



Learning Impact NG



The Language of
LEADERSHIP

Unleash the Power of Coaching

Coaching Skills Program

The most effective leaders in the world speak the language of leadership - they “coach” themselves and their team members by clarifying priorities, asking powerful questions, evaluating options, monitoring decisions and supporting the achievement of their goals. If you want to take professionals to the highest level of achievement in your organization then invest in building coaching skills in your leaders.

Coaching Skills Overview

In this opening module, participants will explore some of foundational principles of workplace coaching - why it is important, how it compares to other interventions and how to make a business case for coaching skills.

Coaching Models

There are a number of different models and approaches to coaching - GROW, CLEAR, COACH, CLICK, etc. that participants will learn and practice so that they can apply them back in their work and lives.

Skills for Connecting

In module three, participants will practice the skills and behaviours to create connections with the people they coach, particularly the skills for effective listening, rapport building and understanding other people’s personalities and how to work with different personalities.

Skills for Exploring

Participants will then practice the skills for exploring, which is a very important part of the coaching process - clarifying goals and priorities, asking questions, identifying options and evaluating options with the people they are coaching.

Skills for Driving Action

In the final module, participants will focus on the skills required to drive the actualizations of coaching goals - reflective thinking and action planning, setting SMART goals, managing implementation, monitoring implementation and giving effective feedback.

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.



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