



MASTER TRAINER

Training, Resources & Tools for L&D Professionals.



Learning Impact NG

Experiential Learning Design & Facilitation

One of the most powerful skills that Human Resources Managers, L&D Professionals and internal Subject Matter Experts (SMEs) can learn are the skills for the design and delivery of experiential training. In this workshop, Learning Impact NG brings almost two decades of experience in experiential learning design and delivery into a power-packed Workshop that will transform learning and development activities in your Company.

Overview of Learning Design

In this opening module, will be introduced to the basics of training design including adult learning theory, basic experiential techniques, and the competencies required to succeed as a Workplace Performance Professional using the ARDDIE Model and other models of Human Performance Improvement

Needs Analysis & Learning Objectives

In this module, participants will practice the evaluation of learning needs using various tools of performance consulting, task and job analysis to translate learning needs into performance gaps, and the creation of powerful learning objectives and lesson plans using Bloom's Taxonomy that will drive the entire training program.

Designing Modules & Content

In Module three, participants will practice the design of content modules based on the training needs and learning objectives as well as the development of various types of educational materials - activities, case studies, videos, role plays, job aids and presentation slides, e.t.c.

Developing Materials and Evaluating Training

In this module participants will build on the content from the previous module and learn how to put together facilitators guides and participants workbooks that can be customized and used by others. We will also practice Kirkpatrick's Levels of Evaluation and design evaluation tools and valid tests for trainings.

Experiential Facilitation & Delivery

In the final module, participants will practice the actual delivery of some of their lessons and modules using a variety of experiential techniques that we learnt in Module One. These practical sessions will capture all the lessons from the previous modules preparatory to participants getting back to become Master Trainers back at work.

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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Learning Impact

6 David Mark Close
Apo-Gudu District
Abuja

+234 805 195 3276

www.learningimpactmodel.com



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0818 195 6161