

L&D

CHAMPIONS

NOVEMBER 2024
ISSUE 01

www.olxd.org

Repositioning Learning for Business Impact

Learning as a Business Imperative

Shifting the Paradigm from
Cost Center to Profit Center

Organizational Learning

A Catalyst for Innovation and
Institutional Productivity

Surviving and Thriving

Your Mental Health Matters,
Even in Tough Times

Maximizing Organizational Learning through Cost-Effective Internal Development Programs



**Organizational Learning & Development
Conference - Nov. 2 | Lagos, Nigeria**

Learning Partner



Silver Sponsor



Bronze Sponsor



Media Partner





Seize the Lead in Digital Transformation

Unleash your company's potential with elite technical managed services, unparalleled cybersecurity, and advanced technical skilling that provide a competitive advantage in the digital era.

TeKnowledge sets a new standard for service excellence with tailored solutions that empower you to meet today's challenges and embrace tomorrow's opportunities.



Technical Managed Services at scale



Top-tier Digital Skilling



Accelerated cybersecurity readiness and protection

A Proven Partner For Global Success



4
Continents



17
Global Hubs



14+
Years Mature Practice

Step into the world of TeKnowledge:

teknowledge.com



Lagos Address:

Plot 2, Chief Yesufu Abiodun Oniru Road, Oniru, Victoria Island, Lagos

Email:

salesng@teknowledge.com

Call:

07077631381
08027729015
08140957330

Contents

- 01** OLxD Con'24 Team
- 02** Empowering Excellence
- 03** OLxD's Transformative Journey in 2024
- 05** Organizational Learning: A Catalyst for Innovation and Institutional Productivity
- 07** Class of 2024: Speakers, Panelists, Moderators and Host
- 09** Surviving and Thriving: Your Mental Health Matters, Even in Tough Times
- 10** Maximizing Organizational Learning through Cost-Effective Development Programs
- 12** Learning as a Business Imperative: Shifting the Paradigm from Cost Centre to Profit Centre

OLxDCon '24 Team

The OLxD Conference 2024 Planning Committee is a dedicated group of professionals focused on delivering an exceptional experience for all attendees. This dynamic team brought together a wealth of expertise in Learning and Development, human resources, and organizational growth, ensuring that the conference not only meets but exceeds participant expectations.

With a shared passion for advancing L&D practices in Africa, the committee was committed to curating insightful sessions, fostering meaningful networking opportunities, and promoting innovative solutions that empower learning leaders.

Committee Members

- Jennifer Ajie-Oputa
- Esther Adesina
- Omolafe Segun-Dabo
- Aisha Bukar
- Shalom Anurigwo
- Emereuwa Simeon Favour
- Oluwafikunayomi George
- Sarah Olubunmi Uwaeachie
- Taofik Sanni
- Ayowale Sobogun
- Ogunmola Oluwatosin
- Ngozi Asuai Luwei
- Oluwasegun Omogbemi
- Ishola Bolaji Roseline
- Isabella Usen
- Abraham Victor
- Trust Ununotovo
- Ovat, Justina Afiegu
- Ademola Johnson
- Adebawale Aduloju

Empowering Excellence

Welcome to the Organizational Learning and Development Conference 2024 (#olxdcon24) !

At the Organizational Learning and Development (OLxD) community, we are dedicated to cultivating a culture of excellence in learning and development across Africa. Founded with a vision to empower L&D professionals and organizations to thrive in today's dynamic business landscape, our initiative serves as a beacon of innovation, collaboration, and growth.

The essence of OLxD lies in its unwavering commitment to *building learning champions and improving organizational learning*. We believe that investing in continuous learning is not just a pathway to individual growth, but also a strategic imperative for driving organizational success.

Through our various initiatives, including workshops, webinars, reports, networking events, and the annual conference, we aim to equip L&D professionals with the tools, resources, and connections they need to lead change, inspire growth, and drive impact within their organizations.

The OLxD Conference serves as the cornerstone of our initiative, bringing together thought leaders, industry experts, and practitioners to explore cutting-edge trends, share best practices, and ignite meaningful conversations around the future of learning and development.

This year's conference theme, **"Repositioning Learning for Business Impact"** underscores our collective commitment to aligning learning initiatives with strategic business objectives and fostering a culture of continuous learning that drives tangible results.

