



Learning Impact



# COACHING SOLUTIONS


Supporting Individuals and  
Organizations to BE BETTER


Unleash the power of coaching in your organization and team today with our high-impact coaching solutions from one of Nigeria's leading people development and organizational effectiveness solutions provider.

**Find Out More**

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# COACHING

## WHAT & WHY

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When you want to bring out the very best in the people in your team or organization, you should tap into the awesome power of coaching. Coaching is the language of leadership: the way that effective leaders think, communicate, engage, and influence the people around them to achieve excellent results and their full potential.

Coaching supports personal and professional development by helping individuals clarify their goals and priorities, explore options to achieve these goals, and implement them in a disciplined and consistent manner.

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During this process, the coach uses various techniques, such as active listening, effective questioning, and action planning, to help the client clarify their goals, identify barriers, and create strategies for success. The coach provides feedback, encouragement, and accountability to keep the client focused and motivated towards their desired outcomes. The process helps clients to move from where they are to where they want to be. A good coaching program will no doubt give you the boost you need to succeed.



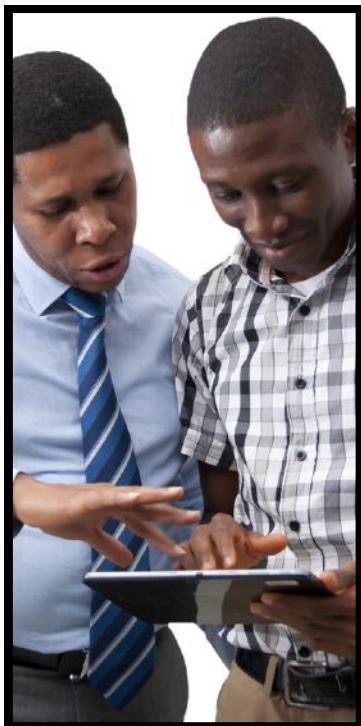
# OUR COACHING PHILOSOPHY & APPROACH

At Learning Impact, we use the CLEAR coaching framework, which is built on five elements. C: Clarify the goals; L: Listen to the coachee; E: Explore alternative strategies; A: formulate Action plans to implement the strategies, and R: Reflect on successes and Recalibrate strategies as we go along.

In addition, we deploy a number of coaching tools and resources including 360 degree evaluations to support the specific needs of our clients and aid their growth and personal development. These customized tools are highly individualized, reflect the specific context of the client, and support the activities and processes at each point of the coaching journey.



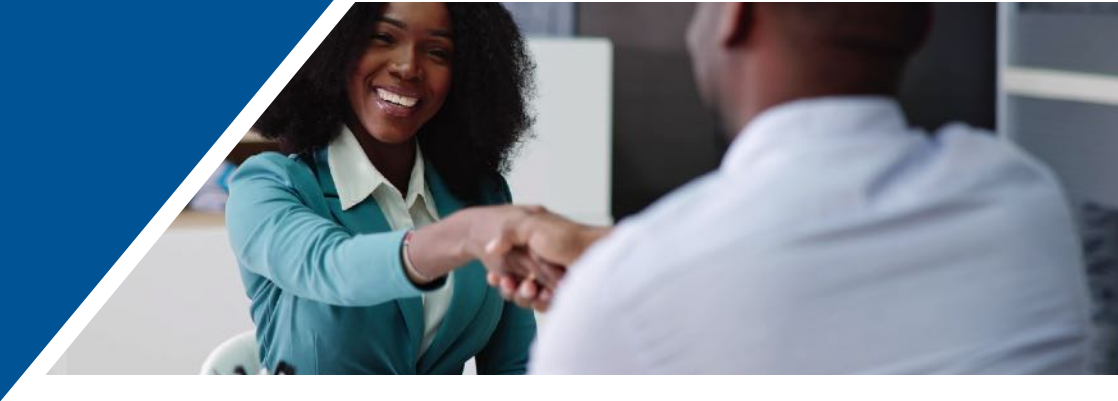
## DEPLOYING COACHING



At Learning Impact, we have worked with several forward-thinking organizations to deploy coaching in a variety of impactful ways. For example, organizations provide coaching for their top managers and leaders to keep them razor-focused on achieving the strategic goals of the organization. Some organizations provide coaching to their high-potential employees so that they can get the most out of their top talent.

In addition, organizations also create coaching programs so that top managers and high-potential employees can, in turn, coach others around them, leveraging their own experiences as coachees. Finally, many organizations are now training their line managers with the skills for effective coaching, recognizing that by incorporating coaching skills into day-to-day management, line managers can be more effective in getting commitment and results from their teams.

We have also supported individuals within organizations who have clear professional goals and aspirations that they want to achieve, and entrepreneurs starting or growing their own businesses seek coaching to enhance their entrepreneurial skills, develop business strategies, overcome challenges, and keep them on track with their entrepreneurial ambitions.



## PROFILE OF OUR LEAD COACH

Our coaching solutions are led by Omagbitse Barrow. He is an Association for Talent Development-trained workplace coach, a John C. Maxwell Leadership Development Facilitator, a Prosci Institute-certified Change Management Practitioner, and a Palladium Institute-trained balanced scorecard strategy and performance professional. Mr. Barrow also brings his rich and extensive experience as an investment banker, sales leader, human resources management practitioner, organizational effectiveness and strategy consultant, educator, and entrepreneur to bear on his coaching assignments.

Omagbitse has supported over 30,000 professionals and leaders since 2007 and scores of organizations across multiple sectors and industries with his coaching, training, and people development solutions. Such organizations include GTBank, Access Pensions, Stanbic IBTC, the Nigerian Deposit Insurance Corporation, MTN Nigeria, Engie Nigeria, British American Tobacco, and the Central Bank of Nigeria, amongst others. He is a researcher, writer, and social commentator, as well as a much-sought-after conference speaker, both locally and internationally.

He is supported by a team of well-qualified and trained coaches with similar experience and expertise.

## ABOUT LEARNING IMPACT

Learning Impact is a leading provider of organizational effectiveness, corporate strategy, corporate training and workplace coaching solutions in Nigeria. Since 2010, the company has distinguished itself with its unique approach to supporting organizations and individuals to BE BETTER. Our coaching solutions have also been deployed in a number of organizations and with individual leaders across various industries and sectors. We believe in the transformative power of coaching and use it in all our consulting, training and other interventions.

## DO YOU BELIEVE...

In the transformative power of coaching, would you like to see that power unleashed on yourself, your colleagues, or your organization? If the answer is yes, then please do not hesitate to reach out to us immediately to explore our unique coaching solutions from Learning Impact so that you and your colleagues will get the clarity, focus, purposefulness, and drive required to take you to the highest levels of performance.