Building an Effective Learning Culture: Introductory Webinar

Building an Effective Learning Culture: Introductory Webinar

November 1, 2016

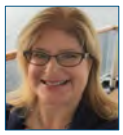
Infopeople

Today's Speakers

Lisa Barnhart

Crystal Schimpf

Brenda Hough


Stephanie Gerding

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Today's Agenda

- Definition
- Learning Culture Cycle
- Library Examples
- Team-Based Learning Benefits
- Opportunity

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Building an Effective Learning Culture: Introductory Webinar

Building an Effective Learning Culture

A new online learning program from Infopeople:

- Team focused
- Mentoring component
- New delivery methods
- Bite-sized learning

January-June 2017

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What is a Learning Culture?

- Less emphasis on formal training
- More opportunities for informal training
- Learning is integrated into strategic planning
- Organization supports learning & growth

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Why build a Learning Culture?

- Greater retention of new skills & knowledge
- Staff actively seek learning opportunities
- Staff apply new skills & knowledge on the job

Increase organizational performance

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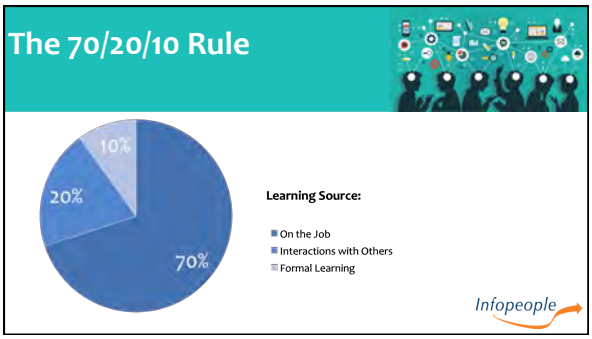

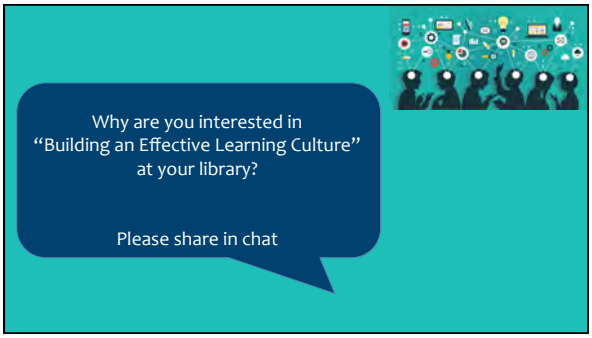

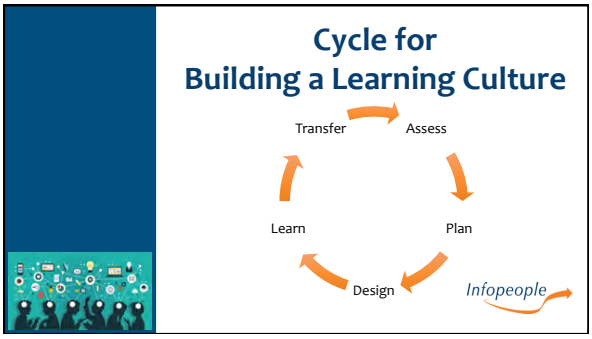

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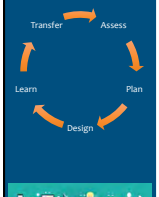
Assess



Take inventory of current learning opportunities.

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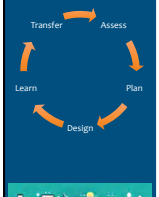
Assess



Identify gaps in learning culture.

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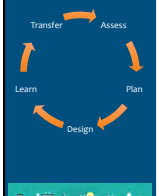
Assess



Set goals for building a learning culture.

