



Building better working lives,
better organisations and a
better world

ABOUT US

Partners in People Africa is an organizational development consulting firm assisting client organizations in aligning their strategy, people, processes and structures to enhance efficiencies and drive performance.

We bring to bear our portfolio of proven solutions from world-class partners and our years of experience helping clients to create organizational alignment and to develop requisite competencies (both individual and organizational) towards improving their effectiveness and productivity.

The PIPA team bring to bear several decades of experience working with some of the leading brands across Africa on a variety of organizational design and development projects, with a specialty in Strategy Development, Leadership Development, Executive Coaching, Culture and Engagement Advisory, HR Analytics and Team Building.



Our vision

To be at the leading edge of delivering innovative and relevant solutions that allow our clients to unleash potential within.



Our mission

We are committed to supporting client organizations unleash the potential they hold within the organization and its people.



Our Values

Excellence | Partnership
Innovation | Customer Centricity

OUR SERVICES

Strategy and Planning

At PIPA, we help our clients develop cutting edge organizational strategy and execution plans that allows them reach their established goals and objectives. We provide customers with strategic alternatives and guide them in selection and adoption of the best strategic option – that which enables them to evolve from their current situation to a desired goals

No matter how big or complex your organization is, we endeavor to put in place practical strategies, plans, milestones and success measures to guide execution.

Our strategy solutions include:

1. Developing Strategic Plans and accompanying financial models highlighting strategic alternatives and recommending the best option
2. Facilitating Strategy Retreats towards driving alignment and planning execution
3. Building Operational Business Plan designed to position the business for seamless execution and success
4. Conducting Market Research to provide additional insight as required



Culture and Engagement

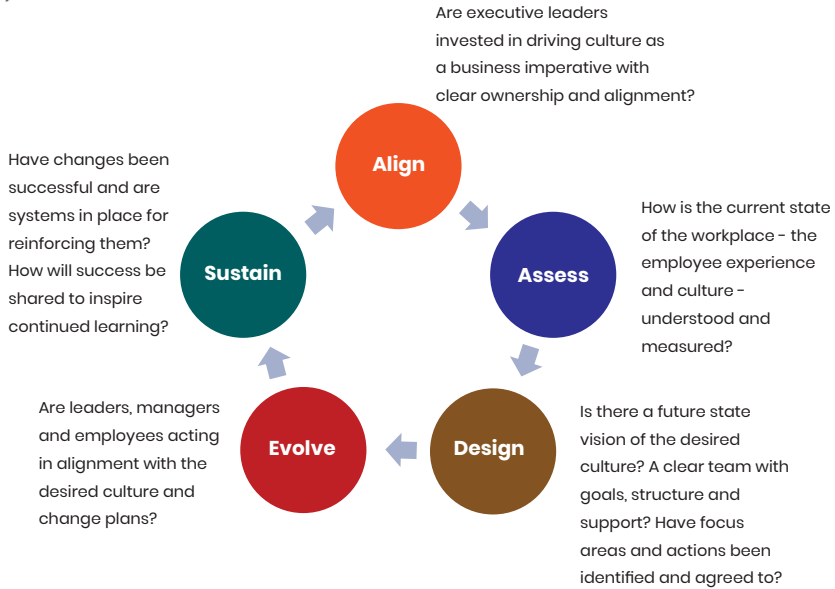
In a bid to drive sustainable increases in productivity, organizations are in a continuous search for new levers and means of enhancing performance. From strategy to technology and processes, there is a constant review of each to ensure potential is maximized. However, one lever that holds probably the greatest latent potential in most organisations is its CULTURE.

Many organizations with brilliant strategies, leading technology and most efficient processes still fail (or at best, fail to realise their potential) due to their inability to understand, align and leverage their culture – a source of true competitive advantage that is nearly impossible to copy (unlike strategy, technology and processes).

PIPA supports client organizations in:

- Assessing and understanding their current organizational culture,
- Developing a roadmap towards transforming the culture,
- Aligning and equipping leaders to drive and sustain the transformation
- Helping to measure the return on investment in transforming the culture and
- Developing models to leverage culture data as a predictive tool for business performance.





