

Be Better

The Monthly Newsletter of Learning Impact NG

www.learningimpactmodel.com



**THE
HOPE
DEALER**

CREATING A CULTURE OF LEADERSHIP

Leadership:

Why Does Leadership Development Matter?

Many organizations think about leadership as the exclusive preserve of its high-ranking managers and executives and believe that investing in leadership development should only happen when people reach the higher managerial positions in their organizations.

They assume that the most competent team members will certainly become the best team leaders just by excelling in their technical roles without realizing that leading people and teams requires a completely separate set of skills from executing day to day selling, operations, customer service or product development roles.

Eventually, such organizations end up with technically-competent managers who are not prepared to lead and struggle to be effective as leaders.

IN THIS ISSUE

THOUGHT LEADERS:

Why does Leadership Matter?

PRODUCT REVIEW:

Performance

Contracting Clinics

MONTH IN REVIEW

FIRS, FBN Quest, Beroni Energy and Others

RESOURCE REVIEW:

Fun Finance Storybook



Leadership is actually a pervasive competency that everyone across all levels of the organization should have - it is about people taking ownership for the responsibilities they have been assigned, and driving themselves and everyone around them to achieve sustainable results in a committed way.

So, if you do not develop leadership skills while professionals are executing their technical requirements each day, then you make a wrong assumption about the quality of managers that they will become and the culture that will eventually be fostered in the organization, as they climb up the corporate ladder.

When "leaders" lead "followers" they can at best achieve additive growth, but when they lead other leaders, they will achieve multiplicative or exponential growth. So, are you leading "leaders" or just mere "followers". This is why leadership development matters and why you should be investing in building the leadership skills of everyone across all levels in your organization.

Product Review

Performance Contracting Clinics

One of the biggest issues that organizations have with implementing performance management systems effectively, and driving organizational performance lies in performance contracting - setting the right performance goals for the individuals, teams, units and departments that are S.M.A.R.T.

Unfortunately, many organizations invest in plenty of training to equip managers with the skills to craft Key Performance Indicators (KPIs) properly, but most training interventions still do not succeed in capacitating managers to achieve this.



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.



When such training interventions fail, some organizations just engage external consultants to develop the KPIs for them while the skill gaps remain and get even worse.

Our alternative approach is to carry out a coaching intervention called a Performance Contracting Clinic where our expert team of Performance Consultants come work with the Managers and their teams to coach them using their real-life KPIs to build better and more effective KPIs.

This hands-on coaching approach (instead of generic training or the Consultants doing the work themselves) ensures the skills are learnt and incubated within the organization and that managers actually take ownership of the KPIs that they co-created with the support of external coaches.

Call us on 08069434198 to learn more about this unique solution and how we can deploy Performance Contracting Clinics for your organization.

The Month in Review

We executed a number of landmark organizational development projects for some of our clients including developing Inter-Departmental Service Level Agreements (SLAs); a Governance Framework for the Management Team (MANCO); an Organizational Capability Framework; and Strategic Human Resources Policies and an Employee Handbook.

We facilitated a workshop on Effective Business Writing for professionals at Beroni Energy; and workshops in Performance Management, Report Writing and Presentation Skills for professionals in Federal Inland Revenue Service (FIRS).

We also completed development of an e-Learning Conversion for FBN Quest.

We are working on a number of organizational development projects for various clients that will be completed in the month of march alongside other training and e-Learning Projects.





Resource Review

Fun Finance Storybook

Have you ever given a thought to the fact that whereas the purpose of education is to prepare our children and youth for jobs and careers in the future, we pay very little attention to preparing them to manage the financial resources that will arise from their work and enterprise later in life.

The implication of this is a preponderance of adults who are not financially literate.

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When adults are not financially literate they will make sub-optimal decisions with the income they earn on their jobs and businesses, leading often to unethical practices and behaviours and avoidable failures in life and enterprise.

To forestall these and increase the level of financial literacy among children, Omagbitse Barrow authored "My Fun Finance Story Book" that contains stories that teach children about work, enterprise, saving, banking, investing, insurance, pensions and various aspects of financial literacy to prepare them adequately for the ethical management of their finances, now and in the future.

Please call +234 805 195 3276 to order your copies of My Fun Finance Story Book.



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