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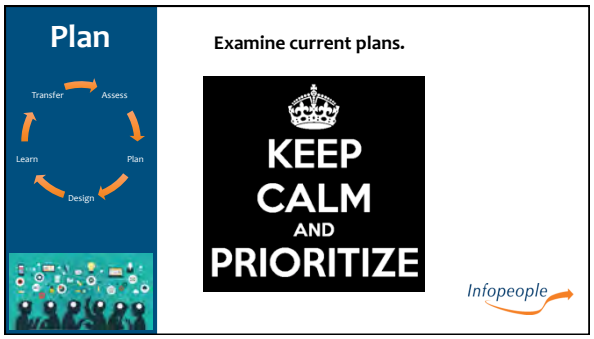

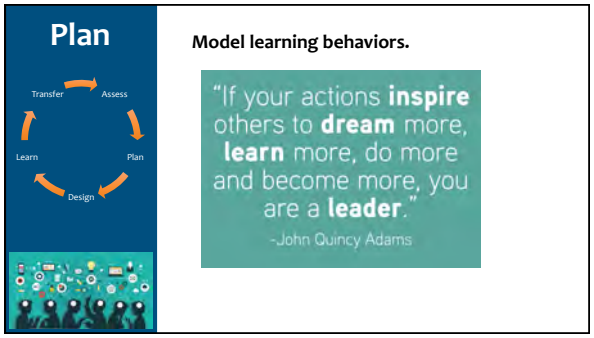

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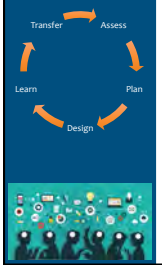
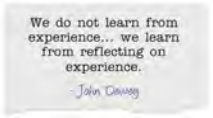
Design



Develop learning resources and activities that create opportunities for:

- individual learning
- peer sharing and collaboration
- reflection on daily work/life experiences



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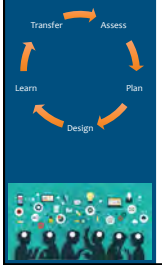

Create a safe environment for **risk taking** and **experimentation** while learning.

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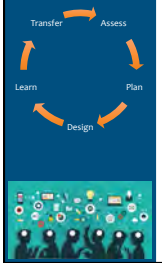
Design



Communicate learning options.

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Top 6 Ways We are Succeeding

1. Training funds are in budget

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3. Library has an organized staff development program

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4. There is buy-in from leadership regarding the importance of a learning culture

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5. There is buy-in from staff regarding the importance of a learning culture

Top 6 Ways We are Succeeding

1. Training funds are in budget
2. Staff have time for learning
3. Library has an organized staff development program
4. There is buy-in from leadership regarding the importance of a learning culture
5. There is buy-in from staff regarding the importance of a learning culture
6. Library has implemented successful methods for building a learning culture

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Top 6 Ways We are Succeeding

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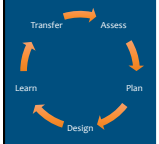
3. Library has an organized staff development program
4. There is buy-in from leadership regarding the importance of a learning culture
5. There is buy-in from staff regarding the importance of a learning culture
6. Library has implemented successful methods for building a learning culture

How is your library succeeding?
Please share in chat.

Learn



Learn constantly.

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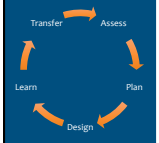
Learn



Learn collaboratively.

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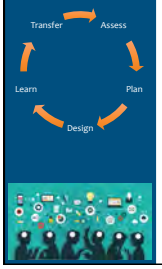
Learn



Embrace innovation.

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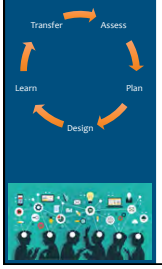
Transfer



Encourage application.

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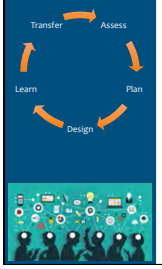
Transfer



Start a conversation.

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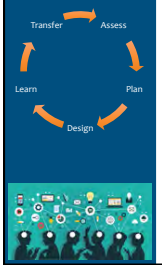
Transfer



Give recognition.

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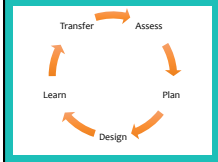
3 Ways to Support Knowledge Transfer

1. Encourage application
2. Start a conversation
3. Give recognition

How could you support knowledge transfer at your library?

Please share in chat.

