



# Creating a Culture of Learning in the Workplace

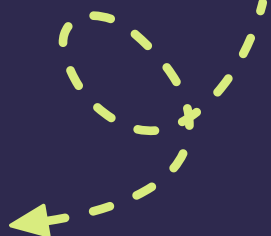
Presentation by Parker Grant, Ph.D.



OUT TO LUNCH



# 5 Key Elements Needed to Create a Culture of Learning



1

## EXECUTIVE SUPPORT AND COMMITMENT



**Executive support and commitment** set the tone for an organization to demonstrate the importance of continuous learning and development. When leaders prioritize and model a learning mindset, it creates a ripple effect that encourages employees to also embrace learning as an ongoing part of their professional growth.

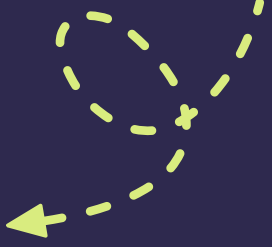
2

## FRONTLINE SUPERVISORS AS LEARNING COACHES



**This is where the action happens.** Frontline supervisors play a crucial role as learning coaches in fostering a culture of continuous learning within an organization. Their significance lies in their close proximity to employees and their ability to directly influence their development. Frontline supervisors have a unique perspective on their team members' strengths, weaknesses, and growth potential, allowing them to tailor learning opportunities accordingly!

# 5 Key Elements Needed to Create a Culture of Learning



3

## WORKED EXAMPLES FOR ON-THE-JOB PERFORMANCE



Providing **concrete and practical demonstrations** of desired skills and tasks offers your employees valuable guidance and a reference point for their own work. These examples (numbers, data, facts) serve as tangible models that showcase best practices, problem-solving approaches, and effective strategies for accomplishing specific tasks or projects.

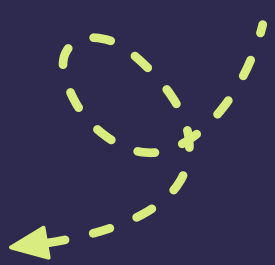
4

## SOCIAL LEARNING COHORTS



**Social learning cohorts** provide a structured and collaborative environment where employees can engage in shared learning experiences, exchange knowledge, and support each other's growth. By participating in social learning cohorts, individuals have the opportunity to learn from diverse perspectives, experiences, and expertise within their organization.

# 5 Key Elements Needed to Create a Culture of Learning



5

## DATA COLLECTION AND METRIC TRACKING



**Data collection and metric tracking** provide the foundation for evidence-based decision-making, performance evaluation, and improvement initiatives. By systematically collecting data and tracking relevant metrics, organizations can gain insights into the effectiveness of their L&D efforts. This data-driven approach allows for objective evaluation of progress, identification of gaps, and the formulation of targeted strategies to address areas of improvement.



**ACTION TIPS**

# Action Tips to Create a Culture of Learning



## IDENTIFY ORGANIZATIONAL GOALS:

- **Identify** top-level goals, department-level goals, and team-level goals
- **Tailor programs** to meet those initiatives
- **Separate** the "need to have" from the "nice to have"



## ASSESS PERFORMANCE GAPS TO GOALS:

- **Assess** if your employees are meeting their goals efficiently.
- **Look at** their skills, knowledge, and attitude.
- **Identify gaps** and determine the best method(s) to close those gaps.



## IDENTIFY KPIs TO MEET GOALS:

- **Identify KPIs** such as revenue, costs, on-time delivery, or defect rate, for example.
- **Determine** how your L&D initiatives are mapped to your identified KPIs

# Action Tips to Create a Culture of Learning



## DEVELOP LEARNING PROGRAMS & RESOURCES:

- **Identify** your priorities and what needs to be designed first.
- **Remember**, training is not an event. It must continue and be repeated over time!



## PREPARE FRONTLINE SUPERVISORS:

- These are your **most influential agents of learning!**
- **Figure out** how to prepare your frontline supervisors to become teachers, leaders, and learning coaches.
- **Be sure** that their focus remains on your organizational goals.



## GATHER AND MONITOR KPI DATA:

- **Look at trends** in your data over 4 months- 1 year to determine if your training initiatives are working.
- **Determine** if something other than your training initiatives is making it work.

# How to Maintain a Culture of Learning



**A**

Continuously assess and update learning and development strategies.

**B**

Celebrate learning successes.

**C**

Foster a growth mindset.



# Wanna Partner with IDLance?

If you're interested in partnering with IDLance on your next project, get in touch with our **Director of Business Development, Ann York, today!**



**Schedule a Call with Ann!**

**HAVE A BURNING QUESTION OR COMMENT FOR IDLANCE? DON'T HESITATE TO REACH OUT TO US!**  
[headhonchos@idlance.com](mailto:headhonchos@idlance.com)

