategy and making appropriate business decisions based on an elevated understanding of financial management and commercial principles.

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Emotional Intelligence & Teamwork

Daniel Goleman in his ground-breaking research showed that up to 85% of the success that individuals are able to achieve is driven by their Emotional Intelligence – their ability to understand and manage themselves, and to understand and manage others. Organizations must therefore build the capabilities for emotional intelligence and teamwork in their teams in order to drive the results and successes that organizations desire.

Defining Success

In this opening module, participants will explore the concept of success and the ingredients that help create and sustain success. Learning activities will focus on creating a personal road-map for success based on the emotional intelligence framework and understanding that success is a process, not an event or

Self-Discovery

Participants will go on a journey of self-discovery using a number of experiential activities and tools for self-discovery. By learning to discover themselves, participants will be clearer about their purpose, more confident in their strengths, cognizant of their weaknesses and have new perspectives on their past failures and successes.

Self-Management

In Module three, participants will practice the skills for managing themselves – particularly to be able to adjust their attitudes and behaviours so that they can influence others and achieve excellent results.

People Mastery

Once participants have gotten an elevated understanding of themselves, they will learn how to intentionally focus on others and about the personalities, preferences, communication styles and conflict responses of others. This module will help them recognize/embrace diversity and how it can be valuable to an organization/team

Winning with People & Teams

In the final module, participants will learn how to Win with People by practicing some of the behaviours and attitudes for effective interpersonal relationships – dealing with difficult colleagues and bosses, managing conflict, communicating effectively, giving feedback and working in teams, amongst others

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Workplace Ethics Program

Whereas a number of institutions have the word ‘integrity’ as one of their values, we still find that integrity or the lack of it is still one of the biggest challenges facing our society. We need to move beyond lip-service when it comes to ethics and integrity and investing in an organization-wide program on Ethics and Integrity is no doubt a step in the right direction.

Overview of Business Ethics

In this opening module, participants will explore some of foundational principles of workplace ethics, including but not limited to the Values-Based Leadership Model, The Newspaper test and Common Ethical Dilemmas.

Trust Builders and Destroyers

Participants will gain more insights into ethical behaviour by reflecting on a number of principles regarding building trust - The Law of Solid Ground; the 3Es of Fair Process and how to overcome trust destroyers.

The Golden Rule

In module three, participants will be exposed to the Golden Rule - how it works and the difference it makes as well as the factors that impede the golden rule and how to apply it to various areas of their work and lives.

Ethics in Practice

Participants will then practice the skills for ethical behaviours using a number of case studies covering some areas - workplace conduct, teamwork, customer service, sales, and leadership & management.

Building an Ethical Organization

In the final module, participants will focus on what it takes to create an ethical organization - institutionalizing discipline and character and putting in place the right combination of structures, policies and leadership to sustain an ethical organization including managing the change from where you are today to where you ought to be.

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Coaching Skills Program

The most effective leaders in the world speak the language of leadership - they “coach” themselves and their team members by clarifying priorities, asking powerful questions, evaluating options, monitoring decisions and supporting the achievement of their goals. If you want to take professionals to the highest level of achievement in your organization then invest in building coaching skills in your leaders.

Coaching Skills Overview

In this opening module, participants will explore some of foundational principles of workplace coaching - why it is important, how it compares to other interventions and how to make a business case for coaching skills.

Coaching Models

There are a number of different models and approaches to coaching - GROW, CLEAR, COACH, CLICK, etc. that participants will learn and practice so that they can apply them back in their work and lives.

Skills for Connecting

In module three, participants will practice the skills and behaviours to create connections with the people they coach, particularly the skills for effective listening, rapport building and understanding other people’s personalities and how to work with different personalities.

Skills for Exploring

Participants will then practice the skills for exploring, which is a very important part of the coaching process - clarifying goals and priorities, asking questions, identifying options and evaluating options with the people they are coaching.

Skills for Driving Action

In the final module, participants will focus on the skills required to drive the actualizations of coaching goals - reflective thinking and action planning, setting SMART goals, managing implementation, monitoring implementation and giving effective feedback.

