

CORPORATE LEARNING PROGRAMS



Learning
Impact

Schools

Strategy and Innovation
Financial Literacy & Business Acumen
Human Resources & Learning
Sales & Service Delivery
Leadership & People Management
Personal Effectiveness & Productivity
Business Communication



About Learning Impact

Learning Impact 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 Impct 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.

Omagbitse Barrow FCA
Founder
gbitse.barrow@learningimpactmodel.com
Abuja, NIGERIA



Our Learning Design & Delivery Methodology

Based on our proprietary Learning Impact Model, our team of designers and facilitators at Learning Impact 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.



"I found it impressive that although the material presented was completely new to me, the facilitator made it very interesting and easy to understand. I would recommend the facilitator any day" – Tangerine Africa

"It is not just about my job, the knowledge will also help in my personal development" – MTN Nigeria

"I felt it was timely since we are yet to complete 2023 KPIs. I also liked that the facilitator was able to use actual workplace experiences for examples. I enjoyed the pre-workshop material as well. Audio books/podcasts should be used more in Tangerine" – Tangerine Africa

"I've learnt a lot. I'm satisfied. Many thanks to the Facilitator and ARM Academy" – ARM

"The Training was Greatly interesting and impacting despite heavy down pour of rain as obstruction" – NLPC PFA

"The practical application of the course to other life areas & the facilitator's method of teaching and ability to use practical examples" – NSIA Insurance

"The facilitator really knows his work and know how carry everyone along" – PenOp

WORK WITH US

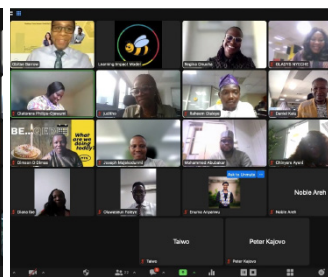
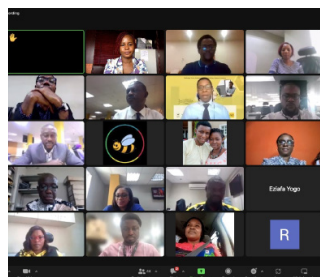
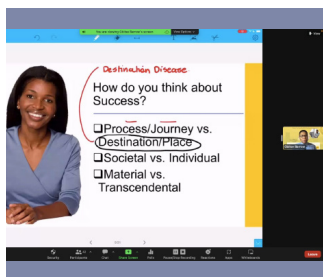




Learning Impact

PHOTO GALLERY

Photos from our programs facilitated both physically and virtually.

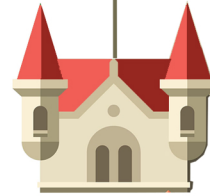


THE 8 SCHOOLS

School of Strategy and Innovation



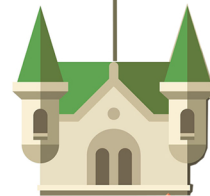
School of Financial Literacy & Business Acumen



School of Business Communication



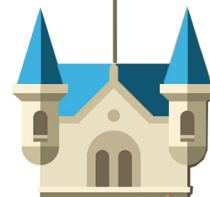
School of Human Resources & Learning



School of Sales & Service Delivery



School of Leadership & People Management



School of Personal Effectiveness & Productivity



John C Maxwell Leadership Development Programs





The most certain way that organizations can remain truly competitive and continue to enhance the value that they add to society is through developing the capabilities for strategic and innovative thinking.

Learning Impact's School of Strategy & Innovation provides a number of learning interventions and programs that will help build these capabilities in your people and teams as follows:

S/No	Brand	Workshop Name	Description
	Balance Your Score Card	Implementing the Balanced Score Card	Participants will be able to implement the balanced score card as a tool for strategy development and performance management.
	Good Thinking... Good Products	Thinking Skills	Participants will be able to create a culture of thinking and will apply the skills for various types of thinking to their personal and Organizational growth.
	Pros & Cons	Decision Making	Participants will improve their ability to make decisions and manage the consequences of their decisions.
	Transformers	Leading Change	Participants will be able to lead transformational change projects and create a CHANGE DNA in their teams.

