



Learning Impact NG

THE HR METER

DEVELOPING AND USING STRATEGIC HR METRICS



Strategic HR Metrics

The language of modern organizations is data and metrics - this is the language of business and this is the language that Human Resources Management Professionals must speak if they are to get a permanent seat at the Strategic Table and add value to their organizations as they are expected to. To achieve this, they must transform their language to the language of the business by learning to develop and use strategic HR Metrics and Measures

Overview of HR Metrics and Measures

In this opening module, we will explore the concept of the language of business and the why, what and how of HR professionals speaking the language of business by using data, analytics and strategic HR metrics and measures.

Value Drivers along the HR Life-Cycle

Participants will learn about the value-drivers at each point of the HR life cycle and how they affect organizational performance. With a firm understanding of value-drivers, participants will begin to build the foundation for using metrics to deliver value to their organizations.

Developing Metrics across the HR Life-Cycle

In module three we will practice the development of HR Metrics and Measures based on the value-drivers from the previous module and also how to select the most appropriate Metrics and Measures for various HR interventions and projects.

Analyzing and Interpreting HR Metrics

Just like accountants analyze and interpret the financial metrics of an organization, HR professionals will learn to analyze and interpret their HR metrics to support decision making regarding HR and people management activities in the organizations in this module.

Improving HR Performance with Metrics

In the final module, we will practice how to use the analysis and insights from the HR metrics to come up with options for interventions and solutions to support organizational development and performance.

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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