



Learning Impact NG



Middle-Managers Program

Middle Managers have a very unique and sometimes challenging role to play in organizations - the people below them expect them to empathize more with them while their supervisors expect them to drive results from their team members. This tension should create an opportunity for innovation and success, but often leads to frustration and stress for the middle managers and everyone around them. If middle-managers were better prepared for this reality, they will no doubt achieve better results.

The Middle-Manager Challenge

In this opening module, participants will explore some of the challenges that middle managers face, especially some of the myths of positional leadership and the tension that typically arises for middle managers

The Skills for Influence

Participants will then focus on the skills and behaviours for influence - using the framework of The Leadership DNA and the Five Levels of Influence.

Managing Up and Across

In module three, participants will practice the skills and behaviours required to manage their supervisors and their colleagues in a manner that gets the best results for them and the organization. This requires an interplay of various skills especially from the earlier module.

Managing Your Direct Reports

Participants will then practice the skills for leading and managing their own direct reports and team members: managing relationships, teams, conflict, results and change - critical skills that every middle manager needs.

Managing Office Politics

In the final module, participants will focus on understanding the 'political' context of their organization - the various sources of power and influence and the various competing interests, influences and influencers on the organization.

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