5 Phases of Building a Learning Culture



1. Assess
2. Plan
3. Design
4. Learn
5. Transfer

Download the PDF Handout

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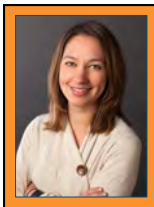

Rachel Rubin
Bexley Public Library

From Nothing to Something
Developing a Culture of Learning at Bexley Public Library

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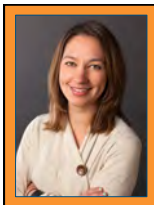
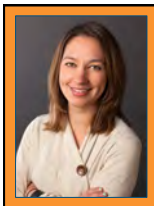


We're not there yet.

(Where is ***there***, anyway?)



In the Beginning

- No budget
- No culture of learning
- No support from administration for staff development

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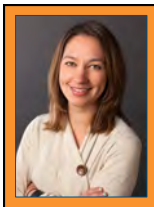
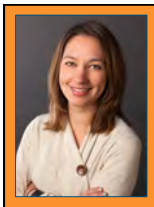


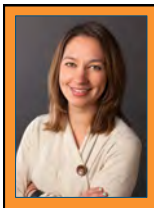
Getting Started

- Make a commitment
  - Financial (who do you have to convince?)
  - Time
- A culture of learning starts at home
  - Department meetings, Supervisor/Manager meetings, all-staff meetings
  - Open communication, breaking down silos



A Little Bit Louder Now

- Creating opportunities for learning & teaching internally
  - Database quizzes
  - In-house training – who are the "experts"?
- Getting out of the building
  - Webinars
  - Meetings
  - Conferences
- Culture is about people
  - Hire smart



A Work in Progress

- Formalize expectations
  - How many development opportunities are staff expected to participate in? Each quarter? Each year?
  - Can it be fun?
  - Formalizing documentation
- How can new learning be shared?
  - Presentations? Intranet?
- Dedicated off-desk time
- Development of consistent, effective onboarding orientation & training processes

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Maurice Coleman
Harford County Public Library

Learning Libraries –
A Systems Approach for Change

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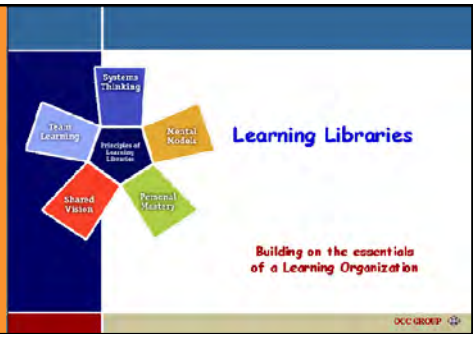

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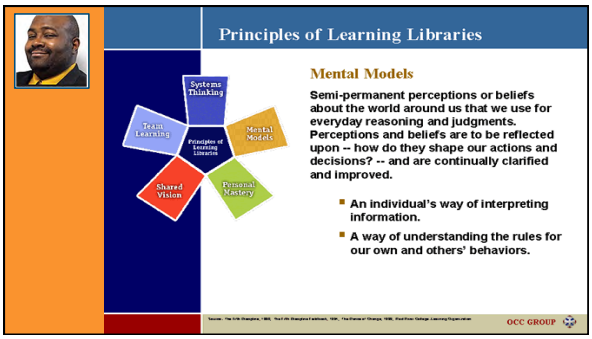

