



Learning Impact NG

GETTING IT
RIGHT
THE FIRST
TIME

Leadership Skills for
First-Time Managers

Supervisory Skills for First Time Managers

The transition from a team member to a team leader is one of the most important transitions that professionals make in their careers because it lays the foundation for the rest of their journey as managers and leaders. Unfortunately, many people are not well prepared for this transition with dire consequences for their organizations and their careers. Those who are prepared manage the transition better and achieve outstanding results as managers.

The Leadership Challenge

In this opening module, participants will explore the challenges and common mistakes that first-time managers make and the various leadership models and frameworks that can help them overcome these challenges.

Leading Self

Participants will then focus on the skills and behaviours for leading themselves - the basic building blocks of emotional intelligence: self-awareness and self-management, as well as basic skills for personal effectiveness and managing their own careers.

Leading Others

In module three, participants will practice the skills for connecting with others, communicating effectively, building relationships with others, demonstrating and fostering teamwork and influencing their colleagues, team members and supervisors.

Leading Results

Participants will then practice the skills for getting results from their teams with a specific focus on fostering effectiveness and ownership thinking; managing performance, creative problem solving and project management.

Building Organizational Savvy

In the final module, participants will focus on understanding the management systems in their organizations, particularly the role of Line Managers in managing the employee life-cycle and the expectations that the organizations have of them in this regard.

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.



Be Better-Learning Impact NG



@learning_bee



Learning Impact NG



@be_better_ng



Learning Impact

6 David Mark Close
Apo-Gudu District
Abuja

+234 805 195 3276

www.learningimpactmodel.com



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**



Learning Impact NG

www.learningimpactmodel.com

0818 195 6161