

# **AFRICA'S FIRST SKILLS INFRASTRUCTURE & HUMAN CAPITAL OPERATING SYSTEM**

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We don't sell training. We build capability.

**YOUR ORGANISATION IS SPENDING ON TRAINING. BUT ARE YOU BUILDING CAPABILITY?**

*Success 4 All Academy replaces fragmented, event-based learning with a structured, tech-enabled Skills Infrastructure designed for African professionals and organisations.*

## SECTIONS

## What You'll Find

### Who We Are

Our identity, mission, vision, and what makes us structurally different

### The Problem We Solve

The real cost of fragmented training — quantified

### Our Two Offerings

S4A Outsourced L&D Service (flagship) · Subscription Access (flexible)

### How It Works

The five-stage capability journey from diagnosis to outcome

### Why Choose S4A

Our 11 defensible USPs

### Course Catalogue

Three progressive levels built for African professionals

### Investment & Pricing

Retainer and subscription pricing for every scale

### Who We Serve

The organisations and professionals we are built for

### Our Leadership

The team behind the system



WHO WE  
**ARE**



**Success 4 All Academy (S4A)** is Africa's first Skills Infrastructure & Human Capital Operating System. We exist to dismantle the illusion that 'attending training' equals 'capability.'

*"We are not a training company. We are a precision capability engine built for African organisations and professionals."*



## Our Mission

To deliver automated, scalable learning solutions that build future-ready skills, drive measurable ROI, and improve leadership capacity using pan-African expertise, cutting-edge solutions, and continuous support for our clients.



## Our Vision

Culturally intelligent, tech-enabled learners and leaders.

## What Makes Us Different

System, not events

Outsourced L&D department — your entire function, not a course

Built for Africa, by Africans

Data-driven insights and real-time reporting

Precision-driven pathways

Accessible to all learners, all schedules, all devices

Pan-African scalability

Embedded accountability at every stage of the journey



THE PROBLEM WE  
**SOLVE**



African organisations are investing heavily in training — and getting very little in return. Here is why:

The Pain Point	The Real Cost
Generic, one-size-fits-all training	Employees sit through irrelevant courses. Nothing changes.
No diagnostic or needs analysis	Budget is spent on guesswork, not on actual skill gaps.
Event-based learning (attend & forget)	Knowledge fades within days. ROI is near zero.
Imported theory, no local context	Managers cannot apply what they learn. Africa is not the West.
No in-house L&D capacity	Small organisations have no system. Growth stalls.
No data on workforce capability	Leaders make talent decisions blind.

**The result:** Repeated training cycles with little behavioural change. Intense cost pressure with no ROI. A workforce that lacks future-ready skills, emotional agility, and execution capability.

Building an internal L&D department is too expensive for most African organisations. So most end up with no structured function at all. S4A exists to close that gap — permanently.



# OUR TWO OFFERINGS



S4A operates two distinct products designed for different client needs. They share the same diagnostic foundation, but differ in depth, hands-on involvement, and commercial structure.



## PRODUCT 1 — FLAGSHIP · RETAINER-BASED

# S4A Outsourced L&D Service

*Your entire L&D function — diagnosed, designed, delivered, and tracked.*

The **S4A Outsourced L&D Service** is our core offering. It is your fractional L&D department. We handle the diagnostic, the learning design, the delivery, the accountability architecture, and the annual outcomes reporting. You get the capability results without the cost of an in-house team.

What's Included	What You Get
NDA + Training Needs Assessment (TNA)	Confidentiality first. Then a structured, multi-dimensional diagnostic across your team; assessed at Vision, Function, and Individual level.
Organisational TNA Report	Colour-coded skill heatmap (Red/Amber/Green) across 10 competency dimensions. Build/Buy/Borrow recommendations. Delivered within 5 business days.
Personalised Learning Pathways	Every team member receives a curated prescription of 8–16 targeted courses — not a catalogue to browse. Sequenced by competency gap priority.



What's Included	What You Get
Asynchronous Delivery via LMS	Audio-first modules, visual materials, quiz-gating, and practical tasks — mobile-optimised, accessible 24/7, with no geographic constraints.
Real-Time Progress Dashboard	Live visibility for learners, line managers, and HR leadership — skill gap movement, completion rates, and intervention flags.
Annual Capability Growth Report	Before/after competency comparison. Quantified ROI. Aligned to your business strategy. Delivered annually before plan renewal.
Bespoke Module Option	Where your gaps fall outside the core catalogue, S4A develops context-intensive, industry-specific content at an additional fee.

