

The Ultimate Guide to Creating a Learning Culture at Work

GoSkills online course syllabus

Skill level

Beginner

Lessons

22

Accredited by

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Pre-requisites

No prior experience needed

Video duration

1h 10m

Estimated study time

1h 13m

Instructor

Mark Protus

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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