

Learning Culture

WHAT IS A LEARNING CULTURE

Workplaces need to invest in the learning and development of their workforce to stay future-fit in the more complex and competitive world of work that we live in today. Creating a proactive and transparent environment for learning is an important part of ensuring employees and the wider organisation have the right knowledge, skills, competencies and capabilities to adapt and respond to challenges in an effective way.



“ The single biggest driver of business impact is the strength of an organisation’s learning culture. ”
Josh Bersin



- Growth and increased profitability
- Improved knowledge sharing
- Cultivates employee potential
- Increased employee engagement
- Promotes creativity and innovation

Good
learning culture experiences

WHY BUILD A LEARNING CULTURE?



Bad
learning culture experiences

- Stagnant and demotivated culture
- Higher turnover of staff
- Lack of knowledge sharing
- Learning = distraction from work
- Reduced creativity and innovation

OVERCOMING BARRIERS TO CREATING A LEARNING CULTURE



Overcoming Barriers

- ✓ Learning in the flow of work
- ✓ Give recognition to learning
- ✓ Get feedback
- ✓ Promote from within