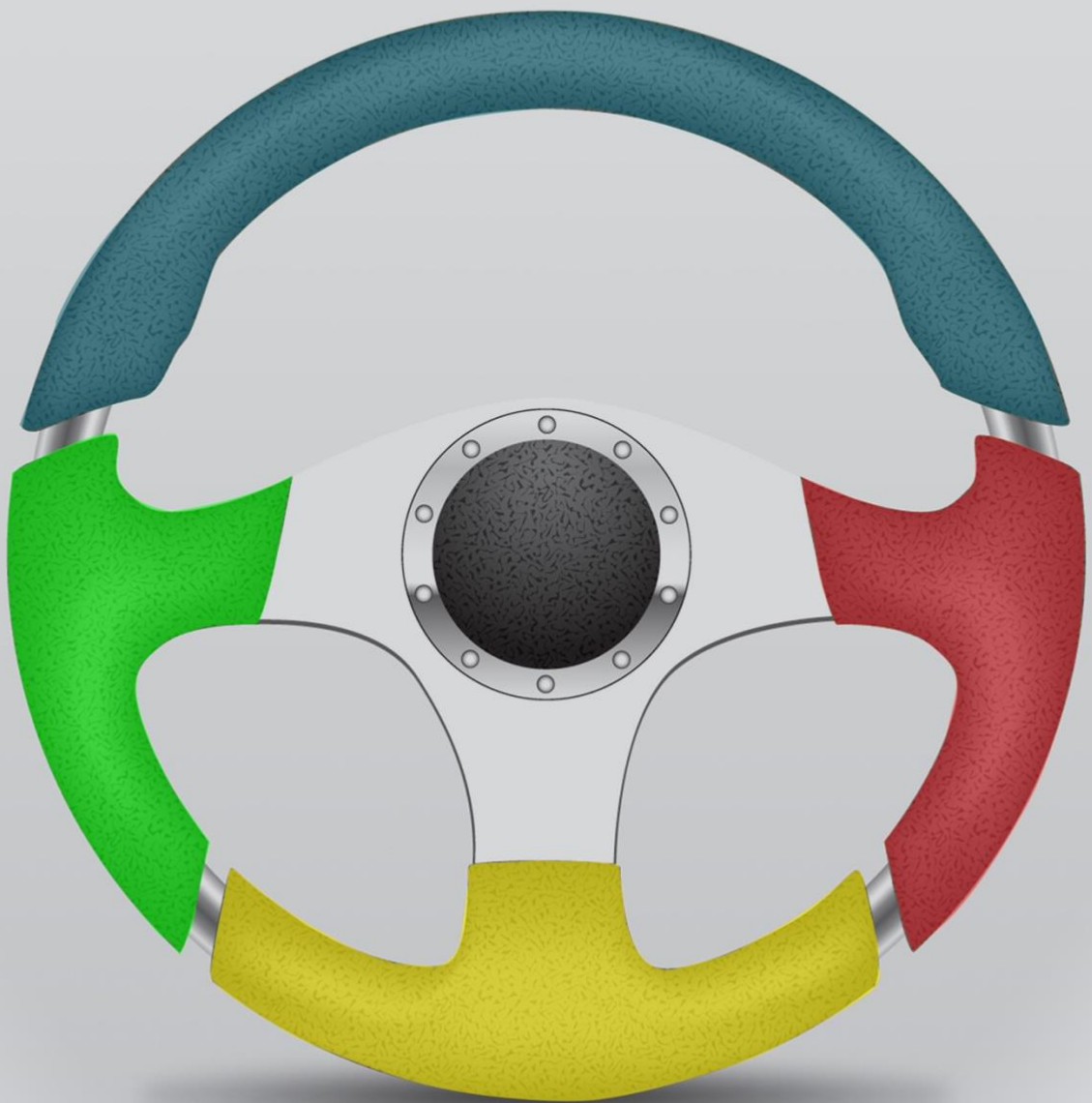


HR

In The Driver's Seat



**Improving Human Resources
Practices & Impact**

Strategic Human Resources Management

Human Resources Managers have a critical role to play in driving organizational performance and strategy. They are responsible for the core asset of every organization that drives its strategy and performance - its people. Unfortunately, most HR managers and professionals are not yet in driver's seat in their organizations and are not playing this important role well enough. They need the skills and tools to be more "strategic" and get a "seat at the table", so that they can really drive organizational strategy and performance and make a difference.

The HR Challenge

In this opening module, we will explore the challenge of organizational strategy and performance and the role that Human resources Professionals should play. We will introduce Dave Ulrich's Strategic HR Framework and the expectations for modern HR Professionals.

Strategy for HR Professionals

One of the core capabilities of HR Professionals in the Ulrich Model is Strategic Driver. This requires HR professionals to lead Strategy Development and Implementation rather than just support the Business Strategy. This module will provide tools for HR professionals to do so and much more.

Performance & Operational Improvement

HR professionals will learn to use various tools of performance consulting and operations improvement to ensure that organizational performance is improved and sustained. This module will give participants the opportunity to design and apply these tools.

Change Management Tools for HR Professionals

Effective strategy is about doing things differently, and this definitely means that there will be a lot of changes in the organization. These changes have to be properly managed on a continuous basis with HR professionals driving the change management effort. This module will equip participants with the tools for Change Management.

HR Metrics and Measures

The final part of this program will focus on building the skills and capabilities of HR professionals to develop and use HR Metrics and Measures that speak the language of the business and align with the overall strategic framework of the organization.

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 25th 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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