



VISION & TALENT



PROFILE 2025

COMPANY PROFILE



Vision & Talent is a wholly Nigerian company established with an overarching purpose to transform organizations. We are driven by:

Our **Purpose** is to create *visible transformation* in organizations we work with.

Our **VISION** is to create “*a world without ignorance*”.

Our **MISSION** is to help “*organizations embrace performance revolution.*”

We adhere to iron-clad **VALUES** underwritten with “*honour*”.

The three-pronged tenets that have helped make us a visible brand gaining reputation for transforming organizations are our *ExcellenceMantra™*, *AgilityPrinciple™* and *GoalFramework™*.

COMPANY PROFILE II



COMPANY PROFILE



A 7-man Advisory Board oversees our affairs, and our multidisciplinary faculty of over 25 best-in-class facilitators made up of experts across industry verticals, including FMCG, Financial Services and Healthcare, enables us to add unbeatable value to our clients.

We train in broad “Soft Skills” areas of *Service Excellence, Leadership, Management, Sales, Communication and Presentation* and “hard skills” such Cost Optimization, Financial Risk Management and Foreign Trade Finance.

Our Programmes are customized for three levels:

- ↳ Foundational
- ↳ Intermediate
- ↳ Advanced.

Among our clients are Fortune 1,000, and some of Nigeria’s biggest corporations as per the logo cloud at the end of this manual.

AREAS OF COMPETENCE

Sample Programs

FOUNDATIONAL SKILLS

- Service Excellence
- Total Customer Service
- Communication Skills
- Presentation Skills
- Consultative Selling
- AI Basics (CG & DS)

Others

- Free Psychometrics

INTERMEDIATE SKILLS

- High-Impact Management
- Transactional Analysis
- Think Like the Owner
- Marketing & Selling Strategically & Tactically
- Managing Key Accounts

Others

- Free Psychometrics

ADVANCED

- Transformational Leadership
- The Omnipresent Leader (Leading With Data)
- Creating a Teachable Point of View (TPOV)
- The Numerate Executive
- The Coachable Executive (360 Degrees Feedback)

Others

- Free Psychometrics

TRAINING DELIVERY METHODOLOGY

SYNCHRONOUS LEARNING: CLASS ROOM FACILITATOR - LED TRAINING

1. ADDIE Model
2. Pre/During/Post Course Assessments
3. Small and Large group exercises and Discussion
4. Case Studies/Role-Playing/Quizzes/Games/Stories
5. Tests/Exams/Individual Participant Participation Report
6. Psychometrics (MB/DISC/PEP/ES/FFPC/BTR)

ASYNCHRONOUS LEARNING

1. Virtual Training Via ZOOM or Microsoft Teams
2. Self-Paced via Dedicated Vimeo Channel
3. iSchool (Subscription-based 24/7/365)

FACULTY/RESOURCES AND TRACK RECORDS

Here are brief highlights

VISION & TALENT ADVANTAGE

- Experienced Faculty
- FMCG Rated Faculty
- Consistently Scored Excellent
- Money-Back Guarantee (If Score Falls Below 80%)

RESOURCES

- Dedicated Zoom Channel
- Case library with over 100 live cases
- iSchool (24/7/365 Self-Paced Learning)

TRACK RECORDS

- See Logo Cloud of Clients

METHODS FOR EVALUATING AND ASSESSING TRAINING PROGRAMMES AFTER COMPLETION

These include:

1. Post Course Report (inclusive of First Level Course Evaluation) using the Kirkpatrick model within 72 hours.
2. Implement 2 - 5 Level Evaluations after 6 – 12 months if part of mandate and is justified by the return on investment.
2. Membership of V & T Alumni Association

FACULTY



Robust faculty of over 25 experience facilitators led by Paul Uduk. Paul has implemented training for all levels of employees in small and large companies, including Fortune 500. A former McKinsey Executive Panel Member and a member PEX (Process Excellence Network), he is certified in talent development by ATD (Association for Talent Development). A recipient of Toastmaster's *Competent Leader* award and executive coach, he is the MD of Vision & Talent. The author *Bridges to the Customer's Heart* (dubbed *The Customer Service Bible*), Paul holds an MBA in Management from ABU, Zaria. Overall, Paul has over 550,000 training man-hours under his belt. As the MDPaul leads a team of more than 25 C-Suite level facilitators.

Least of Companies that have enjoyed our Services



ADDITIONAL VALUE-ADDED SERVICES

1. Vision & Talent provides Psychometrics for every training programme. They include Myer Briggs, DISC, Path Elements Profile, Flip Flippen Personal Constraints, Explanatory Styles and Belbin Team Roles.
2. Vision & Talent assist clients obtain free Personal Values Assessment.
3. We provide high-level coaching support in the area of Executive Presentation & Public Speaking.

CONTACT

KEY CONTACTS

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