



Fostering a Learning Culture

How to Get Caught Doing It

Discussion Leaders

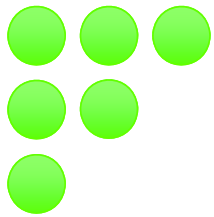


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North Carolina State Auditor

What if you could?



Create awareness of learning opportunities

Recognize and support development

Create a culture where your team members know the difference they make every day

Agenda — How to Get Caught Building a Learning Culture

01 Show, don't Tell

02 Reward Continuous Learning

03 Give Meaningful and Constructive Feedback

04 Lead by Example

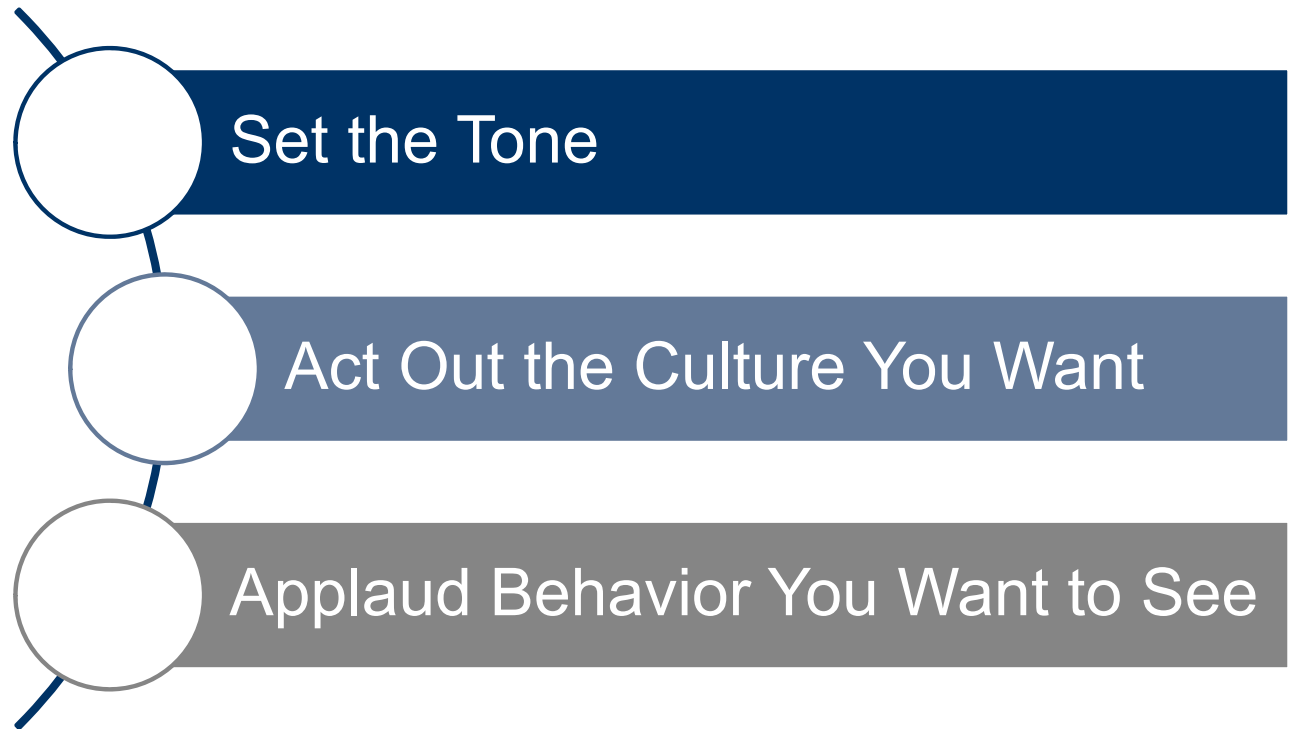
05 Find and Celebrate Curious People

How Would Employees Describe the Learning Environment at Your Organization?

