



MindVolution

Training | Coaching | Consultancy

Introduction



At MindVolution, our core mission is to integrate the right culture into organizations — grounding employees in the organization's core values, in alignment with the vision and mission. We understand that culture is the heartbeat of any organization — it shapes how employees think, act, and interact, ultimately driving performance, innovation, and success. Our approach is designed to create a workplace where values are not just stated but lived, where employees are empowered to embody the organization's ethos, and where toxic behaviors are replaced with positive, productive practices.

Our Approach

1. Entrenching Cultural Values:

We work closely with organizations to define, communicate, and embed their core values into every aspect of operations. Through tailored workshops, training sessions, and ongoing support, we help employees understand and internalize these values, ensuring they become a natural part of daily behavior and decision-making.

2. Driving Organizational Change:

Change is inevitable, but successful change requires a strategic and people-centered approach. We guide organizations through cultural transformations by identifying gaps, addressing resistance, and fostering a mindset of adaptability and growth. Our programs equip leaders and employees with the tools to embrace change and drive it forward effectively.

3. Eliminating Toxic Culture:

Toxic behaviors can undermine even the strongest organizations. We identify and address these behaviors through assessments, training, and actionable strategies. By promoting respect, accountability, and collaboration, we help organizations create a safe, inclusive, and empowering workplace.

4. Psychological Assessments:

Understanding the human element is key to cultural transformation. We use scientifically validated psychological assessments to gain insights into employee personalities, behaviors, and motivations. These insights inform our strategies, ensuring they are tailored to the unique dynamics of each organization.

5. Aligning Behavior with Vision and Mission:

A clear vision and mission are essential, but they must be reflected in employee behavior to have impact. We help organizations bridge this gap by aligning individual and team actions with the broader organizational goals. This creates a cohesive, purpose-driven workforce that is committed to achieving shared success.

About us



MindVolution is a foremost Human Resource and organizational leadership development company in Nigeria, with a core focus on culture transformation. We offer a comprehensive range of tailored services, including training, HR consulting, and leadership development programs, all designed to meet the specific objectives of our clients and drive organizational success.

Our expertise lies in helping organizations cultivate and sustain thriving work cultures. With a combined experience of over 30 years in organizational psychology, culture transformation, and leadership development, our team excels at assessing current cultural landscapes, designing and implementing transformative strategies, and equipping organizations with the tools for lasting positive change. We address a spectrum of cultural challenges, from toxic work environments to fostering high-performing teams, utilizing interventions such as leadership seminars, in-depth culture assessments, and tailored change management initiatives. Our ultimate goal is to empower organizations to achieve measurable results, from improved employee engagement to enhanced organizational performance.



>190

Sessions



~900

Hours



>1500

Participants



14

Clients



Akin Akingbogun
Lead Facilitator



Ann Uramu
Lead Facilitator



***To become one of the leading
Human Resources Consulting Firm
operating globally by maintaining
our uncompromising principles to
create value for all our stakeholders.***

Our Core Values



Respect

We treat everyone with uncompromising respect, civility and fairness. And we always welcome diversity and differences of opinion.



Excellence

We are committed to delivering superior services with integrity, trust and appreciation to maintain our customer loyalty.

CORE

VALUES



Collaboration

We work as a team and share knowledge for continuous improvement, learning and innovation.



Integrity

We will not compromise on our quality and we walk the talk — integrity is not just a word; it's the foundation upon which we build our reputation and deliver exceptional service to our clients.

Our Services



Trainings

At MindVolution, we offer professional training solutions designed to equip individuals and teams with the skills needed for growth and success. Our training covers key areas such as emotional Intelligence, self-awareness, self-leadership and personal mastery, communication skills, workplace etiquette, executive presence, innovation, etc. With hands-on approach, we provide practical insights, industry best practices, and tailored strategies to enhance productivity and drive business excellence. Whether you're looking to upskill your workforce or improve organizational performance, our customized training solutions will help you achieve your goals.

Coaching

We offer expert performance coaching to help individuals and teams unlock their full potential, enhance productivity, and achieve their goals. Through structured guidance, goal-setting, and personalized feedback, we empower professionals to overcome challenges, improve skills, and drive continuous growth. Our coaching approach fosters self-awareness, motivation, and accountability, ensuring lasting performance improvements. Whether you're looking to enhance leadership, boost team efficiency, or develop a high-performance culture, our tailored coaching solutions will equip you with the strategies to succeed. Let's help you elevate your performance and achieve excellence.

Consultancy

We help businesses build strong organizational culture and optimize processes for maximum efficiency and growth. Our consultancy services focus on fostering a culture of collaboration, innovation, and adaptability while streamlining workflows to enhance productivity. We assess existing processes, identify bottlenecks, and implement strategic improvements using data-driven insights and best practices. Our programs cover key areas such as leadership development, HR management, employee performance, and workplace efficiency. By aligning company culture with optimized operations, we empower organizations to improve performance, boost employee engagement, and achieve sustainable success. Let us help you transform your business for long-term excellence.