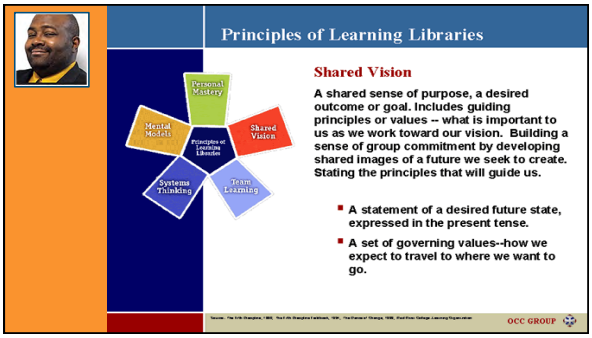

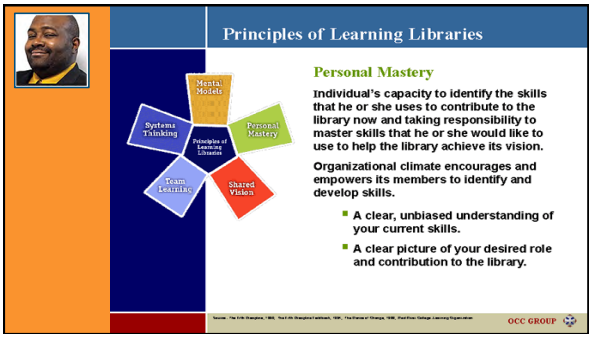

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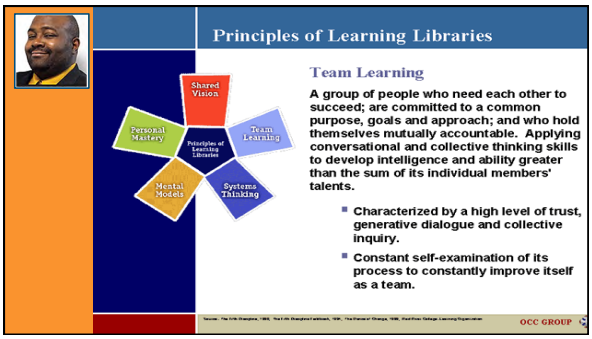

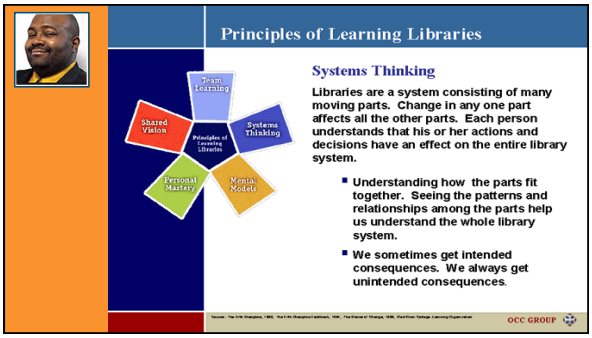

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Building an Effective Learning Culture

What to Expect?

- Content will follow 70/20/10 rule
- Delivery will be non-traditional: videos, podcasts, interactive
- Each team will be paired with a mentor
- Reinforcement will be both individual- and team-driven
- Will focus on practical application within libraries
- Online content will be mostly asynchronous but team based

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Building an Effective Learning Culture

Who should apply?

- Participants will apply as a team
- Teams will consist of 3 to 5 people with a designated team lead
- Mix of administrators, managers, front line staff
- Teams should be from the same library, branch, or department
- Team makeup will be determined by the library applying

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Why teams?

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Building an Effective Learning Culture

What will mentors do?

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Who are the mentors?

Jami Carter	Tooele City Library, Utah
Maurice Coleman	Harford County Public Library, Maryland
Colleen Hooks	Orange County Library System, Florida
Shana Munn	Arlington Public Library, Texas
Jennifer Peterson	WebJunction, Washington
Rachel Rubin	Bexley Public Library, Ohio
Sandra Smith	Denver Public Library, Colorado
Cheryl Wright	Indianapolis-Marion County Library, Indiana

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What will instructors do?

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Building an Effective Learning Culture

What is expected of participants?

- Average 10 hours per month (individual + group)
- Online participation
- Team work
- Mentor meetings

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Building an Effective Learning Culture

How do libraries apply?

- Application open November 1-23
- Submit one application per team
- Applications will be reviewed November 28-December 9
- Teams must get support of their library administration/management
- 10 teams will be accepted

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How much does it cost?

- Cost is per team (not per individual) for 3 – 5 people
- $500 California Libraries/$600 Out of State
- No application fee
- Accepted teams will be invoiced

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Building an Effective Learning Culture

What is the **Time Frame**?

November 1:	Application Opens
December 9:	Teams Chosen
January:	Learning Begins
February-May:	Content delivery & Mentoring
June:	Final Assignment & Course Evaluation

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Questions? Email belc@infopeople.org

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