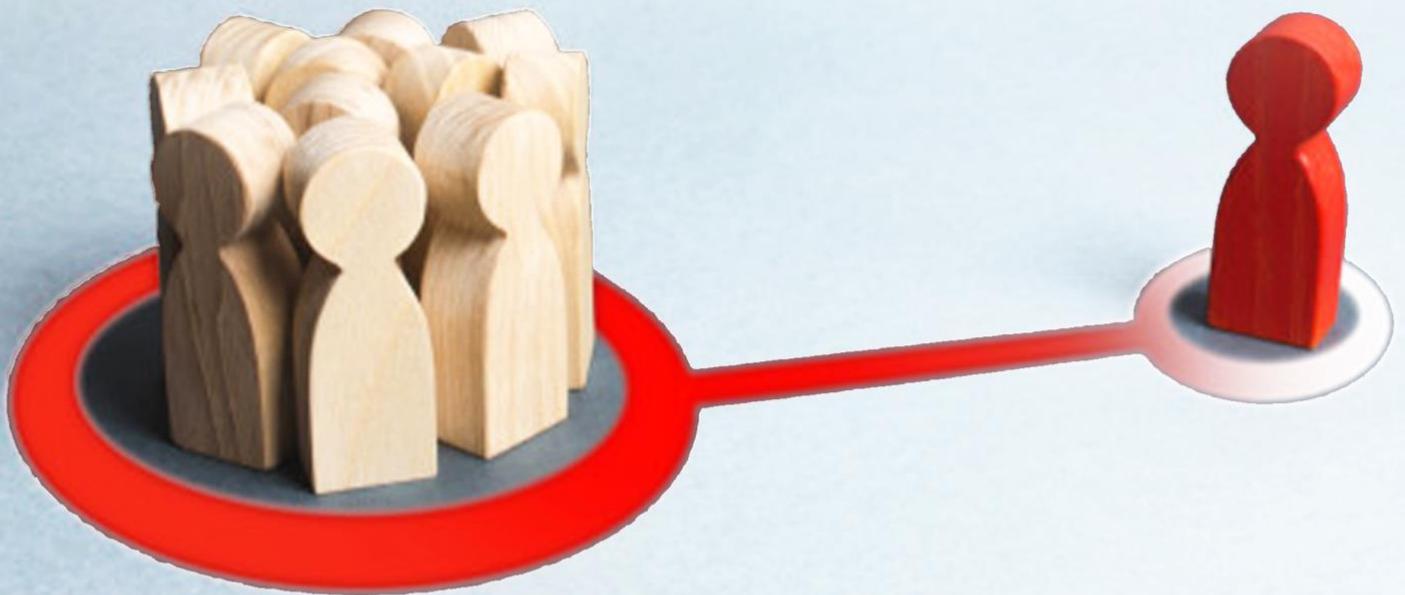




Learning Impact NG

# TRANSFORMERS



**Leading Organizational Change**

# Leading Change

When organizations develop great strategies but fail to manage the people-side of their strategic plans and initiatives, their great ideas remain just ideas and never get translated to the results that they desire. Effective organizations and leaders understand the imperative of change management - managing the people side of innovation and strategic projects and ensuring that the skills for managing change are part of the organizational DNA. Our workshop on Leading Change will help you build that culture of change management so that your managers across all disciplines will achieve better results with the people and resources that they lead and manage.

## Foundational Principles of CHANGE

In this opening module, participants will be exposed to foundational principles of change management including John Kotter's 8 Step Transformational Change Model; Prosci Institute's ADKAR Model and the Three Phase Change Model.

## Creating Awareness & Desire

Participants will learn how to create awareness and desire for change using a variety of tools and scenarios and how to ensure that initiatives to create awareness and desire for change are implemented properly.

## Building Knowledge and Ability

In module three, participants will explore the tools for building knowledge and ability of the team to achieve the change objectives and goals and practice how to use these tools for building knowledge and ability effectively.

## Ensuring Reinforcement

For any change project or initiative to stick, it has to be integrated into the organization's culture. This is often achieved through high-level leadership involvement and incorporating initiatives into the performance management system. This module will provide participants with the tools and frameworks to achieve this.

## Measuring, Managing and Implementing Change

To ensure that change management works, participants will learn how to create and use change management plans as well as measure, monitor and report on change readiness throughout the

Delivery will involve the use of a number of experiential activities including self-assessments, case studies, reflective practice, games, videos and role plays, amongst others.



# 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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