



Learning Impact NG

# THE BIG PICTURE

BUSINESS ACUMEN FOR FOR PROFESSIONALS

# Business Acumen

Wouldn't it be great if your employees could understand the "Big Picture" when it comes to how your organization works, what your strategy is and how strategic decisions are made based on the financial performance of your organization? To make this happen, organizations need to provide educational opportunities for their employees to learn about business acumen so that they can wear the "hat" of the business' owners and speak the language of the business.

## Organizations, Strategy and Performance

In this opening module, participants will be introduced to basic principles of organizational development and strategy, the balanced score card and the most important issues affect organizational performance as well as tools for strategic and performance analysis.

## Overview of Financial Management

Next, participants will focus on financial management gaining insights on basic principles of accounting and financial management, the key issues and considerations in corporate financial management and some of the principles that guide corporate financial management.

## Analyzing Financial Performance

In this module, we will explore the main financial statements that tell the story of an organization's performance and undertake the analysis of financial statements to gain an insight into the performance of an organization and provide recommendations for improvement.

## Making a Business Case

We will work with a number of tools that managers need to be able to justify their various projects and business proposals including but not limited to tools for ROI Analysis, Cost-Benefit Analysis and Pay-Back Period as well as the use of appropriate communication and language to make a business case.

## Limitations of Financial & Performance Information

In the final module, participants will learn about the limitations of financial and performance data and some of the traps that they may encounter in using financial information and relying solely on it. They will also learn to look at other valuable data to aid analysis.

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 25<sup>th</sup> 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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