As you navigate through the conference, you will find a wealth of insights, ideas, and opportunities to connect with like-minded professionals who share your passion for learning and development. From keynote speeches and panel discussions to networking sessions, the conference offers a diverse range of experiences designed to inspire, educate, and empower.

Together, let us continue to empower excellence, build learning champions, and shape the future of organizational learning across Africa and beyond.

"A specific instance where OLxD made a significant impact on my career was attending the 2023 Conference.

The event was a turning point for me, offering a well-organized platform to learn from industry leaders and network with other L&D professionals. The insights gained during the conference, combined with the connections I made, directly contributed to my growth in the field.

Following the event, I joined OLxD, where I continued to benefit from its resources and community, significantly enhancing my professional journey."

Esther Adesina
L&D Specialist

Warm Regards,
Ademola Johnson
Convener, OLxD



OLxD's Transformative Journey in 2024

Fostering Professional Development and Networking for L&D Professionals

The year 2024 has been transformative and dynamic for OLxD, marking a significant journey in fostering professional development and networking for L&D professionals. Throughout the year, OLxD hosted twenty impactful webinars led by esteemed local and international professionals. Participants explored essential topics such as building sustainable learning cultures, integrating analytics into the L&D lifecycle, and the evolving role of AI and microlearning in the future of L&D. These sessions provided both theoretical insights and practical strategies, creating a robust platform for learning and development professionals.

In March, OLxD secured a one-year partnership with 5mins AI, providing OLxD members full access to a personalized

learning platform. This collaboration is set to revolutionize how members engage with learning content, offering tailored pathways to enhance their skills and knowledge base. Additionally, OLxD published its first-ever Organizational Learning and Development Report in April, detailing current trends, challenges, and best practices in the industry, including the impact of technology on learning and the role of leadership in driving L&D initiatives.

In August, OLxD released its second report, Optimizing E-Learning in Corporate Training, offering insights into effective integration strategies for e-learning within corporate environments. This report emphasizes the importance of leveraging



www.talstack.com

Need your team to be more productive?

Get modern professional training for your team

Trusted by:



and more...

technology to enhance learning experiences and improve knowledge retention.

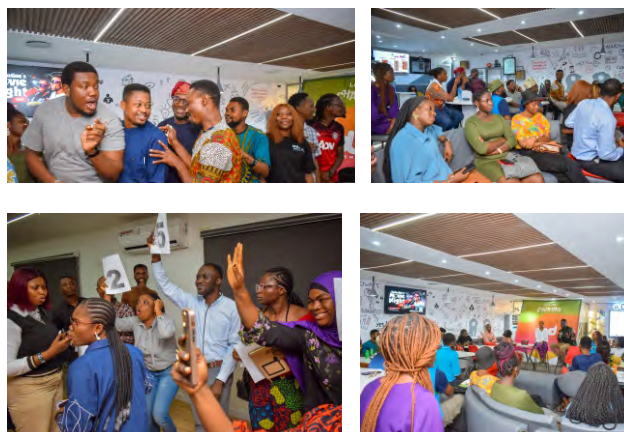
May also saw the second hangout event featuring e-learning specialist Samuel Apata, who provided valuable insights on best practices and evaluating e-learning effectiveness. In September, we held our third hangout in partnership with Nexford University, fostering a collaborative environment for learning professionals to discuss innovative approaches and share experiences in the L&D space.

Ademola Johnson, the Convener of OLxD, attended several prominent conferences, such as, the *Learning Technology Conference*, *The LPI Learning Live Conference* and *World of Learning Conference* and shared invaluable insights and experiences virtually with the OLxD community. His discussions offered members a glimpse into the future of learning and how it can be harnessed to drive organizational growth.

OLxD also enhanced its community engagement through partnerships with significant events such as Growth Con 2.0 by Premia Business Network (PBN), Tech Unwind by Yellow Lyfe, and Women TechFest. As community partners, OLxD secured complimentary tickets and community discounts for its members, providing them with opportunities to attend these prestigious events at reduced costs. These

experiences were immersive, offering members the chance to network with industry leaders, partake in interactive sessions, and gain exposure to groundbreaking ideas and innovations in the business and technology sectors.

