

Case Study

M/POWER ACADEMY

M-Power Academy Programme

How AMI helped create a 'buzz' with new hires at a Tanzanian energy company



The Problem

Off Grid Electric, a leading solar company, was growing rapidly and wanted to establish an in-house 'Learning Academy' to train, select and on-board hundreds of new entry-level hires at its head office in Tanzania, and to build a culture of learning & excellence across the company.

The Solution

AMI worked with the team to design a blended learning programme to help the recruits develop critical work readiness skills, such as communication, customer service and time management. We conducted intensive training with the client's in-house facilitators in using the AMI platform, content and approach, then delivered a blended learning programme to over 500 new hires over 18 months.

The content, assessment and activities were all customised in line with OGE's needs. The facilitators were provided with comprehensive facilitator guides and follow-up support from the AMI team.

Our staff love AMI. It's creating a real buzz. By the end of your programme, participants have made so much **progress**.

I would thoroughly recommend AMI as a **learning partner**."

Kati Regan, head of HR and Talent at Off-Grid Electric

The Impact

- ✓ Over 500 recruits took part in the OGE-AMI programme
- ✓ 98% of participants rated the AMI experience as 'good' or 'excellent'
- ✓ 98% wanted to conduct additional learning with AMI
- ✓ Off-Grid went on to employ about two-thirds of those trained, creating over 250 new jobs during the period of engagement
- ✓ A survey of the first 100 participants showed that 100% participants expected to immediately apply what they learned on the job



Evance Wilson, a sales team leader at Off Grid Electric, took AMI's Managing People courses as part of our work to build management capacity and train new recruits at his company. He found AMI significantly more helpful than previous training he had taken, because it was practical, and actually made an impact in his day-to-day work.

He started changing the way he managed his team, using a particular tool he liked from our programme. And in just a short period of time, he noticed an improvement in motivation among his team, and even more important - an improvement in sales results! "I've been applying one of your tools in my role as sales team leader and things have really changed quickly! We are seeing the results - you saved me!"

Since then, Evance has been promoted to a new role. Evance strongly recommends AMI for anyone who wants to develop excellence and accelerate their career.

AMI works has worked with a range of organisations on management development programmes to for middle and frontline managers. If you want to develop your team and transform your organisation, get in touch to see how we can help at sales@africanmanagers.org

About AMI | Transforming African Management

The African Management Initiative (AMI) helps businesses across Africa build motivated, productive and effective workforces through our unique learning and transformation programmes, delivered via web, mobile and in-person workshops.

We work with managers and entrepreneurs on building key business management skills, and have partnerships with numerous organisations on work-readiness programmes for young people entering the workforce. More than just

courses, AMI programmes are catalysts that can transform the day-to-day business practices of your organisation.

Unlike traditional training, AMI uses experiential and action learning to get learners using tools and practicing new skills in real-time. The focus is on getting people to adopt new habits and practices, and to apply them systematically with their teams. The results are improved ownership, accountability, collaboration and performance. AMI has developed

over 50 practical business modules - including over 3,000 tools - with Africa's leading business schools and global experts on adult learning.

Our world-class content is combined with coaching, action-learning projects and networking tools to ensure that employees apply what they learn on the job and hold each other accountable to the highest standards of performance and responsibility.

Experience AMI and transform your business!
To learn more, visit our [website](#), watch a short [video](#) about who we are, what we do and why, or read about AMI in [the news](#) on Euronews, CNN, Financial Times, AllAfrica and Kenya's Business Daily

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