



— NIGERIA & WEST AFRICA —

# LEARNING CALENDAR 2023

Please contact our Head of Learning, Oliver Nathan on [oliver@afriapeopleadvisory.com](mailto:oliver@afriapeopleadvisory.com) for more information or any queries!



# OUR PUBLIC WORKSHOPS FOR INDIVIDUALS & ORGANISATIONS 2023 - NIGERIA & WEST AFRICA

HR WORKSHOPS*								
	Description of what you will learn	Capabilities you will develop for yourself, and your organisation	Structure	Duration	Dates	Investment Per Person	Early Bird Price - Book 3 months in advance and save!	Call to Action
<b>Performance Management Coaching: Having Brave Performance Conversations</b>	In this workshop, you will be introduced to performance coaching. Performance coaching is the ongoing process of managing behaviour and performance. It is working with individuals and teams to help them meet or exceed performance expectations. You will learn to have brave, performance enhancing conversations with those who report in to you, and become able to manage upwards more effectively.	<ul style="list-style-type: none"> <li>• Become observant and listen actively</li> <li>• Give better feedback</li> <li>• Listen to responses, concerns, obstacles and coach</li> <li>• Suggest what to do differently or better</li> <li>• Review and Reward/Recognise employees.</li> </ul>	A face-to-face workshop run from our training facility in Lagos, Nigeria <b>OR</b> Online over Zoom	0.5 Days (4 Hours)	<b>29 March</b>	<b>USD 350</b>	USD 338	<a href="#">Click here to Enroll/ Enquire</a>
<b>Fundamentals of HR Metrics and Analytics</b>	This introductory workshop will effectively start you off on your HR metrics and workforce Analytics journey. You will learn how to prioritise impactful ways of working with people metrics and analytics. Thereafter, you will learn how to select the right metrics, collect the data to support these metrics, analyse the data, share your insights and tell a captivating story to make a substantial business impact using people data.	<ul style="list-style-type: none"> <li>• Use people data to make real business decisions that affect the bottom line</li> <li>• Contribute strategic insights to HR and to Business using pre-existing people data</li> <li>• Build sustainable and profitable business cases for people related decision-making.</li> </ul>	A face-to-face workshop run from our training facility in Lagos, Nigeria <b>OR</b> Online over Zoom	1.5 Days (12 hours)	<b>30 - 31 May</b>	<b>USD 450</b>	USD 428	<a href="#">Click here to Enroll/ Enquire</a>
<b>Organisational Design, Job Analysis and Job Evaluation for Great Business Outcomes</b>	This workshop will help you take an holistic approach to organisational design as an HR practitioner by aligning the structure of the organisation with it's key objectives and the competencies needed to execute. The aim here is to improve the effectiveness of people and business. By linking in Job Analysis and Job Design with Organisational Design, you will be better able to attract and retain the right kinds of skilled and talented people, and get them to perform optimally, for your organisation to thrive.	<ul style="list-style-type: none"> <li>• Learn about key organisational design mindsets and tools</li> <li>• Lay the necessary foundation needed to develop jobs that lead to growth in your organisation</li> <li>• Minimize recruitment and development mistakes from contact to interview and beyond</li> <li>• Improve performance measurement and pay structures of roles in your organisation.</li> </ul>	A face-to-face workshop run from our training facility in Lagos, Nigeria <b>OR</b> Online over Zoom	3 Days (24 Hours)	<b>18 - 20 July</b>	<b>USD 850</b>	USD 808	<a href="#">Click here to Enroll/ Enquire</a>
<b>Strategic HR Business Partnering</b>	Over the course of this workshop, we will examine the evolving roles of the HR Business Partner (HRBP) by breaking them down into core areas of the HRBP's work. You will benefit by developing and honing your strategic advisory capabilities to become a high-performing HRBP, in turn, making your contributions to business performance even more valuable.	<ul style="list-style-type: none"> <li>• Rejuvenate your internal consulting, advisory and partnering capabilities to add maximum value to line clients</li> <li>• Build your stakeholder management, leadership, business acumen and problem-solving capabilities to take your rightful place at business's table.</li> </ul>	A face-to-face workshop run from our training facility in Lagos, Nigeria <b>OR</b> Online over Zoom	3 Days (24 Hours)	<b>19 - 21 Sept</b>	<b>USD 750</b>	USD 713	<a href="#">Click here to Enroll/ Enquire</a>

\* We can run any public workshop that appears on our calendar for your organisation in-house, whether off the shelf or lightly tailored to your needs.