Overall, 2024 has been a remarkable year for OLxD. The community has grown stronger and more vibrant. OLxD has successfully created a platform for professional development and networking, empowering L&D professionals to excel in an ever-evolving industry. As OLxD continues to champion excellence in learning and development, it remains dedicated to providing its members with the resources, knowledge, and support they need to succeed.

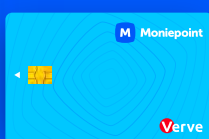


Business or Personal Banking?

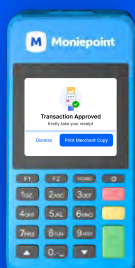
Open a Moniepoint Bank Account today.

ENJOY

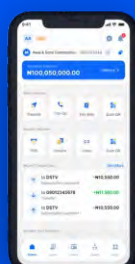
A card that works



Reliable POS terminal that doesn't disappoint.



Open a bank account for business or personal needs in minutes.



Instant transactions



Download the Moniepoint Personal and Business Banking app today



www.moniepoint.com

Organizational Learning:

A Catalyst for Innovation and Institutional Productivity

- Shalom Anurigwo & Favour Emerueuwa

In today's dynamic markets, the necessity for organizations to continually adapt and evolve is paramount. Those unable to keep pace with rapid changes risk obsolescence in an increasingly competitive environment. Jack Welch, a renowned business executive, emphasized that "An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage." This philosophy highlights the transformative power of organizational learning—where continuous improvement and innovation not only drive personal growth but also institutional success.

Organizational learning involves the creation, retention, and application of knowledge to enhance processes and services. It is a dynamic process that develops insights to improve performance, adapt to changes, and foster innovation. At its core, it fosters a culture where knowledge is continuously

acquired, shared, and applied, enabling organizations to efficiently respond to external challenges and improve overall effectiveness. This continuous improvement mechanism is crucial for maintaining a competitive edge.

Change is a constant in the workplace, and recognizing and harnessing this change through organizational learning can lead to significant innovation. By aligning team members' experiences with industry needs, organizations unlock new problem-solving approaches. Promoting a culture of continuous learning, highlighted by collaboration and experimentation, sparks innovation. Initiatives like team retreats and cross-departmental interactions facilitate this creative exchange.

Research shows that systemic thinking and a culture of continuous learning significantly boost productivity. Employees equipped with extensive

knowledge about their roles and the organization are more likely to identify and leverage opportunities for improvement. Providing teams with the necessary tools and learning resources empowers them to enhance their work approaches and outcomes.

The role of organizational learning in driving innovation and productivity is indisputable. Implementing this approach requires a shift from traditional learning models to those that prioritize experiential and collaborative learning. The 70-20-10 model, which posits that most learning comes from on-the-job experiences, interactions, than formal education, supports this shift. For learning and development professionals, the challenge is not just to design learning programs but to facilitate real institutional transformation, ensuring that learning translates into tangible improvements.

An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage.

Jack Welch

"The continuous learning opportunities has provided mindset shifts that has influenced my improvement in my career.

I also can't fail to mention the mentorship opportunities that has given me a sense of direction in my career journey."

Adetunji Ogunlari
Training Facilitator



Invest in your future

For \$120 only, study courses like:

- Strategic Human Resources
- Managing Human Resources
- Staffing and Development
- Total Renewal
- ... and Many More

Check out more of our courses here



www.nexford.edu





LEAP
Leadership
Institute

LEAP Africa E-LEARNING BOOT CAMP

LEAP Africa E-Learning Boot Camp for Beginners is a **free 3-month** intensive training programme to learn the fundamentals of E-Learning Development and build a career within the E-Learning Industry. Below are records from the last cohort;

Total
Participants

125



Across 18 African
Countries

FOR PARTNERSHIPS, CONTACT US:

Ferdinand Eruka
feruka@leapafrica.org
07038754725

Sarah Uwaeachie
suwaeachie@leapafrica.org
07030186187

Office Address:
13 Omorinre Johnson Street, Off Admiralty Way,
Lekki Phase 1, Lagos. Nigeria.
Email us : info@leapafrica.org

www.Leapafrica.org
Leapafrica



Scan
to learn more

<https://learnwith.leapafrica.org/elearning-bootcamp/>



Class of 2024

Speakers, Panelists, Moderators and Host

We are proud to present a lineup of exceptional talent, representing the pinnacle of expertise in the Learning and Development field. Our panelists and moderators are leaders and innovators from diverse industries, each bringing a wealth of knowledge and experience to foster dynamic discussions and provide actionable insights.