**Who this is for:** Organisations with 5–250+ staff that need a structured, outcome-accountable capability system; without the cost of hiring a full L&D team.

PRODUCT 2 — SUBSCRIPTION · SELF-DIRECTED

## S4A Subscription Access

*Flexible, self-paced learning — guided by your personal Learning Path Generator.*

The **S4A Subscription** gives individual learners and organisations open access to the full course catalogue, guided by our Learning Path Generator (LPG). It is the self-service tier — delivering the same diagnostic foundation and personalisation benefit, with the learner driving their own journey.








What's Included	What You Get
Free Learning Path Generator (LPG)	Every subscriber begins with a diagnostic that generates a personalised, sequenced pathway. The same precision logic — self-administered.
Full Course Catalogue Access	Foundational, Professional, and Expert levels. All courses include audio, visual, and structured LMS modules.
Individual Skill Gap Profile	A scored competency profile showing your development priorities.
Self-Paced, Asynchronous Delivery	No fixed schedule, no geographic constraint. Learn at your pace, on your device, in your own time.
Completion Certificates	LinkedIn-shareable professional certificates on course and pathway completion.
Progress Dashboard	Personal visibility — pathway progress, quiz scores, time invested, and next recommended step.

**Who this is for:** Individual professionals managing their own career development. Organisations that want to give their teams open platform access without a managed L&D engagement. Best for self-directed learners and teams comfortable managing their own development journeys.



## How the Two Offerings Compare

	S4A Outsourced L&D Service	S4A Subscription Access
 <b>Diagnostic depth</b>	Full Organisation wide TNA — Vision, Function, Individual (3 tracks)	Learning Path Generator (Individual growth focused)
 <b>Pathway design</b>	Prescribed by S4A based on TNA data	Generated by LPG.
 <b>Accountability</b>	Manager dashboards, HR reporting, Structured check-ins to ensure learning is translated into measurable workplace behaviours (e.g Have you asked for feedback on your own performance this week?)	Personal progress dashboard and Manager dashboards.
 <b>Reporting</b>	Annual retainer	Quarterly or annual subscription
 <b>Best for</b>	Organisations with L&D goals	Individuals and self-directed teams



# HOW IT **WORKS**



S4A delivers an outsourced, fractional L&D department. We don't sell seats. We sell a system — one that identifies gaps, personalises learning, and tracks impact over time. The journey has five stages.

01

**DIAGNOSE**

—  
**The Training Needs Assessment**  
**Every client begins with a structured, multi-dimensional**

Every client begins with a structured, multi-dimensional diagnostic. For the Outsourced L&D Service, this is the full TNA; assessed at Vision (executive), Function (manager), and Individual (staff) level simultaneously. For Subscription clients, this is the Learning Path Generator; a 5 minute personalised assessment that generates your pathway automatically.



02

**PRESCRIBE**

—  
**Personalised Learning Pathways**

The diagnostic output drives everything. Each learner receives a curated prescription, a sequenced set of targeted courses mapped directly to their scored gaps. Not a catalogue. A plan. Retainer clients receive an Organisational TNA Report with recommendations for leadership.



03

**LEARN**

—  
**Structured Asynchronous Delivery**

The diagnostic output drives everything. Each learner receives a curated prescription, a sequenced set of targeted courses mapped directly to their scored gaps. Not a catalogue. A plan. Retainer clients receive an Organisational TNA Report with recommendations for leadership.



04

**TRACK**

—  
**Real-Time Progress Architecture**

The diagnostic output drives everything. Each learner receives a curated prescription, a sequenced set of targeted courses mapped directly to their scored gaps. Not a catalogue. A plan. Retainer clients receive an Organisational TNA Report with recommendations for leadership.



05

**GROW**

—  
**The Capability Growth Report & Renewal**

As learners complete pathways, new gaps are identified and new pathways generated, a continuous capability loop where gaps emerge not from routine reassessment, but from the user's or organization's expanding aspirations. Finish one pathway, and the next horizon appears. Retainer clients receive an annual Capability Growth Report: before/ after competency scores, business alignment commentary, and the data foundation for renewal. Year after year, the system compounds.



# WHY CHOOSE SUCCESS 4 ALL?



## Our Unique Selling Points

S4A's value is not a list of features — it is a defensible system built on three interdependent pillars: Precision, Accessibility, and Shared Value. No other African L&D provider has architecturally integrated these elements into a single commercial platform.

