



# Creating a Culture of Impact:

## Leadership Growth at Access ARM Pensions



2024 IMPACT STORIES

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In the heart of Nigeria's financial landscape, Access ARM Pensions stands as a leading provider of innovative and secure retirement solutions.

The company has carved a niche for itself by focusing on the individual, understanding that each person's financial journey is unique. Leveraging the power of data and technology, Access ARM Pensions delivers personalized pension plans, meticulously tailored to meet the diverse financial goals of its clients.

But Access ARM Pensions goes beyond just offering plans; they empower their clients with constant innovations, transparency and efficiency that sets a new standard in the industry.

### The Challenge

As Access ARM Pensions continued to grow and innovate, they recognized that their leadership needed to evolve as well. The company understood that to truly drive client satisfaction and secure those crucial long-term financial outcomes in an increasingly complex financial world, they needed leaders who were not only competent but also visionaries.

They sought to equip their managers with the skills to navigate this complexity, to foster a workplace where employees thrived, and to consistently achieve ambitious organizational goals.

The challenge was clear: How do you empower managers to bridge the gap between strategic intent and day-to-day execution, while also fostering a culture of accountability and continuous improvement? The answer lay in targeted leadership development.

### The Solution

To address this need, Access ARM Pensions partnered with African Management Institute (AMI) to design and deliver a comprehensive Management Development Programme (MDP). This practical, hands-on programme was crafted to align with Access ARM Pensions' strategic goals, focusing on critical leadership skills, effective communication, and team management.

#### The MDP covered a range of critical competencies, including:

- ✓ Strategic Leadership: Empowering managers to think strategically and make decisions that drive long-term success.
- ✓ Emotional Intelligence: Equipping leaders with the self-awareness and interpersonal skills needed to lead high-performing teams.
- ✓ Performance Management: Providing managers with the tools to set clear goals, provide constructive feedback, and foster a culture of accountability.
- ✓ Improved Team and People Management: Mastering the art of building high-performing teams, fostering collaboration, and empowering individuals to reach their full potential.

## The Impact

The results have been impressive. Managers who participated in the programme have reported significant personal and professional growth:

"One aspect that stood out to me was the interactive approach to tackling real-world scenarios. It was amazing how the facilitator broke down complex problems into manageable steps, making it easier to apply the strategies in practical situations."

*Demshak Abason Jiking,  
reflecting on the programme's  
practical approach*

"One of the things that really stood out to me as amazing in the program was the focus on real-world application. It wasn't just about theory – everything we learned was designed to be immediately actionable."

*Juwiratu Ayuba Abulu,  
highlighting the real-world  
impact of the training*

"The courses were tailored to my needs, and I would need to continue to access the course audios to continue to improve myself."

*John Oni, on the personalized  
nature of the training that  
made a lasting impression*

## IMPACT STORY



*Continued...*

These testimonials reveal a common thread: the Management Development Programme equipped Access ARM Pensions' managers with more than just knowledge; it provided them with practical tools, real-world experience, and a renewed sense of purpose.

Participants reported significant improvements in their abilities to navigate conflict, make sound decisions, and adapt to change.

The Management Development Programme represents a significant investment by Access ARM Pensions in its most valuable asset: *Its people*

By empowering its managers to lead with impact, the program has not only driven organizational transformation but has also positioned Access ARM Pensions for continued success in Nigeria's dynamic financial landscape.



The program's focus on practical application, interactive learning, and real-world scenarios has equipped Access ARM Pensions' managers with the skills and knowledge to excel in their roles, to inspire their teams, and to contribute to the company's overarching mission of securing the financial futures of Nigerians.





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2024 IMPACT REPORT

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