Our speakers are renowned for their profound contributions and thought leadership, promising to deliver thought-provoking sessions that challenge conventional thinking and inspire new perspectives.

Leading our conference is a host of unmatched skill and dedication, ensuring that each segment is seamlessly executed and enriched with high-quality content.

Together, this remarkable team embodies the excellence and innovation that OLxD stands for, making this conference an unmissable event for anyone committed to advancing L&D practices.

**Scan QR Code
to read more
about the
Class'24**



Leke Oshiyemi
Founder / CEO
Rekrut Consulting



Adeshola Aliogo
Head, People & Culture
Qore Technologies



Seni Sulyman
Co-Founder & CEO
Talstack



Ukwudi (Adie) Ogbeche
Head, Learning Strategy
Sterling Bank



Ibitayo Ogunbanwo
Managing Partner
Tadeo Consulting Limited



Fatima Anjo
Head, Learning Strategy and Advisory
Central Bank of Nigeria



Bob (Robert) Obirize
Head, Learning Center
Zenith Bank PLC



Olajumoke Akindolire
C-Suite Human Resources
Consultant



Chizoba Mojekwu
Lead Consultant
DeftAdroit Consulting



Rotimi Lijofi
CEO
Selfa Nigeria Limited



Ashley Immanuel
Chief Operating Officer/Co-Founder
Semicolon



Nurudeen Yusuf
Head, Learning and Development
Dangote Cement PLC



Justina Ovat
Lead Consultant
ServiceCraft Company Limited



Oluwakemi Shonubi
Director, People & Culture
TVC Communications



Sandeep Sham
Head, Learning and Development
Multipro Consumer Products Ltd.



Olubunmi Olabiye
Head, Academy
Halogen Group

I have had different instances where I have struggled with some tasks at my Job and Demola and the community have always been available to help go through such tasks.

Olalekan Odeyemi
Instructional Designer

Indomie®

Instant Noodles

Tasty Nutrition. Good For You.



Show
some
Love

with



Surviving and Thriving: Your Mental Health Matters, Even in Tough Times

- Esther Titilope Adesina

It's a familiar story: rising prices, shrinking salaries, and a constant battle to make ends meet. The economic storm is raging, and it's taking a toll on us all. Amidst the chaos, it's easy to forget that our mental health is just as important as our financial well-being.

Let's face it, times are tough. The economy is a rollercoaster, and it's easy to feel like you're on the edge of your seat. But guess what? Your mental health is still the VIP ticket to a happier, more fulfilling life, even when things get crazy.

Imagine your mind as a garden. When the economy's a drought, it's easy for your garden (aka your mental health) to wither. But with a little TLC (Tender Loving Care), it can bloom even in the harshest conditions.

Here's how to keep your garden growing:

Plant Seeds of Positivity: Even in tough times, there are things to be grateful for. Focus on the little wins, and watch your positivity grow.

Water Your Soul: Self-care isn't selfish; it's essential. Schedule time for activities you love, whether it's binge-watching your favorite show, dancing like nobody's watching, or simply taking a long bath.

Tend to Your Connections: Your support system is your lifeline. Connect with friends, family, or even online communities. Sharing your feelings can lighten the load.

Fertilize Your Mind: Learning new skills or picking up a hobby can boost your confidence and give you something to look forward to.

Protect Your Garden from Pests: Stress is the biggest pest. Find healthy ways to manage it, like meditation, deep breathing, or talking to a friend.

Visualize a small boat caught in a tempestuous sea. The waves crash and roar, threatening to capsize it at every turn. Yet, amidst the chaos, the boatman doesn't panic. With steady hands, he navigates through the storm, guided by a beacon of hope on the horizon.

We're all in that boat right now. The economic storm is raging, and it's easy to feel like we're being tossed about helplessly. But just like the boatman, we have the power to steer our own course. With resilience as our compass and self-care as our anchor, we can weather the storm and emerge stronger on the other side.

Let's transform that fear into determination, that uncertainty into opportunity. Remember, even the darkest night will end, and the sun will rise again, brighter than ever.

