



Implementing the Balanced Scorecard

ARE YOU LOOKING FOR BETTER PERFORMANCE IN YOUR ORGANIZATION? Then, you must learn how to develop and implement strategies that are focused on your most important priorities and use this strategy as the basis for **ALIGNING** their organizations and driving performance. The Balanced Score Card is the most appropriate tool for driving organizational strategy and performance, and this Workshop, targeted at Chief Executives, Chief Strategy Officers, Planning Directors, Project Directors, Finance Directors, Strategy Directors, HR Directors, Chief Operating Officers and other Organizational Leaders will equip you to build and implement strategy and drive performance across your organization.

Overview of the Balanced Score Card

In this opening module, participants will be exposed to learning about the imperative of strategy, the rationale for using the balanced score card and the most important ingredients for a successful strategy development and implementation.

Organizational Diagnostic

The first step in a strategy development process will be to undertake an organizational diagnostic by looking at both the internal and external forces affecting the organization. We will practice with a number of diagnostic tools and approaches using a variety of appropriate industry case studies.

Developing Themes and a Strategy Map

The third module follows the iterative process for strategy development by focusing on the development of strategic themes – the cornerstone of strategy and a strategy map that integrates all the four perspectives of the Balanced Score Card with the strategic themes.

Aligning Departmental and Individual Score Cards

Translating strategy to performance begins with ALIGNMENT, and in this module, participants will learn how to translate the overall organizational strategy into departmental and individual Key Performance Indicators and Score Cards that will ensure bottom-up alignment and performance.

Implementing Strategy

In the final module, we will deal with all the tools required to actually implement the strategy – developing and implementing strategic initiatives; creating a project implementation plan; implementing a change management plan and creating a Strategy Management Office to drive the project and change management required.

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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