Trainings Portfolio

Investing in your team's development is crucial for success. MindVolution's specialized training programs equip your workforce with the skills they need to thrive. See our program offerings below:

Training Program	Description	No. of Participants	Training Method	Duration	Target Audience
Emotional Intelligence	Master self-awareness, emotional regulation, and interpersonal relationship building.	10-15	Interactive workshops, role-playing, and self-reflection exercises.	3 days	All Employee Cadres
Innovation	Cultivate creative thinking, problem-solving prowess, and idea generation.	10-15	Brainstorming sessions, design thinking workshops, and case study analysis.	3 days	All Employee Cadres
Workplace Etiquette	Refine professional conduct, communication skills, and workplace behavior.	10-15	Interactive discussions, simulations, and real-world scenario analysis.	2 days	All Employee Cadres
Performance Management	Grasp performance metrics, goal setting, feedback delivery, and improvement strategies.	10-15	Performance coaching simulations, goal-setting exercises, and feedback workshops.	3 days	All Employee Cadres, Managers, Supervisors
Negotiations	Hone negotiation skills, strategies, and tactics for mutually beneficial outcomes.	10-15	Negotiation simulations, strategy development sessions, and conflict resolution exercises.	2 days	All Employee Cadres, Managers, Sales Teams
Handling HNIs	Develop strategies for rapport building, needs analysis, and exceptional HNI service.	10-15	Relationship management workshops, client interaction simulations, and communication skills training.	2 days	Sales Teams, Client Relationship Managers
Project Management	Acquire practical knowledge of project planning, execution, monitoring, and closure.	10-15	Project planning exercises, case studies, and project management software tutorials.	4 days	Project Managers, Team Leads

Active Listening	Enhance attentive listening, comprehension, and responsive communication skills.	10-15	Communication exercises, feedback sessions, and active listening practice.	2 days	All Employee Cadres
Deep Work	Master techniques for focused concentration, distraction minimization, and productivity maximization.	10-15	Time management strategies, focus renhancement exercises, and productivity tools training.	2 days	All Employee Cadres

MindVolution Specialized Training Programs

In addition to our specialized training programs, MindVolution offers comprehensive training packages designed to address a range of organizational needs. These packages are detailed in the table below:

Training Program	Description	No. of Participants	Training Method	Duration	Target Audience
Onboarding New Recruits	Integrate new hires into the company culture, vision, mission, and core values.	10-15	Interactive orientation, team-building activities, policy and procedure overview, departmental introductions.	5 days	New Recruits
Self-Leadership	Develop self-awareness, personal effectiveness, and goal achievement strategies.	10-15	Self-assessment tools, leadership workshops, action planning sessions, individual coaching (optional).	3 days	All Employee Cadres, Aspiring Leaders
Executive Presence	Cultivate confident communication, impactful presentation skills, and professional demeanor.	10-15	Presentation skills training, communication coaching, executive presence workshops, feedback sessions.	3 days	Executives, Senior Managers
Business Communication	Enhance written and verbal communication, and nonverbal communication skills for effective workplace interactions.	10-15	Communication skills workshops, writing exercises, presentation practice, feedback sessions.	3 days	All Employee Cadres
Team Building & Collaboration	Foster teamwork, improve communication, and enhance collaboration skills within teams.	10-20	Team-building activities, communication exercises, conflict resolution workshops, collaborative projects.	2-3 days	Teams, Departments

Team Building & Collaboration	Equip employees with strategies to navigate organizational change effectively.	10-15	Change management workshops, communication strategies, resistance management techniques, transition support.	2-3 days	All Employee Cadres
Customer Service Excellence	Develop exceptional customer service skills and build strong customer relationships.	10-15	Customer service workshops, role-playing scenarios, customer interaction simulations, feedback sessions.	2-3 days	Customer-Facing Roles
Conflict Resolution	Learn effective strategies for managing and resolving workplace conflicts constructively.	10-15	Conflict resolution workshops, mediation techniques, communication skills training, negotiation strategies.	2 days	All Employee Cadres, Managers
Time Management & Productivity	Enhance time management skills, prioritize tasks, and improve overall productivity.	10-15	Time management techniques, productivity tools training, prioritization exercises, goal-setting workshops.	2 days	All Employee Cadres
Strategic Thinking & Planning	Develop strategic thinking skills and the ability to formulate and execute effective plans.	10-15	Strategic analysis frameworks, planning workshops, scenario planning exercises, strategy implementation sessions.	3 days	Managers, Leaders

Clients



Oil & Gas



Finance



Entertainment



EAP



Legal



Real Estate



Education



Technology





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