Goskills

The Ultimate Guide to Creating a Learning Culture at Work

GoSkills online course syllabus

Skill level
Beginner

Lessons
22

Pre-requisites
No prior experience needed

Video duration
1h 13m

Estimated study time
1h 13m

Instructor
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Introduction

1 Unlock limitless learning

In order to set your organization up for sustainable success, it's imperative that you cultivate a culture of learning.

Demystifying Learning Cultures

2 Elements of a learning culture

Learning cultures positively impact an organization by fostering innovation, improving performance, and increasing employee engagement and retention.

3 Develop personal accountability

Creating an environment that supports and values continuous learning and growth can drive personal and professional development for all employees.

4 Apply a growth mindset

Rapid prototyping, experimentation, and failure all provide means to quickly try new ideas, collect data, and make data driven plans and decisions.

5 Enable sharing and reflection

By creating an environment that values and encourages knowledge sharing and reflection, you can foster a culture of continuous learning and growth, where employees are empowered to take control of their own development.

6 Facilitate collaborative learning

By helping to build teamwork and foster a culture of continuous learning, you empower employees to take control of their own development while growing better and stronger teams.

7 Evolve with continuous improvement

Implementing continuous improvement as part of a learning culture transformation can help you create an environment where employees are empowered to drive change and continuously improve processes and performance.

Creating Learning Experiences

8 ### Elements of a learning experience

Learning experiences for employees can lead to a range of benefits for the company, including improved employee performance, increased innovation, and positive company culture.

9 ### Design learning experiences

Learning experiences are more holistic, engaging, and effective than traditional training and promote long-term knowledge retention and skill development.

10 ### Build prescriptive learning paths

Prescriptive learning is an effective structured learning approach for employees (especially new employees) that provides a checklist of steps and learning experiences needed to acquire specific skills for job and organizational success.

11 ### Enable just-in-time learning

By providing employees with access to information and training right when they need it (just-in-time = JIT), it increases productivity, efficiency, and allows employees to stay ahead of the curve.

12 ### Set up learning communities

Learning communities play an important role in a learning culture by providing a supportive and collaborative environment for individuals to share knowledge, skills, and experiences.

Constructing Your Roadmap

13 ### Map the employee journey

By creating an employee journey map, organizations can gain a better understanding of their employees' experiences, identify opportunities for improvement, and design better HR strategies and processes.

14 ### Create learner personas

By creating learner personas, organizations can better understand the needs and preferences of their learners, and design effective, personalized, and impactful learning experiences tailored to meet those needs.

15 ### Choose the technology

By choosing the right technology, organizations can drive a culture of continuous learning and employee engagement, that leads to improved performance and competitiveness in the long run.

16 ### Create a project proposal

Creating a comprehensive project proposal allows you to articulate a clear vision for your proposed learning culture transformation and provides a roadmap for its successful implementation.

Leading the Learning Transformation

17 ### Drive organizational change

Taking a structured and proactive approach to managing organizational change can create a successful learning culture transformation and build a more engaged and motivated workforce.

18 Listen and learn

By choosing the right technology, organizations can drive a culture of continuous learning and employee engagement, that leads to improved performance and competitiveness in the long run.

19 Win change advocates

Building a network of advocates will help you drive the success of the learning culture transformation by creating excitement for the change with engaged and motivated partners.

20 Cultivate buy-in and trust

Trust is essential for successful cultural change because it creates a positive environment that encourages participation, collaboration, and commitment to the change effort.

21 Implement the vision

Given the fast-paced changes and uncertainties in today's business environment, having a learning culture can provide a strategic advantage for your organization and prepare it for future success.

Conclusion

22 Next steps

Thank you for watching this course!

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