#	USP	What It Means For You
1	Learning Path Generator (Free)	Learning Path Generator (Individual growth focused)
2	Organisation-Wide TNA (Retainer)	Aggregates individual data into skill heatmaps. Leadership gains full visibility of workforce capability — by team, function, and level.
3	Customisable Course Catalogue	Where TNA reveals gaps outside the core catalogue, S4A develops bespoke content tailored to your organisation's exact needs.
4	African Context & Cultural Intelligence	Content built by African practitioners for African realities. No imported theory. Deep local relevance in every example and scenario.
5	Multimodal Delivery	Audio-first lessons, visual materials, and structured LMS modules — designed to suit every learning style, schedule, and device.
6	Fractional L&D-as-a-Service	We function as your entire outsourced L&D department — providing infrastructure, diagnostics, design, and delivery. Not one-off events.
7	Real-Time Progress Architecture	Live dashboards for learners, managers, and HR. No waiting for monthly summaries. Intervention happens when it is still useful.
8	Data-Driven Talent Decisions	Continuous skill gap analytics enable leaders to make confident hiring, promotion, and succession decisions backed by evidence.
9	Asynchronous Flexibility	Self-paced, no geographic or time constraints; ideal for distributed workforces, hybrid teams, and ambitious self-directed professionals.
10	Pan-African Scalability	Built for expansion across African markets and positioned as the continent's skills infrastructure partner — not just a Nigerian solution.



OUR COURSE  
**CATALOGUE**



Our courses are structured across three progressive levels, designed to meet professionals and organisations exactly where they are — and take them where they need to go. All courses include audio content, visual materials, and structured LMS modules, accessible via mobile-optimised platform.



## FOUNDATIONAL

*Build the Base*

- Core professional skills
- Communication & soft skills
- Work ethic & productivity
- Self-management basics
- Workplace readiness
- Business etiquette
- Digital literacy & AI tools
- Critical thinking
- Adaptability & resilience
- DEI fundamentals



## PROFESSIONAL

*Sharpen the Edge*

- Strategic thinking & planning
- Leadership & decision-making
- Stakeholder management
- Advanced communication
- Business acumen
- Financial literacy
- Performance management
- Crisis management
- Supervisory & delegation skills
- Managing hybrid teams



## EXPERT

*Lead with Mastery*

- Advanced leadership for high-impact teams
- Strategic decision-making for executives
- Organisational culture & change leadership
- Ethical leadership & CSR
- Global business & cross-cultural management
- AI & emerging technologies for leaders
- Transformational & visionary leadership
- Change management & organisational growth



**Retainer clients (Premium, Prestige, Enterprise)** include a **Bespoke Add-On option: context-intensive modules developed specifically for your industry, team, and operational reality** — where the core catalogue does not cover your exact gaps.

# INVESTMENT & **PRICING**



All pricing reflects our exclusive 2026 promotional rate. Prices are in Nigerian Naira (NGN). The **Outsourced L&D Service** is structured as an annual retainer. The Subscription is available quarterly or annually.



## S4A Outsourced L&D Service — Annual Retainer

Every retainer tier includes: **NDA, full TNA, Organisational TNA Report, personalised pathways, real-time dashboards, and annual Capability Growth Report.** Premium and above include strategic intake interview with HR Director/MD.

TIER	Package	Full Price (NGN) <small>(Limited-time re-launch discount: 50% off)</small>	Per Person / Yr
<b>STARTER</b> (1-15 Users)	Core Catalogue (All Levels)	1,500,000	~₦100,000
<b>DEVELOPMENT</b> (16-30 Users)	Core Catalogue (All Levels)	3,500,000	~₦116,000
<b>PREMIUM</b> (31-100 Users)	Core Catalogue (All Levels)	7,500,000	~₦75,000
<b>PRESTIGE</b> (100-250 Users)	Core Catalogue (All Levels)	15,600,000	~₦62,400

### ENTERPRISE — 251+ Staff

Fully negotiated based on your organisation's scope, user count, learning objectives, and bespoke requirements. All levels available. Contact us to begin a scoping conversation.



**The value comparison:** include a Bespoke Add-On option: context-intensive modules developed speA mid-level L&D Manager in Lagos costs ₦2.5M–₦5M per year in salary alone — before tools, training budget, and management overhead. The S4A Outsourced L&D Service at the Premium tier (100 staff) costs ₦6M annually and delivers the diagnostic infrastructure, personalised pathways, real-time tracking, and outcome reporting that no single hire could replicate.

## S4A Subscription Access — Individual & Corporate

Flexible, self-directed access to the full S4A course catalogue — guided by the Learning Path Generator. Available quarterly (individual) and annually (corporate).