Culture and Engagement Solutions



Leadership Development

PIPA's leadership development framework is simple and proven model that provides multiple platforms to teach and reinforce the information. We understand that the goal of leadership development interventions is to change behavior and a simple training program – no matter how long it is- doesn't change behavior.

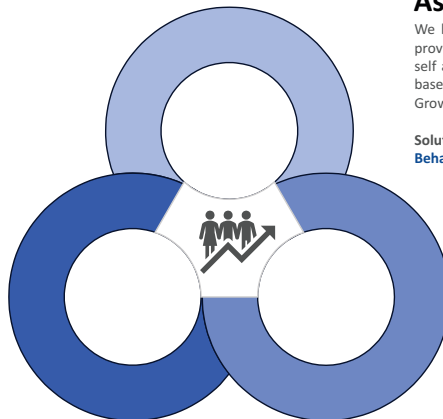
As such we provide a solution that leverages multiple platforms to reinforce the developmental goals. Our framework presents a holistic approach to changing behaviors of leaders and can be easily adapted to suit the unique needs of each client.

PIPA Leadership Development Framework

Support

We understand that Leaders require support along their growth journey and provide support and guidance through coaching interventions facilitated by our team of (international and domestic) tenured and certified coaches.

Solutions: **Executive Coaching**



Assess

We begin by conducting assessment to provide leaders with greater levels of self awareness, feedback and provide a baseline as they begin this Leadership Growth Journey

Solutions: **360° Leadership Assessment; Behavioral Assessments**

Grow

We employ a variety of engaging interventions, mixed and matched to fit each client's unique needs and focused on inspiring growth, imparting knowledge and equipping skills

Solutions: **Training Classes** (physical/virtual), **Book Reviews, Fireside Chats, Stretch Assignments**



◆ ASSESS

Behavioral Assessments: These powerful tools designed to help leaders gain insights into why they behave the way they do, identify their innate personality strengths and weaknesses and understand how to leverage (or mitigate against) these towards improving their leadership effectiveness and impact.

180° Assessments: Designed to provide leaders with critical feedback on how aligned they are with the leadership culture and overall leadership impact within their leadership ecosystem. Our assessment platform is flexible and will allow clients to select from catalogue of questions and competencies or define custom ones for their use.

◆ GROW

Training Services: We deliver a variety of engaging training programs and every training program is customized to the client's need. We take an approach that begins with an assessment of the training needs and then we design a customized training experience to meet the specific needs of the client. Our training programs are very engaging and feature several learning tools including small group discussions, activities, case studies, videos and much more.

Fireside Chats: These intimate hour-long conversations are designed to inspire and equip leaders through the stories and practical examples of accomplished business leaders who are shaping the future of the marketplace. Beyond learning, these sessions create exposure and afford your leaders the opportunity to expand their leadership networks.

Book Reviews: The book review sessions is a cumulation of the study of a leadership book affording leaders the opportunity to discuss learnings from their study and how the information can transform the organization if imbibed. During the course of study, PIPA will provide weekly chapter summaries both to prompt as well provide reminders of key learnings from the chapter.

Stretch Assignments: We work with client organizations to design customized hands-on learning experiences that reinforce learnings from classroom experiences and provide the participants to gain critical skills and experience requisite for success in future roles.

◆ SUPPORT

Executive Coaching: PIPA offers Executives One-on-One Coaching support designed to help provide leaders with accountability and guidance on their leadership journeys. Our coaches have deep experience in helping leaders improve their performance and those of their teams while helping them define and attain clear life, career goals.

Executive Coaching

PIPA offers Executives One-on-One Coaching support designed to help provide leaders with accountability and guidance on their leadership journeys.

Our team of certified and tenured (domestic and foreign) coaches are experts at helping leaders

Gain greater levels of self awareness,

Define clear goals and develop plans to meet and exceed them

Improve performance at individual, team and corporate levels,

Bridge leadership competency gaps and much more.

Our coaches have deep experience in helping leaders improve their performance and those of their teams while helping them define and attain clear life, career goals.