	Unleash Creativity	Creativity & Innovation	Participants will apply over 20 different tools for creative problem solving to overcoming real-life challenges at work and in their lives.

SCHOOL OF FINANCIAL LITERACY AND BUSINESS ACUMEN



Organizations will be more effective if all their managers and employees were financially literate - they can manage their personal and Organizational finances and resources better.

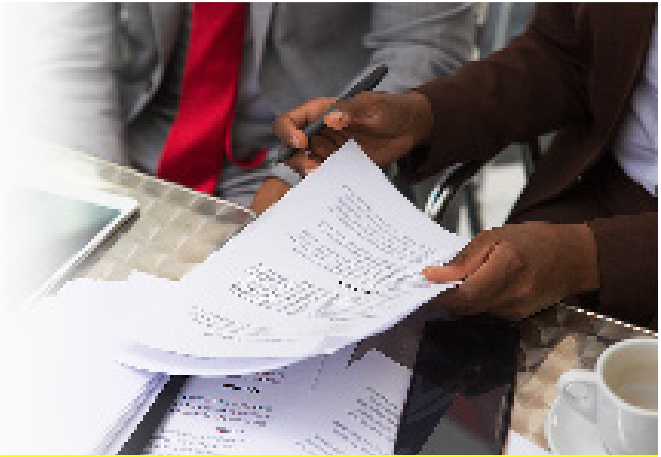
Learning Impact's School of Financial Literacy & Business Acumen provides a number of learning interventions and programs that will help build these financial-savvy capabilities in your people and teams as follows:

S/No	Brand	Workshop Name	Description
	Making Your Money Work	Personal Financial Planning	Targeted at everyone to help us build the skills for managing our personal finances better
	Planning Your 3 rd Career	Retirement Planning	This program helps all employees start planning and making adequate preparations towards retirement.
	The Big Picture	Business Acumen	Equips managers and professionals with the skills for financial management, especially for those without a finance/business background.

	From One Man to Many Men	Entrepreneurial Management	Supports start-ups and small businesses with the skills and tools to achieve entrepreneurial success.
	The Financial Planner	Financial Literacy	Targeted at professionals in the financial services industry to improve their understanding of the financial markets that are at the core of their products and services.



SCHOOL OF BUSINESS COMMUNICATION



Effective communication ensures that your ideas, solutions and plans can be transmitted effectively to your customers, employees and other stakeholders. Great organizations are built by great communicators!

Learning Impact’s School of Business Communication provides a number of learning interventions and programs that will help build a culture of effective communication in your people and teams as follows:

S/No	Brand	Workshop Name	Description
	Get the Write Start	Business Writing Skills	This workshop will equip participants with the skills fir effective business writing - including writing with purpose, tone and clarity and preparing letters, memos and reports.
	Present Like a Star	Designing and Delivering Presentations	Participants will learn the skills for the design and delivery of highly-impactful presentations using a variety of tools and frameworks.
	Meeting ROI	Managing Meetings	This workshop will equip participants with various tools and resources to make their meetings more productive and ensure that meetings create the right ROI for their organizations.



Learning Impact

SCHOOL OF HUMAN RESOURCES AND LEARNING



People are the most important asset in any organization, and organizations need to build the capacity of its Human Resources professionals to drive human performance so that the organization will succeed.

Learning Impact’s School of Human Resources & Learning offers a number of unique interventions to transform the Human Capital Management function in your organization:

S/ No	Brand	Workshop Name	Description
	HR in the Driver’s Seat	Strategic Human Resources Management	This workshop will equip HR professionals with the core capabilities of modern HR - Change Management, Strategic Partnership, Operational Effectiveness and Performance Consulting.
	The Organizational DNA	Fostering the Right Organizational Culture	Participants will be able to develop and implement a cultural transformation project and foster the desired culture in their organizations.
	The Science of HR	Competency Frameworks	Participants will be able to design, develop and deploy competency frameworks and use them in a variety of areas of the HR life-cycle in their organizations.

