

learnible[®]

Experiential and Transformative Learning Solutions

Innovate and Unlock high-impact
learning for growth and performance



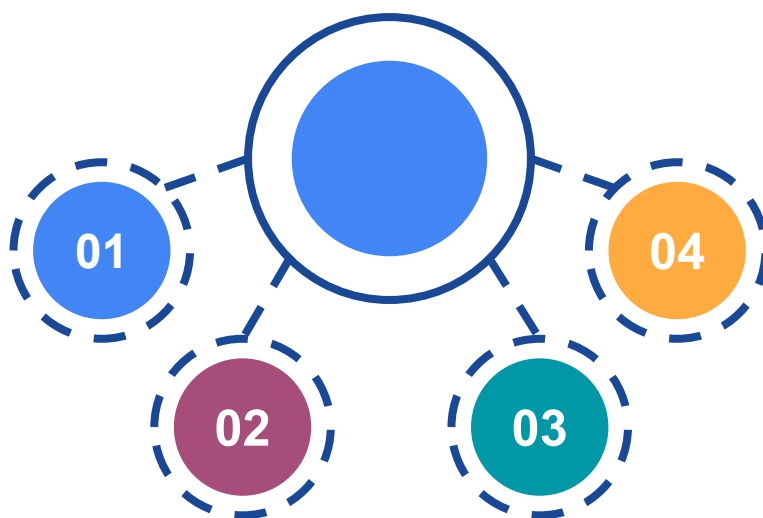
www.learnibleglobal.com

Why you should choose **learnible**



Equip your people with the tools to succeed

Whether you are training employees, teams or other stakeholders, we will help you equip them for performance through outcomes-driven learning in live, online and blended learning formats



01 Unleash the potential of your people

What your team needs is not simply more knowledge but insightful and practical learning experiences that draw out their best and help them thrive.

02 Supercharge your learning programs

Attention span is short. Go beyond boring and repetitive sessions of learning to engaging, interactive, and rich collaborative learning experiences

03 Increase ROI on your learning & training spend

Optimize learning investments with clearly defined outcomes, carefully chosen learning strategies, action-oriented learning approaches, and intentional curation of evidence to demonstrate the value of learning.

Unique Value

- Human-centred
- Big Picture Thinking
- Attention to Details
- Co-creation
- Innovative

Let us be your Innovative Learning Programs Design & Delivery Partner!

We work on a wide range of learning formats and experiences including training sessions, workshops, boot camps, educational courses, longer programs, hackathons, outdoor learning, online learning, and more.

OUR EXPERTISE

WHAT WE CAN DO FOR YOU

01 Learning Programs Design

We design learning experiences and curriculum that are outcomes-driven and audience-appropriate across a number of formats. These perform skills gaps analysis and needs analysis to center on the most-critical learning and performance outcomes. We design short courses, workshops, and even longer programs. We work with you to come out with a theory of change and scope out the necessary components of the learning in order to deliver detailed outputs including teaching guides, delivery materials, guidebooks, toolkits, and more as necessary.

03 Entrepreneurship Development

If you are looking to deliver a high-impact, practical entrepreneurship programme, we will deploy our expertise in designing entrepreneurship discovery, incubation, and acceleration programs in a connected ecosystem approach to ensure your entrepreneurship program delivers on its promise and delivers exceptional entrepreneurs. We support with training, coaching, and practical projects for developing entrepreneurs.

02 Project & Program Management

We have managed different learning, training, and education-related products, projects, and programs. We will deploy project management methodologies to help execute successful learning projects and events. If you are developing a new learning product, we will deploy a design thinking approach to help understand the problem, market, and shape and brand the product and its value proposition, help prototype, and finally launch your learning product.

04 Training, Facilitation & Coaching

We design and deliver needs-based corporate training workshops and retreats offering customized learning in leadership, soft skills, and business skills. We can work with you to carry out skills and learner needs audits/assessments to determine priority training areas and offer appropriate training solutions. We also facilitate learning and provide growth-focused coaching conversations for leaders and team members.

05 Learning Strategy Advising & Consulting

We bring our expertise to understand your broader organizational and business objectives and to advise on translation of the same into powerful learning strategies. We collaborate with you to design and execute on effective and tailored learning strategies to drive continuous learning and growth in your organization.



