

# 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

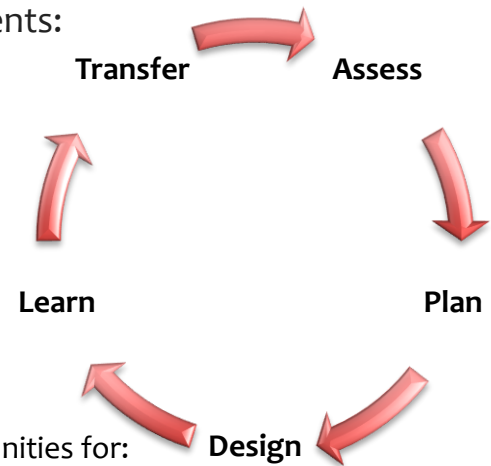
- Develop learning resources and activities to create opportunities for:
  - individual learning
  - peer sharing and collaboration
  - reflection on daily work/life experiences
- Create a safe environment for risk taking and experimentation.
- Communicate learning options.

## 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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