	The HR Meter	Strategic HR Metrics and Measures	Participants will be able to develop appropriate metrics and measures across all areas of strategic human resources in line with the overall strategy of the organization.
	The Performance Doctor	Performance Consulting.	Participants will be able to diagnose performance challenges, develop and implement solutions to address those challenges and enhance the overall performance of the organization.
	The Master Trainer	Experiential Learning Design & Facilitation	Participants will be able to design and deliver training programs using a variety of experiential techniques that reflect the principles of adult learning.



SCHOOL OF SALES & SERVICE DELIVERY



Customers are at the heart of every successful organization - they pay our salaries, so we must be good at finding new customers and transforming our existing customers into advocates.

Our School of Sales & Service Delivery provides a number of learning interventions and programs that will help build these capabilities in your people and teams as follows:

S/No	Brand	Workshop Name	Description
	The Lean Machine	Managing Operational & Service Excellence	Participants will be able to apply a variety of tools, skills and frameworks to improve the operations of the various departments and activities in their organization.
	Delightful Service	Managing Customer Experience	This workshop is focused on building the capabilities of professionals to offer fantastic service, meet and exceed customer expectations, manage customer experience and create advocates out of their customers
	Winning Hearts & Pockets	Consultative Selling	Participants will be able to use consultative selling techniques to drive their entire sales process so that they can have a constant pipeline of potential customers and keep the cash register ringing.

SCHOOL OF LEADERSHIP AND PEOPLE MANAGEMENT



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'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 Lead	Mentoring Skills	Participants will be able to 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.

SCHOOL OF PERSONAL EFFECTIVENESS AND PRODUCTIVITY



If everyone had a clear sense of who they were and what was expected of them and had a disciplined and creative way of applying themselves to their work, then we would have a lesser need for a lot of supervision and management.

Learning Impact's School of Personal Effectiveness and Productivity provides a number of learning interventions and programs that will help build these capabilities in your people and teams as follows:

S/ No	Brand	Workshop Name	Description
1	Be Better	Personal Accountability and Development	Participants will be to take ownership of every aspect of their lives and careers, ensure alignment with the work that they do and coach themselves to higher levels of achievement.
2	Work Smart not Hard	Personal Effectiveness & Productivity	This workshop will equip participants will tools, resources and skills to manage time, energy, priorities, stress, colleagues and be able to achieve better results in their work and lives.



JOHN MAXWELL LEADERSHIP DEVELOPMENT PROGRAMS



If there is one culture that all organizations MUST invest in, it is in creating a culture of leadership - where people take ownership, drive themselves and others towards results and keep raising the bar on their performance.

John C Maxwell's Leadership Development programs run by the faculty of John C Maxwell Team members in Learning Impact NG will help create that culture in your people and organization.

S/No	Workshop Name	Description
1	Developing the Leader Within You	Participants will learn to grow their leadership through influencing, building relationships, driving results and creating a leadership legacy.
2	Learning the 21 Laws of Leadership	Participants will apply the 21 Irrefutable Laws of Leadership to improving their leadership of self, others, teams, results and transformation.
3	How to be a R.E.A.L Success	The program focuses on tools, resources and skills for Relationships, Equipping, Attitude and Leadership to create sustainable personal and Organizational success.
4	Learning to Become a Person of Influence	Participants will learn how to become INFLUENCERS by applying various tools, resources and skills for leading themselves and others.

	Leadership Gold	Participants will apply some of the most precious lessons John Maxwell has learned in his over four decades of leadership development to their life and work.
	Winning with People	Participants will learn how to be people-people, and to build, sustain and leverage effective relationships with others to achieve sustainable success.

Contact Us

For enquiries

Feel free to call, email and visit our website or office
You can also reach us on our social media accounts


 +234 805 195 3276

 info@learningimpactmodel.com


 www.learningimpactmodel.com

Learning Impact

Suite 3F4, Katu Koma Plaza,
52 Off Oladipo Way, Sector Centre C, Abuja.
Nigeria | Trinidad & Tobago | U.S.A

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