Remember, this economic storm will pass. But your mental health is here to stay. So, invest in it, nurture it, and watch it flourish. You've got this!

hucap
integrated services

Start your Digital Learning Journey with us

We are a one-stop spot for your learning solutions and services.



e-Learning Course Development



Learning Management Systems (LMS) Deployment



TRUSTED BY



info@hucapis.com | www.hucapis.com



Crosstie Solutions offer transformation, experience and excellence in every training and management consulting engagement, fulfilling the major dream of organizations:
A highly productive workforce and improved business performance.

7000+ employees trained, 200+ learning events organized, 30+ consulting projects, 40+ training courses, 30+ certified consultants, 98% satisfaction rate.

Try out our tailored training programs and management solutions by sending an email to training@crosstiesolutions.com; consulting@crosstiesolutions.com or you can call us on **09160901017, 07056517470**



Download Our 2025 Training Calendar



What our participants say about us...



I had a good experience and added a lot in terms of knowledge at the training facilitated by Crosstie!

When it comes to organizational strategy and development, give it to their team!

Insightful analysis overall I give them 93% because there is always room for improvement.

—**Erica-Sobunkonla Olufunmilayo**
HEAD, BUSINESS SUPPORT, LSETF

Maximizing Organizational Learning through Cost-Effective Development Programs

- Aisha Bukar

In today's competitive business landscape, Learning and Development (L&D) professionals play a crucial role in fostering employee skills while ensuring training solutions are cost-effective. With rising training expenses, it's vital for organizations to utilize internal resources effectively, enhancing both training quality and financial health. Here's a deep dive into strategic approaches that can significantly contribute to cost management in L&D.

Leverage Internal Employees

One of the most effective strategies is to utilize internal employees as trainers. By identifying team members with specialized knowledge or skills, organizations can empower them to lead training sessions, sharing their expertise with colleagues. For instance, Southwest Airlines has successfully leveraged this approach, saving millions annually while reinforcing a strong organizational culture. Research from the Association for Talent

Development (ATD) indicates that training costs can be reduced by up to 40% without compromising quality.

Train-the-Trainer Programs

Building on this foundation, organizations can further develop internal talent through Train-the-Trainer programs. This model not only capitalizes on existing expertise but also minimizes reliance on external trainers, thereby reducing costs. IBM's implementation of such a program

OLxD has contributed to my career growth through the variety of initiatives curated.

The Whatsapp community provides a safe space for sharing work challenges and receiving instant feedback. I get to learn something new at every webinar session and

I also get to build my network easily and contribute my knowledge and skills within the industry.

Sarah Uwaeche
E-Learning Coordinator

resulted in a remarkable 55% reduction in training expenses over three years, along with increased employee engagement and knowledge retention, as noted in the International Journal of Training and Development.

Mentoring and Coaching

Mentoring and coaching are also pivotal in a cost-effective L&D strategy. These methods provide personalized, one-on-one, or small group training sessions where experienced employees guide less experienced ones. This approach facilitates real-time learning and adaptation while embedding a culture of continuous improvement and knowledge sharing within the organization.

Peer-to-Peer Learning and On-the-Job Training

Additionally, Peer-to-Peer

Learning initiatives and On-the-Job Training further reduce the need for formal training. Programs like Google's "Googler-to-Googler" (G2G) and Toyota's on-the-job training exemplify how organizations can scale training efforts effectively, enhancing skill acquisition without significant financial outlays.

By integrating these strategies—leveraging internal trainers, fostering mentoring and coaching, and promoting peer-to-peer and on-the-job learning—L&D professionals can enhance employee development while contributing significantly to cost management. This ensures a skilled workforce that aligns with the organization's financial and operational goals, ultimately driving business success.

"A specific instance where OLxD made a significant impact on my career was attending the 2023 Conference. The event was a turning point for me, offering a well-organized platform to learn from industry leaders and network with other L&D professionals. The insights gained during the conference, combined with the connections I made, directly contributed to my growth in the field.

Following the event, I joined OLxD, where I continued to benefit from its resources and community, significantly enhancing my professional journey."

Esther Adesina
L&D Specialist




Practical workplace learning for Africa's ambitious companies & talent.