UNIVERSITY OF Nebraska Lincoln

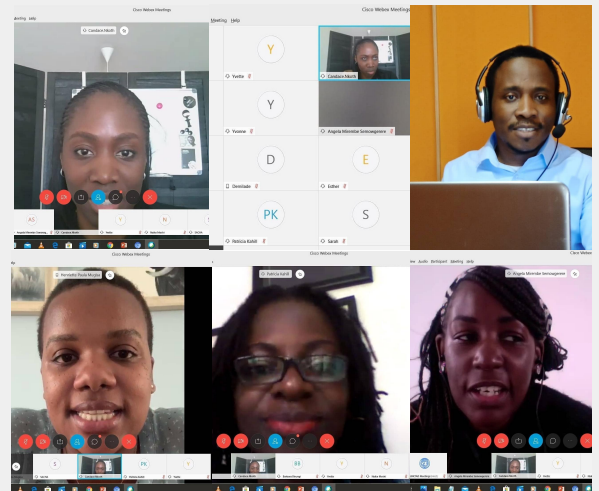
The primary purpose of the University Partnerships and Exchange (UPEX) Rwanda Program was to create long-lasting, impactful relationships between a variety of U.S. and Rwandan universities through virtual exchange and professional development activities between Rwandan mid-career professionals and accomplished Mentors with extensive experience in international partnership-building. In this role, Demi served as a trainer, co-lead, Advisor, and Coach for participants. The programme included a year-long series of training sessions and workshops and a 3-week experiential learning trip in the U.S.

"Demi's innovative approach ensured that our program was centered on participants' professional objectives. He remains a great thought partner and advisor." **Blayne Sharpe, Director of International Recruitment, University of Nebraska-Lincoln [UPEX Project Leader]**

Demilade served as our mentor and coach in the UPEX Program. He has good knowledge of Managing Mid-career Managers. He has professionalism and good emotional intelligence. I really appreciate his guidance - **Djamali Nambajimana, Resource Mobilization Division Manager, University of Rwanda**



During the COVID-19 pandemic, many businesses struggled to stay afloat owing to the incessant lockdowns implemented in many countries around the world. The United Nations Conference on Trade and Development through its eTrade for Women organized a program for women to adopt Digital Strategies for their businesses to grow and retain their competitiveness. We were invited to facilitate training in a series of virtual workshops on how participating businesses could better clarify and deliver on their value proposition. We designed and delivered a 2-day experience for participants



The depth of knowledge, the engaging facilitation style, and the generosity of the trainer allowed the participants to make the most of the session, get practical tools to help develop their respective businesses and enjoy the process. I hope to get more opportunities to collaborate. - **Candace Nkoth Bissec; Fmr. Program Manager, eTrade for Women, UNCTAD**

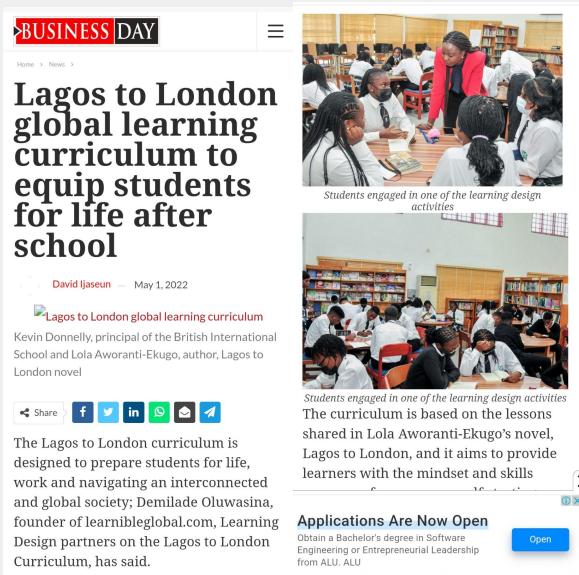


The Executive MBA Programme of the Africa Business School, Mohammed VI Polytechnic Morocco visited Kigali and the African Leadership University School of Business. These executives were seeking insights on how to better connect and engage with Sub-Saharan Africa. We (Demilade) helped to lead a Business Case Study Session on the intricacies of Doing Business in Africa. Here is some of their feedback:

All the group appreciated very much the way you have facilitated the case for us.

Rouini Imadeddine, Program Lead, International Portfolio, OCP Foundation

The Africa Business School EMBA participants really enjoyed your lecture as part of our study trip... We have decided to add a class of "Doing Business in Africa" to our EMBA curriculum and will be glad and honoured to invite you to deliver this class - **Sofia El Mallah, UM6P**



Lola Ekugo, the Chief Digital Officer of FBN Quest Nigeria is an experienced professional in the Technology sector. She also has a first-hand experience with young people seeking greener pastures and learning to thrive in their uniqueness and purpose. It was in this context that she wrote the book 'Lagos to London'. The fiction book has been hailed as an insightful piece of work, rich with great lessons. And so, when she decided to turn the book into a course for students, she found the right partners in Learnible Global. We delivered a world-class curriculum that was featured in the news.



