Learning Impact NG

SCHOOL OF FINANCIAL LITERACY AND BUSINESS ACUMEN

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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 NG'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
1.	Making Your Money Work	Personal Financial Planning	Targeted at everyone to help us build the skills for managing our personal finances better
2.	Planning Your 3rd Career	Retirement Planning	This program helps all employees start planning and making adequate preparations towards retirement.
3.	The Big Picture	Business Acumen	Equips managers and professionals with the skills for financial management, especially for those without a finance/business background.
4.	From One Man to Many Men	Entrepreneurial Management	Supports start-ups and small businesses with the skills and tools to achieve entrepreneurial success.

5.	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.

Entrepreneurial Management

What are the most important things that small business owners need to put in place to move from one man to many men? How do you start small and still think global? What are the essential business management skills that every small business owner should have so that they can survive the murky waters of enterprise and take advantage of the huge opportunities that exist? Learning Impact has learned, taught and put these skills and principles to the test, and are available to share them and much more with budding or intending entrepreneurs.

From One Man to Many Men	In this introductory module, participants will learn the key principles that drive entrepreneurial success and the importance of putting in place the right structures, processes and frameworks for their enterprises, regardless of the size or scope of their operations.
Strategy & People Management	Next, participants will work with some of the most important tools for strategic analysis, performance management and human capital management so that they can apply these in their organizations and get the right culture and focus to achieve success.
Operations & Technology Management	Successful start-ups must understand how to run efficient and effective operation, drive operational improvements, and how to use technology appropriately in improving data collection and analysis as well as streamlining their business operations.
Financial Management	In this module, participants will be equipped with the various tools, policies and structures for managing the financial resources of their companies. The module will focus on record keeping, financial reporting, financial analysis and the tools for creating financial forecasts and evaluating projects.
Marketing, Sales and Customer Service	In the final module, participants will learn the discipline of sales, marketing and customer experience management so that they can deploy effective sales, marketing and customer service techniques and programs in their organizations.

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 further customized to meet the organization's specific needs

Personal Financial Planning

The entire point of our formal education is to prepare children and our youth to become independent and responsible adults - to start businesses and build careers. Unfortunately, most of that education neglected to empower us with the skills to manage our financial resources - the first bye-product of our entrepreneurship and careers, and that is rather shameful. Employers need to step in and bridge the gap in financial planning education so that we can have more ethical, disciplined and productive employees.

Overview of Financial Planning	In this opening module, participants will be exposed to learning on the importance of financial planning; the areas of learning that form the body of knowledge of financial planning and some of the most important foundational principles that drive financial planning.
Good Financial Habits	Participants will explore a number of practices and tools in budgeting; managing spending and debt; and for planning their lives and families in order to be financially independent. We will explore some of the most common mistakes people make with money and how to avoid them.
Tools for Building Your Wealth	In this module, we will focus on the various investment options that are available starting with a discussion on investments vs speculation, the risk-return trade-off and a better understanding of the various investment classes and markets and tools for investing.
Business and Career Success	Some of the investments that offer the highest return with very low risks involve investing in your personal development, career growth and in building the right systems and structures in your business if you are an entrepreneur. This module will explore these investment options with participants.
Protecting and Managing Risk	In the final module, participants will learn and practice with the tools for planning their retirement; planning for their legacy and managing some of the risks that come with life.

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 further customized to meet the organization's specific needs

Retirement Planning

Many people only start thinking about retirement planning when they have a few years to retire, and by this time it is no doubt too late. The best time to start planning towards your retirement is the moment you start working. Organizations should make the investment in providing retirement planning education to ALL its employees at different stages of their careers. Planning for retirement is an on-going activity, and our workshop on Planning Your 3rd Career will equip you to do so.