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About Learning Impact NG

Learning Impact NG is a leading provider of Organizational learning, strategy consulting and financial literacy solutions in Nigeria. The was incorporated on the 25th of June 2010 and was founded by Omagbitse Barrow, a young and dynamic Investment Banker, turned Human Resources and Learning Manager who had spent a decade working at Investment Banking & Trust Company (IBTC) and later Stanbic IBTC Pension Managers and Stanbic IBTC Bank.

In the early days (2010-2013), Learning Impact NG was the exclusive license partner for John C Maxwell Corporate Leadership Development Programs in Nigeria. The company still offers John Maxwell Training Programs through its leaders who are members of the John Maxwell Team.

However, most of the company's focus has been in developing and deploying bespoke learning and consulting solutions for its clients across 7 major areas of learning and in a variety of specialist areas of consulting and creative solutions.

We have worked with some of the largest institutions across a variety of industries in Nigeria's private, public and non-profit sectors. In addition to traditional classroom training, we are at the forefront of the use of learning technology in Nigeria with our innovative Animated Educational Videos that we have deployed for several institutions; our 100% home-made Learning Management System with robust indigenous courseware; and our unique EPaper Vendor service and other Knowledge Management Services that we offer.

Our vision is to help Organizations, individuals and our society to be better, and our core capabilities are around research, innovation, cost-effectiveness, and a passion for impact. The values that drive us are Leadership, Learning, Selling and Service, and our employee proposition and brand are woven around these.

We are a Company that dares to be different, and desires to do great things for our society and our world, so please join us on this mission-critical journey to help us all to BE BETTER.

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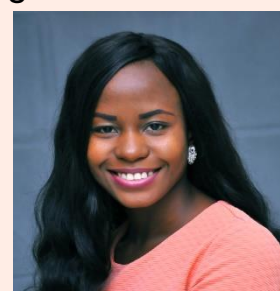
Our Learning Design & Delivery Methodology

Based on our proprietary Learning Impact Model, our team of designers and facilitators at Learning Impact NG are focused on ensuring that the impact of all our solutions are sustained beyond the “event” or “intervention”. We pay attention to the following in all our intervention design and delivery:

- **Adult Learning Principles** - There are a number of principles of adult learning that drive our approach including but not limited to the fact that adult learners are pressed for time; goal-oriented; bring previous knowledge and experience; have a finite capacity for information; have different motivation levels and have different learning styles.
- **Human Performance Improvement** - We ensure that we undertake a root-cause analysis of the performance challenges that organizations are facing and use this as the basis of designing our solutions and interventions. This way we deal with the real issues and not just the symptoms.
- **The Learning Impact Model** - We encourage our clients to deploy a learning policy framework that creates awareness and desire through pre-training activities; builds knowledge and ability through the actual content and delivery; and reinforces learning through post-training activities. This way, learning and consulting solutions create real CHANGE in the organizations.
- **Programmatic Evaluation** - We focus on evaluating the impact of learning using a variety of tools across the four levels of evaluation - reaction, knowledge transfer, behavioural change, and impact.
- **Experiential Design & Delivery** - We are champions of the use of experiential delivery and facilitation techniques particularly in the areas of indigenous case studies and rich media
- **Scalability and Impact:** Using learning technology and the support we give to internal faculties with our customizable content, we help to increase the scalability and impact of our solutions.

Our commitment to these underlying principles will ensure that learning creates a CHANGE for your team members and your organization.

Regina Makyur
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COMMENTS / FEEDBACK FROM CLIENTS



- ❖ *It is more of a deliverance programme to me; A great reindentation indeed – SEC – managing your Personal Finances.*
- ❖ *I am highly impressed with the content and delivery of this training. I shall personally follow-up on my friends who are in need this kind of training and ensure they attend. – Presentation skills for Professionals - GRM Consulting*
- ❖ *The training was very educative and made an impact on things and core areas I would like to make changes in, I would like to come back to Learning Impact for another training related to the Pension Industry.- Strategic Service Management in Pension Industry- FCMB*
- ❖ *The training is impactful and what I've learnt would enable me to be effective and efficient in discharging my responsibilities. Business Writing Skills Training - NIPC*

CONTACT US

For enquiries;
Call us or visit our website
Feel free to reach us on any of our social media accounts
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