Inkomoko: Inkomoko is an innovative Business Advisory Organization based in East Africa with operations in more than 4 countries with a staff strength of more than 200. During their 10th year Anniversary and special retreat, they unleashed their vision of servicing more than 500,000 entrepreneurs in 9 countries. We were called on to design and facilitate a Workshop on Embracing a Growth Mindset. We designed and delivered a highly engaging and practical experience for their 200+ staff. Here is some of their feedback *Just got back the staff survey after the retreat - your session ranked the team's favorite!* - **Sara Leedom, Chief Operating Officer, Inkomoko**



The training was fun and informative. It made me reflect on times when I stick to doing things the same way and expecting different results. Going forward I committed to adopting a growth mindset of looking for ways of improvement in all I do - **Senior People and Culture Advisor, Inkomoko**



The Rwanda Institute of Conservation Agriculture is an innovative Higher Institution in Rwanda seeking to develop and unleash entrepreneurial leaders in Agriculture. The Institute was set up by the Howard Buffett Foundation and supported by the Government of Rwanda. As part of the University of Nebraska-Lincoln's support effort in establishing the University, an Entrepreneurship Program support function was launched. Alongside other consultants, we were tasked with developing a toolkit for the institution on its Entrepreneurship Programming. Over the space of several months, we conducted a needs analysis and through a design thinking approach, we scoped out the needs for the toolkit. We then worked with other experts to design a toolkit comprising a journey map for the 3-year program, best practices, resource bank and structural advise for setting up the University's Entrepreneurship Program

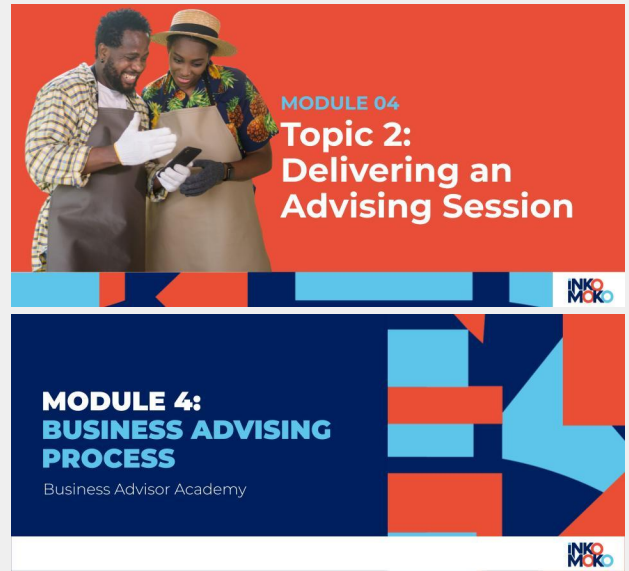
There was thoughtfulness in ensuring that the learning experience had the users in mind and was tailored to the unique work environment of the participants to ensure learners got the very best. - **Elizabeth Scutchfield, Program Strategist, United States**



Inkomoko serves clients across several countries in Africa. As they planned their scale up strategy, we were brought on board to do some learning and development for their business advisors.

We conducted needs analysis and research and designed a Business Advisor Academy for their organization. The Academy was designed to serve different levels of Business Advisors from Senior level to recent entry. We also set up the elearning platform with content and provided onboarding to support their teams with continuous learning and growth.

We are grateful to you for helping us bring this Academy to life from scratch. We are proud to have a program that can be accessed by our people for continuous learning and growth. We appreciate your support, engagement and handling the diversity of our teams and locations throughout this process - Inkomoko Team



— SOME OF OUR PROGRAMS —

2022 EDITION HIGHLIGHTS

- 120 Stakeholders Registered
- 95 Participants
- 12 Speakers

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East Africa's Largest Entrepreneurship Hub

Attendees & Participants from:

LEXICON 2022 & 2023

LEXICON Africa is a platform for the exchange of practical, innovative ideas in learning that will help scale the quality and access of learning in Africa. LEXICON brings together stakeholders and implementers to share and co-create learning practices that can be immediately applied, integrated into existing systems, or used to create entirely new solutions. A strong objective of our work through LEXICON is the need to prepare learners for the world of work through innovative and future-ready learning programs. We therefore explore strategies for collaboration between the world of academia and the workplace to provide learners with the much-needed skills and experience to thrive in the world of work. LEXICON has hosted global and Pan-African resource persons at our conferences and webinars.

