



Learning Impact NG

THE DNA

MANAGING ORGANISATIONAL CULTURE



Fostering the Right Organizational Culture

A dominant school of thought in organizational development holds that “Culture eats strategy for breakfast” - that no matter how robust or innovative a strategy you have, it will be subsumed and possibly consumed by your organizational culture - the way people do things. If the culture does not support the strategy, the strategy will not work! So, organizations must invest in fostering the right organizational culture.

Organizational Culture Overview

In this opening module, we will explore organizational culture - why it is important, its constitutive elements - communication, decision making, operations, philosophy, structure, people and motivation and how to make your culture work.

Developing and Using Cultural Elements

We will focus the process of evaluating existing cultural elements like your Vision, Mission and Values to ensure alignment with your organizational strategy. We will also explore the ways to use these cultural elements to foster the culture that you want.

Evaluating and Assessing Your Culture

In module three we will learn how to evaluate and assess our current culture and benchmark it against the organization's strategy and goals. This will lead us to a CULTURAL GAP that will then form the basis for deciding the steps required to implement changes in the organizational culture.

Implementing Cultural Change

Based on the CULTURAL GAP identified from the previous module, participants will work to apply the principles and tools of organizational change to implementing a cultural change in their organizations, and ensuring that this becomes the organizational DNA

Building an Ethical Organization

In the final module, we will look at the key elements of an ethical workplace and how to create a culture of ethical behaviour and integrity in an organization using the Value-Based Leadership Framework and other tools that support ethical behaviour.

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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