Overview of Retirement Planning	In this opening module, participants will be introduced to all the important issues and considerations regarding planning for their retirement. They will take a number of assessments to gauge their level of preparedness for retirement and develop a high-level plan for their retirement.
Managing Your Life and Career	Money is not the only resource that you need to have a safe and secure retirement, and in this module, participants will explore other areas of their lives and how this affects their life in retirement. They will be equipped with skills to manage their life and careers better.
The Contributory Pension Scheme	In this module, we will focus on the system for retirement benefits management - the Contributory Pension Scheme (CPS). Participants will gain an elevated understanding of how the CPS works so that they can make the best decisions regarding their pensions.
Augmenting Your Pensions	We will work with participants to explore other investment options and particularly to get them to be more financially literate so that they can take advantage of other opportunities to invest beyond their Retirement Savings Accounts.
Managing Your Life in Retirement	In the final module, participants will explore the various issues that they need to pay attention to in their retirement - managing their health, managing relationships and creating a legacy for their dependents and families.

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 further customized to meet the organization's specific needs

Business Acumen

Wouldn't it be great if your employees could understand the "Big Picture" when it comes to how your organization works, what your strategy is and how strategic decisions are made based on the financial performance of your organization? To make this happen, organizations need to provide educational opportunities for their employees to learn about business acumen so that they can wear the "hat' of the business' owners and speak the language of the business.

Organizations, Strategy and Performance	In this opening module, participants will be introduced to basic principles of organizational development and strategy, the balanced score card and the most important issues affect organizational performance as well as tools for strategic and performance analysis.
Overview of Financial Management	Next, participants will focus on financial management gaining insights on basic principles of accounting and financial management, the key issues and considerations in corporate financial management and some of the principles that guide corporate financial management.
Analyzing Financial Performance	In this module, we will explore the main financial statements that tell the story of an organization's performance and undertake the analysis of financial statements to gain an insight into the performance of an organization and provide recommendations for improvement.
Making a Business Case	We will work with a number of tools that managers need to be able to justify their various projects and business proposals including but not limited to tools for ROI Analysis, Cost-Benefit Analysis and Pay-Back Period as well as the use of appropriate communication and language to make a business case.
Limitations of Financial & Performance Information	In the final module, participants will learn about the limitations of financial and performance data and some of the traps that they may encounter in using financial information and relying solely on it. They will also learn to look at other valuable data to aid analysis.

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 further customized to meet the organization's specific needs

Financial Literacy for Financial Industry Professionals

Professionals in the financial services industry (banking, insurance, pensions, capital markets, and the various regulatory and ancillary institutions around the industry) need to have a strong understanding of the core underlying their products - the financial markets. Regardless of what part of these institutions you work, understanding how the financial markets operate help you to perform better in your role. Financial Institutions need to expose their professionals across in the rudiments of Financial Literacy - after all, you cannot give what you do not have.

Financial Markets Overview	In this introductory module, participants will explore the financial markets - its origin, the role it plays in the society and the economy, the sub-markets, players, regulators and the roles that everyone plays in the markets
The Money Market	The Module on the Money Markets will focus on money market instruments, products, risks, returns, regulators and operations and how we can all participate in the money markets.
The Capital Market	The Module on the Capital Markets will focus on capital market instruments, products, risks, returns, regulators and operations and how we can all participate in the money markets.
Market Analysis	In this module, participants will be equipped with the various principles, tools and frameworks for analyzing the performance of various financial instruments starting from high-level macro-economic analysis to industry and company analysis. We will review the impact of government policy and trends on the financial markets.
Financial Planning Education	In the final module, participants will apply all they have learned to providing financial planning education to customers and prospects and using financial planning education as the basis for engaging prospective customers, adding value in a consultative manner and winning the hearts and pockets of customers and prospects.

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 further customized to meet the organization’s specific needs

About Learning Impact NG

Learning Impact NG 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 Impact NG 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.

Anthony Oni
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Our Learning Design & Delivery 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 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.