LEXICON 2023
LEARNING EXCELLENCE INNOVATION CONFERENCE

EXPERT PANEL AND WORKSHOP SESSIONS

Driving Growth & Performance in the Modern Workplace with Continuous Learning

WORKSHOP SESSIONS

- Evaluate Your Current Learning Culture & Systems
- Identify Priorities, Explore Options and Strategies
- Create Integration and Implementation Plans

Day 02
12 MAY 09am
2023 CAT

VENUE:
Ubumwe Grande Hotel
Kigali, Rwanda

REGISTER
www.lexicon.learnibleglobal.com
0787 228 743

Registration **\$50**
Covers Coffee, Lunch & Materials

EXPERT PANELIST: Tina Muparadzi
EXPERT PANELIST: Jackie Kalisa
EXPERT PANELIST: Agathe Kampire
LEAD FACILITATOR: Demilade Oluwasina

WORKPLACE LEARNING PROGRAMS

We recognize that a strong learning culture and system will not only be a great differentiator for organizations in the near future, it will also drive the much-needed enablement for organizations to grow and thrive in these volatile and changing times. We therefore run a number of interventions to support teams and organizations in building and delivering a strong learning program. These interventions include learning strategy consulting, learning and development workshops, workplace learning tools and a learning and development talent acceleration program which is presently in the works. Our goal is not only drive successful learning programs but to enable healthy, growing and performing workplaces where people can thrive and fulfill their purpose and potential.

MORE TESTIMONIALS

OUR PROCESS

I learned a lot in the Customer Service and Negotiation Skills training. I learned how to reciprocate and create value and a balanced interest between the company and the customer. I will recommend this training

- Quality Assurance Manager, CEMES Ltd

The flow of the entire session was good. Most importantly, the ideal customer mapping exercise enabled me to see my various value areas and the potential customers that I did not even think about

- J.O. Akor, Rwanda

This workshop brought a sense of urgency and impetus to take practical action steps to bring my plans and ideas to fruition! It pushes you out of the comfort zone of planning to interface with the real world and getting results."

- Tendayi Murahwa, Zimbabwe

**Initiation &
Discovery
Session**

**Alignment
On Work
scope and
kickoff**

**Project
Execution,
Pilots &
Testing**

**Feedback,
Delivery and
Close-out**

ABOUT LEARNIBLE

Learnible Global is a learning innovation company using human-centered, innovative learning design and delivery practices to enhance human potential, accelerate performance and scale quality, impactful learning for academia and the workplace.

Our Team and Experts



Demilade Oluwasina
Founder & Team Lead

Demilade Oluwasina is a Learning Innovation, Entrepreneurship, and Future of Work Consultant. As an educator, he has served as Faculty and led a number of programs/initiatives at the African Leadership University (ALU) in Rwanda for more than 5 years. At the African Leadership University, he led the Digital Economy Program in collaboration with the Alibaba Business School including the Global Digital Entrepreneurship Challenge where he led his team to win the award of The Leading Institution of Digital Entrepreneurship for the institution. He served as an Entrepreneurship Coach with the Innovation Creation Studios and is a mentor with Founder Institute. He has consulted for, trained, and collaborated with local and international Institutions including Africa Business School, UNCTAD, University of Lincoln-Nebraska, and more. As a Learning Innovation Adviser, he has co-lead and advised on projects such as the University Partnership Exchange Initiative (Sponsored by the US Embassy), and the Leadership in Higher Education Program. He helped to create a toolkit for Entrepreneurship Programming for a new University in Rwanda.



Sadikh Mbengue
Learning Designer

Sadikh is a multidisciplinary and innovative thinker who leverages his background as an engineer, education and economics researcher, and instructional designer to prepare learning programs and experientials that are transformational. He designed a series of experiential in Economics, Grassroots Leadership, Entrepreneurship, Governance Seminar, and Circular Economy for university faculties and facilitators in multiple workshops. His ambition is to enable learners to gain practical experiences while in the classroom by working with private and public stakeholders to bring real-life projects into the classroom. He is dedicated to creating learning opportunities that shift from learning new skills to enabling the processes that create these skills.



Elizabeth Scutchfield
Collaborator & Program
Strategist

Elizabeth Scutchfield brings over ten years of experience as an education innovator and ecosystem builder. Her work in program and partnership development has landed her in a variety of settings including higher education, vocational training, corporations, and start-ups. She received her Masters in Higher Education Administration at Vanderbilt University and continued her educational journey at Stanford University, completing a certificate in Corporate Innovation, focused on building an international network, and growing her capacity to lead organizations and teams with a focus on creativity and customer experience.



Dr. Gaidi Faraj
Advisor and Educational
Leader

Dr. Gaidi Faraj has nearly two decades of experience doing business in Africa, most recently serving as Head of College at African Leadership University (ALU) in Kigali, Rwanda. There, Gaidi led a dynamic team of 100+ staff members from over 15 countries and set the tone for culture and community on our campus of 1000 students from 35 different countries. Gaidi's passions lie at the intersection of teaching innovation, entrepreneurship and futures thinking while applying these same skills to systems building across the African continent. He is closely acquainted with the issues of developing and revising higher education products to keep up with a fast-changing world of work so that programs remain relevant and fit for purpose.



Let's Discuss
Your Next Learning
Enablement or
Training Project

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Learning Excellence &
Innovation conference



Experiential Learning and
study abroad trips



Entrepreneurship
education
content for an
african audience

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Innovative Soft Skills
Training for organisations

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