



Learning Impact NG

Follow My Lead



MENTORING SKILLS FOR MANAGERS

Effective Leadership

Leadership makes all the difference in our world, our country, our communities, our organizations and our families. It is not the exclusive preserve of a handful of powerful people occupying big positions, but it is meant to be a pervasive competency that is learned and practiced by everyone, so that we can all be in a better place. Everyone exercises influences, but we can all learn to do it better.

The Leadership Imperative

In this opening module, participants will explore principles of leadership that will explain its importance and how to improve in their leadership - The 10/10 Principle, the Leadership DNA, and the Values-Based Leadership Model; and the Five Levels of Leadership.

Leading Beyond Position

Participants will begin a journey of growing as a leader focusing on getting beyond their position or lack of it to embrace leadership and take ownership for everything that happens around them.

Leading through Relationships

In module three, participants will practice the skills for influencing others through relationships - connecting, building trust, building rapport, supporting and helping others and essentially being a “people’s-person”.

Leading with Results

Participants will then practice the skills for using their leadership to achieve results through effective teamwork, delegation, prioritization and performance management. Results give your leadership credibility.

Leading with Other Leaders

In the final module, participants will practice a number of skills focused on creating a legacy of future leaders such as culture, innovation, change management, coaching, and mentoring. Your leadership is only sustained when it out-lives you.

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

Our Company

Learning Impact NG is a leading provider of organizational learning, strategy consulting and financial literacy solutions in Nigeria. The company was incorporated on the 25th of June 2010 and was founded by Omagbitse Barrow, a youthful and dynamic Investment Banker, turned Human Resources and Learning professional who had spent a decade working at Investment Banking & Trust Company (IBTC) and later Stanbic IBTC Pension Managers and Stanbic IBTC Bank.

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 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 is sustained beyond the "event" or "intervention". We pay attention to the following in all our intervention design and delivery:

- 1) Adult Learning Principles;
- 2) Human Performance Improvement;
- 3) The Learning Impact Model;
- 4) Programmatic Evaluation;
- 4) Experiential Design & Delivery;
- 5) Scalability and Impact.

We use case studies, role plays, reflective thinking, scenarios, in-baskets, individual and group activities, games and a host of other experiential learning and discovery-based tools to design and deliver our trainings.



Our People

We have a strong internal academy led by Omagbitse Barrow, a prize-winning Chartered Accountant and critically acclaimed workplace learning professional and supported by Regina Makyur, a first-class graduate of Economics and a Doctoral candidate in Economics, and Anthony Oni, an experienced learning designer. We also tap into the expertise of a wide and very experienced external faculty for our programs, and our Faculty model is driven by a commitment on on-going learning and research, micro-learning and a strong commitment to publications and innovation.



Be Better-Learning Impact NG



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Learning Impact

6 David Mark Close
Apo-Gudu District
Abuja

+234 805 195 3276

www.learningimpactmodel.com



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0818 195 6161