AMI is Africa's leading business and management learning company. We help companies build motivated and productive workforces, we equip entrepreneurs with key tools to build their businesses, and we run work-readiness and entry-level programmes for young people starting their careers.

Learning Experiences for Every Journey

- Flagship Development Programmes
- Power Skills Programmes
- Enterprise Academy



Africa's trusted business & workplace learning partner.



Talk to us about your learning needs

Uduak Ubong, Business Development Manager, Nigeria
uduak@africanmanagers.com
 +234 806 388 6028

Visit our website:
www.africanmanagers.com/enterprise

Learning as a Business Imperative: Shifting the Paradigm from Cost Center to Profit Center

- Ayowale Sobogun

In today's fast-paced business environment, the perception of employee learning and development (L&D) is undergoing a significant transformation. Traditionally viewed as a cost center, L&D is increasingly recognized as a strategic asset capable of driving substantial business growth and profitability. This paradigm shift, from cost center to profit center, is vital for companies striving to maintain a competitive edge.

Investing in L&D enhances employee skills, productivity, and innovation, directly impacting the company's bottom line. Deloitte's Global Human Capital Trends report highlights that companies with strong learning cultures are 92% more likely to innovate and 52% more productive. These improvements translate to higher revenues and profitability, illustrating the critical role of L&D in business success.

Continuous learning fosters a culture of innovation. Employees who are encouraged to learn and grow are more likely to generate creative solutions and improvements. McKinsey & Company states that companies with continuous learning cultures are 30% more likely to be market leaders over an extended period. By prioritizing learning, companies can better adapt to market changes and technological advancements, ensuring long-term sustainability.

Robust L&D programs can significantly reduce costs associated with employee turnover.

The Society for Human Resource Management (SHRM) notes that companies with strong training programs have 30-50% higher employee retention rates. High turnover rates incur significant costs due to recruiting, hiring, and training new employees. By cultivating a loyal and skilled workforce, businesses can save these costs and maintain continuity in their operations.

To shift the perception of L&D from a cost center to a profit center, companies must integrate learning strategies with business goals. Bersin by Deloitte indicates that organizations aligning their learning strategy with business goals perform better, with a 58% higher likelihood of meeting revenue goals. Measuring the impact of L&D initiatives on key performance indicators (KPIs) such as sales growth, customer retention, and employee productivity can help demonstrate their value.

In conclusion, transforming L&D into a profit center requires a strategic approach that highlights its impact on the business's financial health. By recognizing the value of a well-developed workforce, companies can turn learning into a powerful driver of growth and profitability. This shift benefits employees by providing them with growth opportunities and significantly enhances the overall competitiveness and financial performance of the organization.

About OLxD

Organizational Learning and Development (OLxD) is a community of Learning and Development (L&D) professionals in Africa who are dedicated to promoting excellence in the field of L&D.

Our mission is to provide a platform for L&D professionals to share knowledge, network, and collaborate on projects that enhance their professional development. We believe that by working together, we can create a stronger community of L&D professionals in Africa who are better equipped to meet the challenges of today's rapidly changing workplace.

At OLxD, we are committed to fostering a culture of continuous learning and development. Our community is made up of professionals from a wide range of backgrounds and industries, all with a shared passion for improving the skills and knowledge of the workforce in Africa.

For more
information,
Scan Here



"A specific instance OLxD made a significant impact "Revolutionizing Leadership Training" webinar deeply impacted my personal growth by introducing me to the transformative power of AI and microlearning.

This knowledge reshaped my approach to learning and development, boosting my confidence and effectiveness in both work and personal life."

Izuchukwu Igwe
Learning Facilitator

Measurement solutions for every industry



We help West Africa's leading
businesses build trust in their
measurement and control systems

Our solutions focus on improving the accuracy and reliability of these
systems to boost performance and enhance productivity.

Trusted By:



**Talk to us about how
we can help you today**

sales@selfacontrol.com
+234 809763 8888

Taking your Business on a **Transformation Journey**

At pcl., we are committed to helping you thrive in a rapidly evolving world. Our innovative approach to business challenges offers bespoke, integrated solutions designed not only to meet today's demands but also to shape the future.



We help organisations drive innovation, stay ahead of change, and achieve extraordinary outcomes.

**Partner with us to unlock your potential and
drive your transformation journey forward.**