Building an Effective Learning Culture: Introductory Webinar

The Learning Culture Cycle is an ongoing process for bringing a learning culture into your organization. It consists of the following 5 components:

1. **Assess**
   - Take inventory of current learning opportunities.
   - Identify gaps in learning culture.
   - Set goals for building a learning culture.

2. **Plan**
   - Examine current plans.
   - Model learning behaviors.
   - Provide support.

3. **Design**
   - Develop learning resources and activities to create opportunities for:
     - individual learning
     - peer sharing and collaboration
     - reflection on daily work/life experiences
   - Create a safe environment for risk taking and experimentation.
   - Communicate learning options.

4. **Learn**
   - Learn constantly.
   - Learn collaboratively.
   - Embrace innovation.

5. **Transfer**
   - Encourage application.
   - Start a conversation.
   - Give recognition.

**Tips for success:**
- Start with where you are
- Create a plan for where you want to go
- Follow the plan with flexibility
- Ramp it up using proven principles for rapid, continuous learning
- Support shared knowledge in the workplace

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