INSPIRE | GROUP

PLANT THE SEEDS OF LEARNING CULTURE

Ask yourself or your team the following questions:

Learning opportunities

Are we providing effective learning opportunities in our organisation?

Do we have robust and effective practices and procedures in place to assess our organisation's learning needs and resources?

Do we provide structured opportunities for reflection?

Do we offer a purposeful variety of learning opportunities that meet our learner's needs? Or is it too general / one size fits all?

Are the learning opportunities we provide accessible to everyone?
See our tips for building more accessible eLearning as a starting point.

Do our learning opportunities provide better resources and/or tools to support employee performance?

Are our learning opportunities integrated into the 'flow of work'?

Do we have learning opportunities that allow our employees to learn from failure?

Are our learning opportunities focused on content-giving or decision-making?

Collaboration and knowledge sharing

Are we fostering a collaborative environment where employees can be vulnerable, experiment, explore, learn from mistakes, and be able to actively try and break things to think more critically about them?

Are we partnering with learning to enable work or when starting new projects?

Do we have cross-functional collaboration?

Are employees motivated to share their knowledge and help others learn?

Do we have platforms for knowledge sharing, such as regular team meetings, online forums, or internal social networks where this is actively encouraged?

Do our teams engage in the platforms we already have? If not, do we know why?

Recognising and Rewarding our people

Are we gearing our teams, projects and learning to speak to the intrinsic motivators of our employees?

How are we supporting our employees' motivations and/or personal goals?

How are we rewarding and recognising employees who are actively helping to create our learning culture?

Do we acknowledge and reward employees' efforts and achievements in general and not just in learning and development? (Those that are helping embed it, integrate it, create resources or better processes and systems rather than just making more learning)

Do most employees have career development plans in place?

Do we value and reward employees who acquire new knowledge and skills?

Supporting ontinuous Learning:

How are we having conversations about what we're learning in the flow of work or the last thing we've learnt effectively?

How are we encouraging, supporting and enabling employees to pursue continuous learning and professional development?

Are leaders rewarded for taking risks?

Do we encourage challenging the status quo and regularly look for new and better ways of doing things?

Are innovations and solutions shared across the company?

Incorporating Learning into Work Processes

Are we enabling employees to integrate learning into everyday work processes and projects?

Are we frequently providing employees with tasks or projects that stretch them developmentally?

How are we encouraging employees to apply new knowledge and skills to their job roles?

How are we providing opportunities for practice and feedback?