



Learning Impact NG

# People Matters Matter



EMOTIONAL INTELLIGENCE & TEAMWORK FOR ORGANIZATIONS



# 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

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 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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