



Learning Impact NG

# PROS & CONS

Learn to Make and Manage Decisions





# Decision Making for Managers

One of the underlying causes of individual and organizational under-performance is the poor quality of decisions that employees and managers take and more so, the lack of skills in managing the consequences of their decisions. Most professionals will do anything to avoid taking a decision and being held accountable for decisions, putting a lot of pressure on very few senior managers to make even the most basic operational decisions on their behalf. The reasons are obvious - a culture of thinking and decision making is not pervasive in the organization and the professionals do not have the skills for effective decision making and management.

## **An Overview of Decision Making**

In this opening module, participants will be exposed to the Anatomy of Decision Making; Overcoming Biases in Decision Making; Developing Options and Overcoming the Barriers to Creativity.

## **Decision Analysis**

Participants will learn how to narrow-down and select the best options, use statistics and trends to improve their choices and apply a number of other tools that can enhance decision analysis.

## **Implementing Your Decisions**

In module three, participants will explore the emotional and irrational factors that affect the implementation of decisions and also practice the implementation of decisions using a number of tools and scenarios.

## **Managing the Consequences of Decisions**

Regardless of the decisions that we take - good or bad, participants will learn the skills for managing the impact and consequences of their decisions by identifying lessons and areas for improvement; acculturating positives; and learning to fail forward.

## **Organizational Structures for Decision Making**

In the final module, we will focus on what it takes to create the right structures for decision making in an organization, paying attention to fostering ownership thinking and teamwork; delegated authority; managing inter-dependencies; and organizational communication.

Delivery will involve the use of a number of experiential activities including self-assessments, case studies, reflective practice, games, videos and role plays, amongst others.



# 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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