# OUR IN-HOUSE WORKSHOPS EXCLUSIVELY FOR YOUR ORGANISATION 2023

HR ACADEMY INTERVENTIONS							
	Capabilities you will develop for yourself, and your organisation	Format	Structure	Partnering	Return on Investment	Pricing	Next Steps
<b>Human Resources Capability Academy*</b>	Develop 'full-stack' HR leaders at all levels of your organisation by setting up a Human Resources Capability Academy with us. With our HR Academy solution, we will work with you to develop the Strategic Business Partnering (BP) capabilities of HR Professionals (generalists and specialists) to be fit for the New World of Work and drive your business into the future. Other important HR capabilities we focus on are: The development and usage of workforce analytics; how to set up employee experience; enabling top-notch performance management; growing your business acumen, talent acquisition & management and how to use agile organisational learning as a multiplier for competitive advantage.	<p>We run the following Academy interventions at senior, intermediate and junior levels, for specialist and generalist HR people:</p> <ul style="list-style-type: none"> <li>• Individual Skills and Leadership 360/180 Assessments</li> <li>• Online Learning</li> <li>• Mentorship and Coaching</li> <li>• Virtual Masterclasses</li> <li>• Workshops</li> <li>• Action Learning Projects (ALPs).</li> </ul>	A blend of online self-study and virtual and/or face-to-face microlearning and longer engagements run over a period of 8 - 12 months	We will partner with you to understand your HR learning needs precisely and tailor the HR Academy Intervention to meet and exceed your expectations.	We demonstrate exceptional ROI by issuing 'pre-intervention', 'during' and 'post-Academy' surveys and producing a detailed learning impact reports for you.	<b>Affordable, on quotation.</b>	Please contact our Head of Learning, Oliver Nathan ( <a href="mailto:oliver@afriapeopleadvisory.com">oliver@afriapeopleadvisory.com</a> ) to discuss how we can meet your Academy needs.

LEADERSHIP DEVELOPMENT INTERVENTIONS							
	Capabilities you will develop for yourself, and your organisation	Description of what you will learn	Structure	Partnering	Return on Investment	Pricing	Next Steps
<b>Leadership Development Programmes for Junior, Middle and Senior Managers**</b>	These leadership development interventions, targeted at managers & leaders at all levels will help you to develop and enhance your leadership capabilities by imparting critical leadership capabilities. You will become a more effective as a leader as you learn to manage, communicate, motivate and inspire your people more effectively. Additionally, you will be equipped with enhanced decision-making skills that will improve the performance of your organisation.	<ul style="list-style-type: none"> <li>• Build personal leadership effectiveness</li> <li>• Influence organisational leadership styles and culture</li> <li>• Enhance decision-making</li> <li>• Coach &amp; mentor employees.</li> </ul>	A blend of online self-study and virtual and/or face-to-face microlearning and longer engagements run over a period of 6 - 12 weeks	We will partner with you to understand your HR learning needs precisely and tailor the HR Academy Intervention to meet and exceed your expectations.	We demonstrate exceptional ROI by issuing 'pre-intervention', 'during' and 'post-intervention' surveys and producing a detailed learning impact reports for you.	<b>Affordable, on quotation.</b>	Please contact our Head of Learning, Oliver Nathan ( <a href="mailto:oliver@afriapeopleadvisory.com">oliver@afriapeopleadvisory.com</a> ) to discuss how we can meet your Academy needs.
<b>Strategic Woman in Leadership Programme (SWLP)**</b>	The Strategic Women in Leadership Programme assists women in management positions to better manage, lead and gain leverage in their organisations. The programme will help you to think strategically about the global business context and your career. Important elements of the programme include personal mastery, boardroom presentation, personal branding, negotiation and networking skills, political acumen, self esteem and leadership.	<ul style="list-style-type: none"> <li>• Enhance strategic thinking</li> <li>• Develop and leverage personal leadership brand</li> <li>• Effectively navigate and negotiate organisational politics.</li> </ul>	A blend of online self-study and virtual and/or face-to-face microlearning and longer engagements run over a period of 2 - 4 weeks				

\*\* The above Human Resources Capability Academy and Leadership Development Workshops are developed and run exclusively as in-house for your organisation. They are not available as public workshops.

**We can develop a fully customised learning solution for you, built from the ground up.**  
**Please enquire with our Head of Learning ([oliver@afriapeopleadvisory.com](mailto:oliver@afriapeopleadvisory.com)).**