

Be Better

The Monthly Newsletter of Learning Impact NG

www.learningimpactmodel.com



Thought Leaders

Performance Management:

Why Your Team May Be Underperforming

As an organizational leader or manager, it is very easy to ascribe the under-performance of your team members to capacity issues. The first response to dwindling performance in most management meetings is - our staff need training.

While a continuous investment in employee development is always valuable, there may be other reasons why your people are underperforming, and savvy performance improvement specialists undertake a root-cause analysis using tools like the WHY Tree or the Ishikawa (Fish Bone) Diagram.

When using these tools, our experience has revealed a number of other root causes that often go undetected and untreated.

IN THIS ISSUE

THOUGHT LEADERS:

Why your Team may be Underperforming

PRODUCT REVIEW:

The PTracker

MONTH IN REVIEW

FIRS, Stanbic IBTC, EarthPoint Development Services

RESOURCE REVIEW:

Word Problems in Mathematics DVD



Firstly, MISALIGNMENT - the employee may be a proverbial square peg in a round hole. While training may help, a more brutal honest self-assessment is required and a coaching conversation may be more useful here than more training. Also, we find that BAD PROCESSES could also contribute to under-performance. Sometimes the processes are not well documented or they are just not streamlined for effectiveness. A process audit, revamp and documentation will certainly create more impact than just training.

In addition, underperformance could be the result of WORK TENSIONS or WORK overload, which may require delicate intervention from you as the line manager.

Finally, PERSONAL PROBLEMS certainly get in the way of performance, so your ability to counsel and support employees at such times is critical.

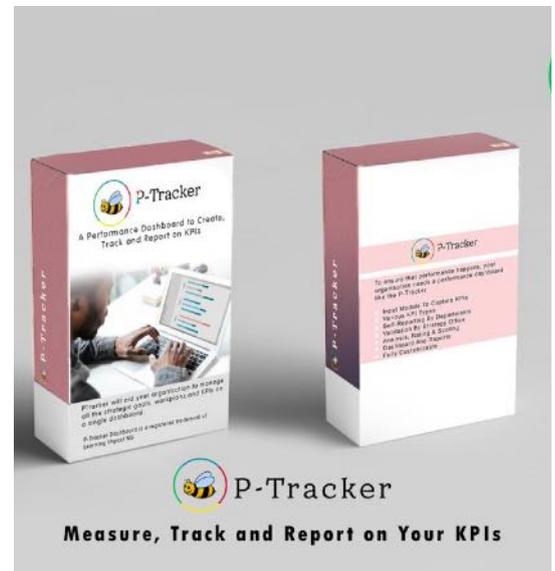
So, do not be too quick to throw "training" at your next performance problem, get a performance consultant to work with you to identify the root-causes and propose interventions that can make the difference.

Product Review

PTracker

It is absolutely important for organizations to have a system that tracks the performance goals for the various teams, units and departments, allows managers to input and validate on-going performance and provides a dashboard for executives to review performance data and then slice and dice it in various ways to make appropriate decisions regarding sustaining and improving performance.

If your organization is looking for an end-to-end performance tracking and reporting solution, then look no further than the PTracker.



OUR E-LEARNING SOLUTIONS

Learning Impact NG offers a variety of eLearning solutions including but not limited to LMS Customization and Deployment; Course Development; Course Conversion to SCORM

We also offer virtual training workshops and blended learning programs that incorporate in-person and asynchronous learning tools to enhance the overall learning experience.



The Month in Review

The new year started off on a very exciting note with Learning Impact NG being engaged as Organizational Development/Strategy Consultants to EarthPoint Development - a Kano-based Real Estate Development Company.

We will be supporting the Company with setting up its Human Resources Systems and building the right organizational framework for its operations.

Our Chief Executive, Omagbitse Barrow facilitated sessions for the Federal Inland Revenue Service at its Executive Leadership Course that took place in Enugu.

Also, during the month, we facilitated another stream of Virtual workshops on Business Writing Skills for Stanbic IBTC.

We look forward to an equally exciting month of February with a number of workshops for our various clients, and plenty of interesting Organizational Development (OD) Projects for our OD clients

The PTracker has been deployed in leading institutions in Nigeria and offers you all of those important strategy/performance tracking and reporting features and more.

We can customize the application for your organization reflecting some of your specific needs for capturing, retrieval and reporting of strategy initiatives, work plans and Key Performance Indicators.

Call us on 08069434198 to learn more about this unique solution.





Resource Review

Word Problems in Mathematics -DVD

One area of learning in which a number of young children in upper primary school struggle is Word Problems in Mathematics.

Word problems require the pupils to read and interpret the questions properly and then apply mathematical concepts to solving them.

Contact Us

Third Floor, Adisa Plaza
David Ejoor Crescent
Apo, Abuja, NIGERIA
+234 805 195 3276
info@learningimpactmodel.com

They require some out of the box thinking and real life application that comes from a lot of practice and most importantly, connection to real-life issues and challenges.

To help children in this area they need a lot of examples and practice, and the ability to refer back to the important steps that the teacher used in solving similar problems.

This is the approach and goal of the Math DVD for children - to give them ample practice and the opportunity to pause, rewind and review that a DVD provides.

Please call +234 805 195 3276 to order your copy of the Word Problems in Mathematics DVD - it is a must have for every family with children in upper primary classes.



Visit the OnlineEfiko - www.onlineefiko.com to take advantage of our unique range of e-learning courses to "Learn-On-The-Go".

We are also able to customize this Learning Management System for your organization and support you with e-Learning course development and conversion.