



Learning Impact NG

# THE GOLDEN WORKPLACE

APPLYING ETHICAL PRINCIPLES TO WORK AND LIFE



# Workplace Ethics Program

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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.

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



# About Learning Impact NG

## *Our Company*

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

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 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 is sustained beyond the "event" or "intervention". We pay attention to the following in all our intervention design and delivery:

- 1) Adult Learning Principles;
- 2) Human Performance Improvement;
- 3) The Learning Impact Model;
- 4) Programmatic Evaluation;
- 4) Experiential Design & Delivery;
- 5) Scalability and Impact.

We use case studies, role plays, reflective thinking, scenarios, in-baskets, individual and group activities, games and a host of other experiential learning and discovery-based tools to design and deliver our trainings.



## *Our People*

We have a strong internal academy led by Omagbitse Barrow, a prize-winning Chartered Accountant and critically acclaimed workplace learning professional and supported by Regina Makyur, a first-class graduate of Economics and a Doctoral candidate in Economics, and Anthony Oni, an experienced learning designer. We also tap into the expertise of a wide and very experienced external faculty for our programs, and our Faculty model is driven by a commitment on on-going learning and research, micro-learning and a strong commitment to publications and innovation.



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