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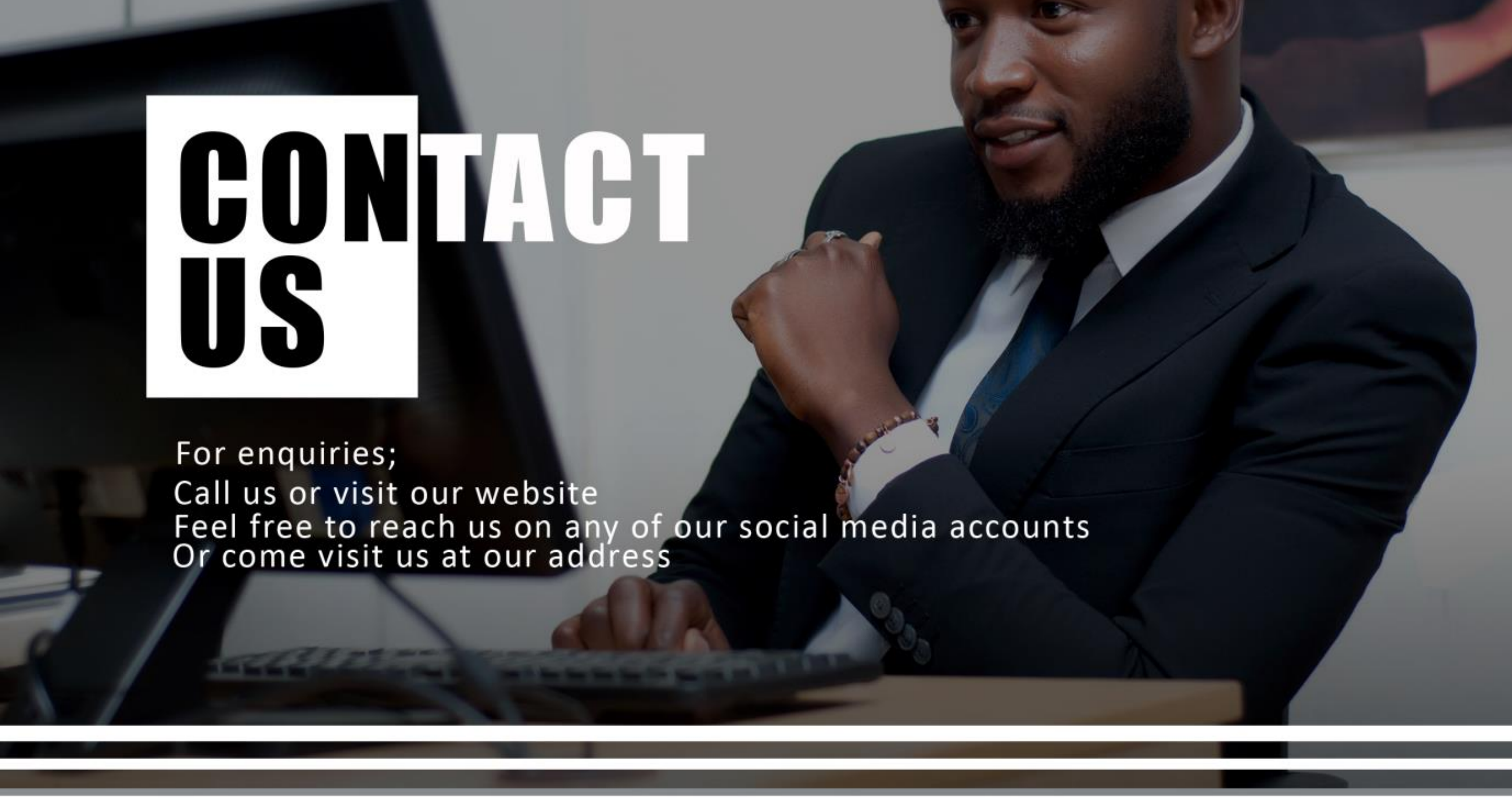
COMMENTS / FEEDBACK FROM CLIENTS

- *It is more of a deliverance programme to me; A great reindentation indeed* – SEC – managing your Personal Finances.
- *I am highly impressed with the content and delivery of this training. I shall personally follow-up on my friends who are in need this kind of training and ensure they attend.* – Presentation skills for Professionals - GRM Consulting
- *The training was very educative and made an impact on things and core areas I would like to make changes in, I would like to come back to Learning Impact for another training related to the Pension Industry.*- Strategic Service Management in Pension Industry- FCMB
- *The training is impactful and what I've learnt would enable me to be effective and efficient in discharging my responsibilities.* Business Writing Skills Training - *NIPC*



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School of Strategy and Innovation

School of Financial Literacy & Business Acumen

School of Business Communication

School of Human Resources and Learning

School of Leadership & People Management

School of Personal Effectiveness & Productivity

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