PIPA ASSESSMENT SERVICE

We believe that employee surveys and leadership assessments are a great way to solicit employee feedback on a wide variety of workspace issues and to know the organization. As part of our innovative culture, PIPA has designed it's own cloud based real time surveys, **NAAMA** - www.naama.io, nonetheless we also believe in partnership with other world class institutions. This survey and assessment includes:



01

• **Employee Engagement Surveys:**

Measure how engaged, willing to give discretionary effort and committed employee are to the success of the organization, their teams and their role.

03

• **Pulse/eNPS Surveys:** Run pulse checks to gain employee perception on a variety of organisational issues and initiatives.

This survey can also be customized as an eNPS type survey measuring employees commitment and willingness to refer the company and its products to those in their ecosystems.

02

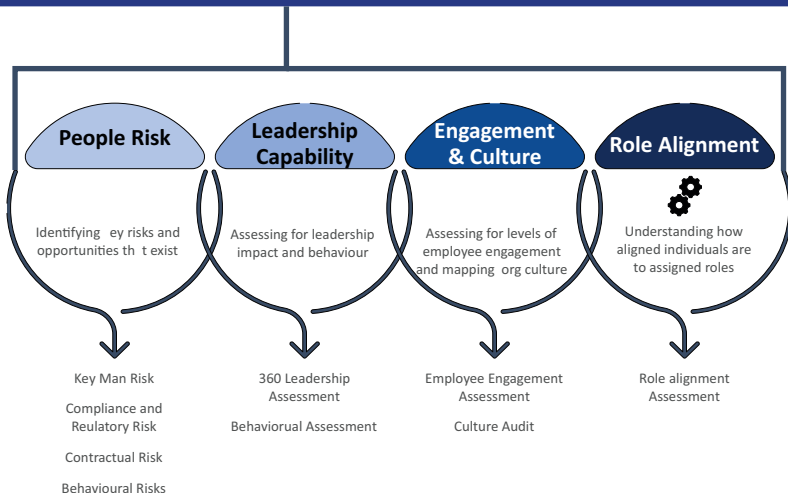
• **180/360 Assessment:** provide leaders with critical feedback on how aligned the are with the leadership culture and overall leadership impact within their leadership ecosystem.



Private Equity Solutions

We understand that every investment firm is interested in increasing the consistency of their success in selecting and nurturing portfolio firms but this is much easier said than done. All too often, there are gaps – in alignment with the strategy, be it operational, people, policies and processes.

PIPA delivers customized solutions to aide investment firms improve the performance of their portfolios by helping create or enhance the much needed alignment. We do this specifically by offering services in 4 general areas



HR ANALYTICS

Our HR Analytic Services helps to improve organization's workforce performance by leveraging existing people data as a predictive indicator of future performance at the organisational, divisional and team levels.

The insights can help answer question such as:



How long does it take to hire employees?



What employee attributes are the best predictors of success in our organisation?



Which of our employees are most likely to leave and what are the drivers?



Are learning and development initiatives having an impact on employee performance?



What is the return on investment on people initiatives?



Which benefits or employee assistance benefits drive engagement the most?

Let us help you do more with the data you already have or can acquire.

Team Building and Retreat Solutions

PIPA has depth of experience in designing and facilitating team building experiences for organisations of various sizes. We design activities that are truly engaging, promote alignment through powerful yet fun experiences and inspire employees to collaborate, share ideas and communicate in an open and constructive way.

A critical step in building team cohesion and improving effectiveness (especially among leadership teams) is to first provide awareness and understanding of the uniqueness that each individual brings to the team.

Our bonding activities are designed to create exciting and memorable learning experiences. Each session is debriefed by a member of the PIPA faculty, all of whom are adept at drawing out powerful lessons and insights from these fun activities.

Let's help you break the boredom and take learning and fun to the next level as we help create a truly memorable and impactful experience for your teams.





Our CLIENTS

PIPA has worked with top notch client organisations across the country.



CONTACT US

Nigeria Address
319b Akin Ogunlewe Street,
Victoria Island, Lagos, Nigeria.



<http://partnersinpeopleafrica.com/>



Mail: info@partnersinpeopleafrica.com



0708-645-0538
0700-CALL-PIPA (0700-2255-7472)



@partnersinpeopleafrica