

Creating a learning organisation

Overview

The ability to learn, grow and adapt is arguably THE most important factor in organisational success in today's VUCA world.

A learning organisation is one that MODELS and ENABLES continuous learning, growth, and adaptation at the individual and organisational level.

MODELLING – Leaders in learning organisations listen deeply, are curious and engage in active inquiry. They check their assumptions and own their mistakes publicly.

ENABLING – Leaders in learning organisations empower and develop others – they don't take over when the heat is on. They ask skilful questions and enable individuals and teams to thrive in the face of challenge and uncertainty.

In this one-day workshop, we will explore 'learning organisations' and what it takes to create a learning culture where all staff are continuously reflecting (alone and in groups), challenging each other to think broadly and deeply and supporting each other.

Learning objectives

- Unpack the characteristics of a learning organisation & culture and think deeply about areas you might want to develop in your organisation
- Consider the benefits of a learning culture and what you might see, hear and feel when you get there
- Think about the skills, attitudes and behaviours required to get there
- Consider the role of leaders in establishing and embedding a learning culture
- Understand the psychological and very human barriers to becoming a learning organisation & how to overcome them

Audience

This programme is appropriate to all leaders and managers who have a bearing on setting and promoting organisational culture.

Format

This one-day programme is highly participative. Content is drawn from the fields of coaching, organisational psychology, leadership, and mindfulness.

Expert trainer

[Astrid](#) is an accredited executive and team coach, facilitator, and trainer with 20 years' experience in education and international development consultancy.

Creating a learning organisation – workshop outline

1 What's a learning organisation? A learning culture?

- ✓ Define the terms
- ✓ Explore what they look like in practice – see, hear feel
- ✓ Self-assess your organisation and identify areas for development

2 Why it's important and why it eats strategy for breakfast

- ✓ Understand the link between a learning culture and performance
- ✓ Understand how strategy falls down where culture fails
- ✓ Reflect on your organisation – where has the human condition got in the way of strategy and what happened?

3 So, what does it take?

- ✓ Unpack the skills, attitudes and behaviours required
- ✓ Explore the psychological, human barriers and how to overcome them
- ✓ Create a vision for what your organisation would look when exemplifying a learning culture

4 It starts with leaders...

- ✓ Consider the role of leaders in the process
- ✓ Start planning what you would like to do differently as you go back to your organisations
- ✓ Plan how to bridge the gap in skills and competencies across the workforce

For a no-obligation discussion about running this workshop for your organisation please just give us a call on 01582 463460.