



Learning Impact NG

THE PERFORMANCE DOCTOR



PERFORMANCE CONSULTING

Performance Consulting for HR Professionals

The key role that Human Resources Professionals should play in organizations is driving individual and organizational performance to achieve the strategic goals of the organization. At the end of the program, your Human Resources professionals will be better able to drive organizational performance and add value to your Company. The program will focus on the specific skills, behaviours and tools for identifying performance gaps in Departments, Units and Teams; identifying options for overcoming these gaps; implementing solutions; and monitoring the impact/ROI of these solutions - equipping your HR professionals to become "Internal Business Consultants".

Human and Organizational Performance and HR's Role

In this opening module, participants will be exposed to the role of Human Resources in driving human and organizational performance, especially within the context of Dave Ulrich's Strategic HR Capabilities. It will also focus on important principles of Human Performance Improvement.

Principles and Roles of Performance Consulting

In this module, participants will explore the four key roles of performance consulting and the principles that guide performance consulting - it's focus on accomplishments and its business focus.

Tools for Diagnosing Root Causes

Participants will learn how to diagnose a variety of complex business problems using a variety of tools for root-cause analysis. We will use case studies from across the various operational departments of a PFA - Business Development; Operations; Benefits; Investments etc. to apply these tools.

Tools for Identifying Options and Solutions

Building on the tools for diagnosing root causes, HR professionals will practice a number of tools for developing unique ideas and transforming them into workable solutions. We will deploy our Creative Thinking Toolkit consisting of up to 12 unique tools that can be applied to a variety of situations in the pension industry.

Tools for Implementing and Evaluating Solutions

We will deal with all the tools required to actually implement the solutions that the Performance Consultants develop including approaches for "selling" the solutions to Managers and Executives; tools for project management; change management and specific tools for monitoring and evaluation of initiatives to measure impact and ROI

Delivery will involve the use of a number of experiential activities including self-assessments, case studies, reflective practice, games, videos and role plays, amongst others.



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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School of Strategy and Innovation

School of Financial Literacy & Business Acumen

School of Human Resources & Learning

School of Sales & Service Delivery

School of Leadership & People Management

School of Personal Effectiveness & Productivity

John C Maxwell Leadership Development



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