### Individual Learner — Quarterly Subscription

Package	Full Price (NGN)	Per Person / Yr
Foundational Course	10,800	Per course
Professional Course	12,960	Per course
Expert Course	15,552	Per course

Package	Full Price (NGN)	Per Person / Yr
All Levels — 168 courses	1,088,640	Per person

### Corporate Subscription — Annual

For organisations that want platform access for their teams without a managed retainer engagement. All tiers include the Learning Path Generator.



# WHO WE **SERVE**



S4A is built to serve any organisation or professional ready to move from guesswork to precision in capability building.



### We Work With



High-Growth SMEs

Professional Associations

Individual Professionals & Career Changers

Financial Services & FinTech Companies

### We Work With



Multinationals & Large Enterprises

Government & Public Sector Institutions

Educational Institutions & Alumni Networks

Impact-Driven Corporates with People Development Mandates

## Choosing the Right Offering

### If You Are...

An organisation that wants a structured L&D system with accountability, reporting, and annual outcomes data

An organisation with a team that wants full course access to self-direct their own development

### The Right Solution Is...

An organisation that wants a structured L&D system with accountability, reporting, and annual outcomes data

S4A Corporate Subscription (Development, Premium, or Prestige tier)



If You Are...	The Right Solution Is...
An individual professional managing your own career growth	S4A Individual Subscription (Starter or Growth tier)
A large enterprise (250+ staff) with specific sector, strategy, or bespoke requirements	S4A Enterprise — contact us for a scoping conversation

## Why this is not what you have tried before

Traditional Training	S4A Capability System
Starts with a course catalogue. You pick what looks relevant.	Starts with a diagnosis. We prescribe what is actually needed.
Generic content — same slides for every company in every sector.	Contextualised content — industry-relevant, strategy-aligned, lifecycle-calibrated.
Monthly report delivered six weeks after the learning happened.	Real-time dashboards. Progress is live, visible, and actionable the moment it happens.
No data. No baseline. No before/after.	Before/after competency scores. Quantified gap movement. Boardroom-ready evidence.
One-off event. No system. No renewal logic.	Recurring retainer or subscription. Continuous capability loop. Grows with your team.
Your IP is exposed when external trainers come on-site.	NDA signed before we see anything. Your IP is never captured or commercialised.
Building an in-house L&D team costs ₦2.5M–₦5M+ per year before overhead.	The S4A Outsourced L&D Service delivers your full L&D function from ₦1.2M annually.



# OUR LEADERSHIP



**Success 4 All Academy** is led by a team of world-class practitioners who have walked the halls of Shell, The World Bank, multinational corporations, and Africa's most impactful NGOs—and brought it all back home to build something transformative. Behind them is an evolving team of faculty professionals who drive course development, content creation, and quality control, alongside dedicated staff who manage day to day operations across customer service, marketing, and accounts.



## Habiba Balogun

*Director of Governance and Growth*

Highly respected leadership coach and organisation development expert with over 28 years of cross-sector experience. Founder of HB Consulting, certified executive coach and NLP practitioner, with senior HR strategy roles at Shell and executive coaching experience at The World Bank. Board member of Fate Foundation and Accion Microfinance Bank.



## Bruce Prins

*Director of Learning and Strategy*

Highly experienced educator, leadership coach, and hospitality expert with over 30 years of multi-disciplinary experience across Africa. Certified Education and Training Development Practitioner, published author, and former business school lecturer. Expert in designing transformative learning programmes for corporate leaders, SMEs, and emerging professionals.





## Oyindamola Toriola

Managing Director / CEO

PMI-certified project leader, internationally accredited business analyst, and HR professional; a rare convergence of strategy, people, and execution. With over a decade of experience in organisation development, she drives bold transformation across government, private, and non-profit sectors.

## Ready to build a Skills system?

Step	Action	S4A Capability System
01	Book a Discovery Call	Our team walks you through the CNA process and recommends the right retainer tier or subscription plan for your team. No obligation.
02	Take the Free LPG Assessment	Access your personalised learning pathway in minutes via: <a href="https://bit.ly/S4AAssess">https://bit.ly/S4AAssess</a> — zero commitment required.
03	Choose Your Offering	Select the S4A Outsourced L&D Service (retainer) or Subscription Access — or ask us to scope something bespoke.
04	Activate and Track	Your team gets access, your dashboards go live, and your capability transformation begins from day one.





**Skill** is not an event. It is a system.  
Growth is not individual. It is shared.

*Let's build your skills infrastructure — together.*



[www.success4all.co](http://www.success4all.co)



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Lagos, Nigeria