POLL 



How to Get Caught Building a Learning Culture



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01 Show, don't Tell

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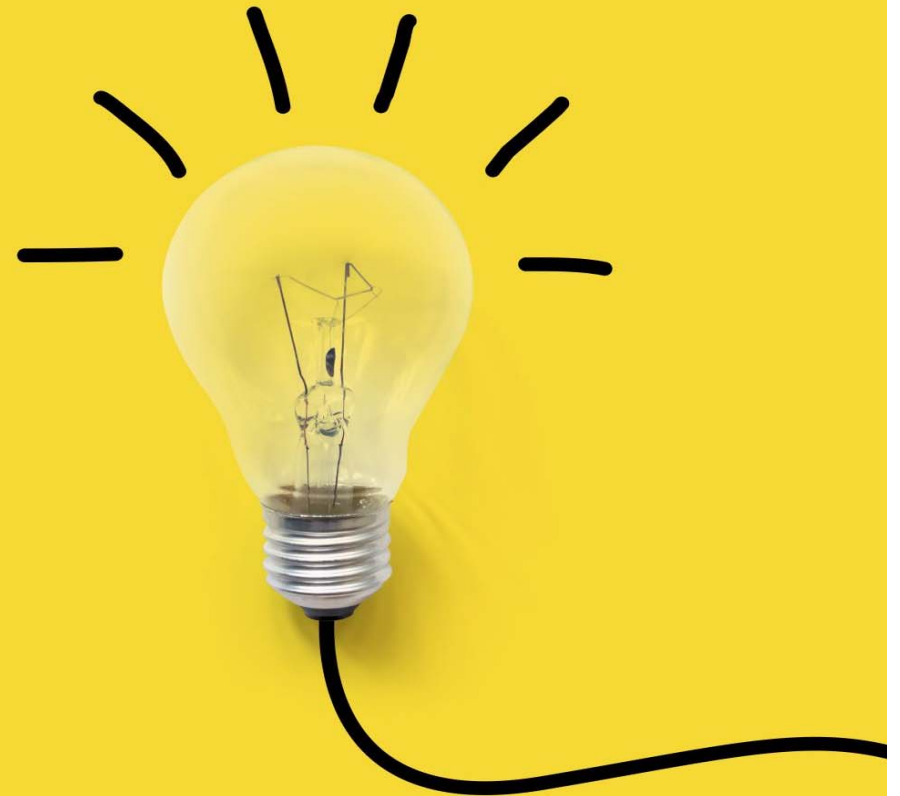
03 Give Meaningful and Constructive Feedback

04 Lead by Example

05 Find and Celebrate Curious People

Reward Continuous Learning

Use Your Resources



Reward Continuous Learning

Use Your Resources
Let it Be Informal

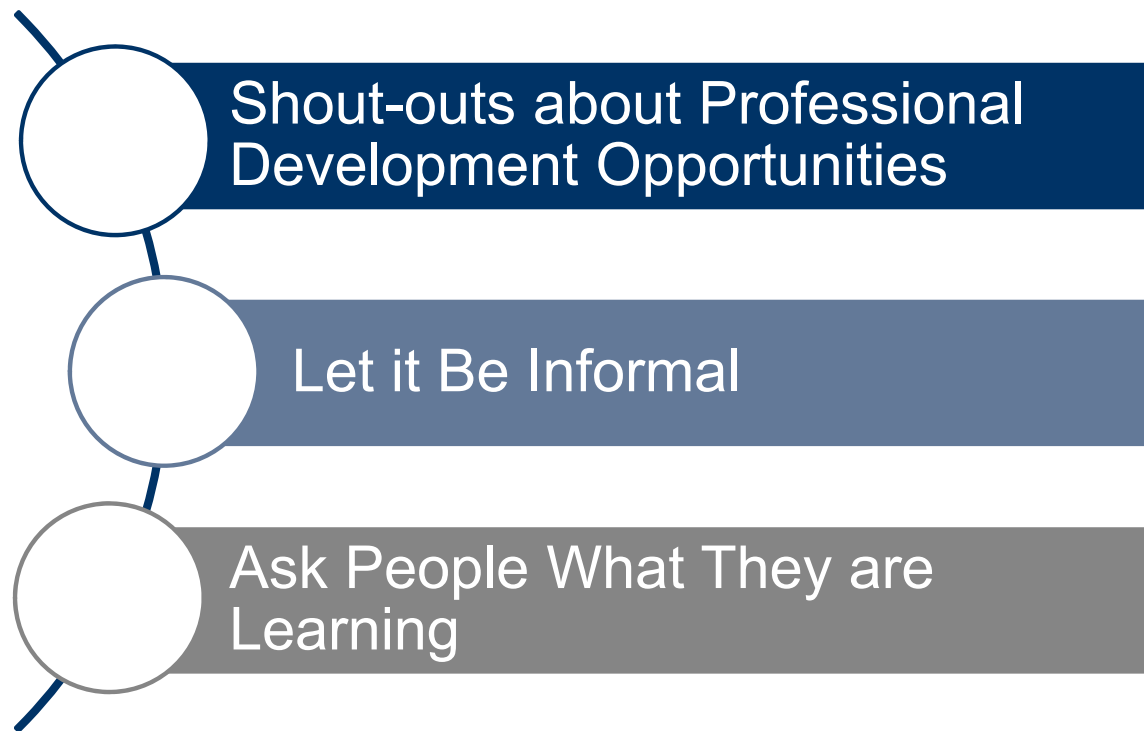


Reward Continuous Learning

Use Your Resources
Let it Be Informal
Ask About It



How to Get Caught Rewarding Continuous Learning



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Give Meaningful and Constructive Feedback



Give Meaningful and Constructive Feedback

Start Small
Balanced and Specific



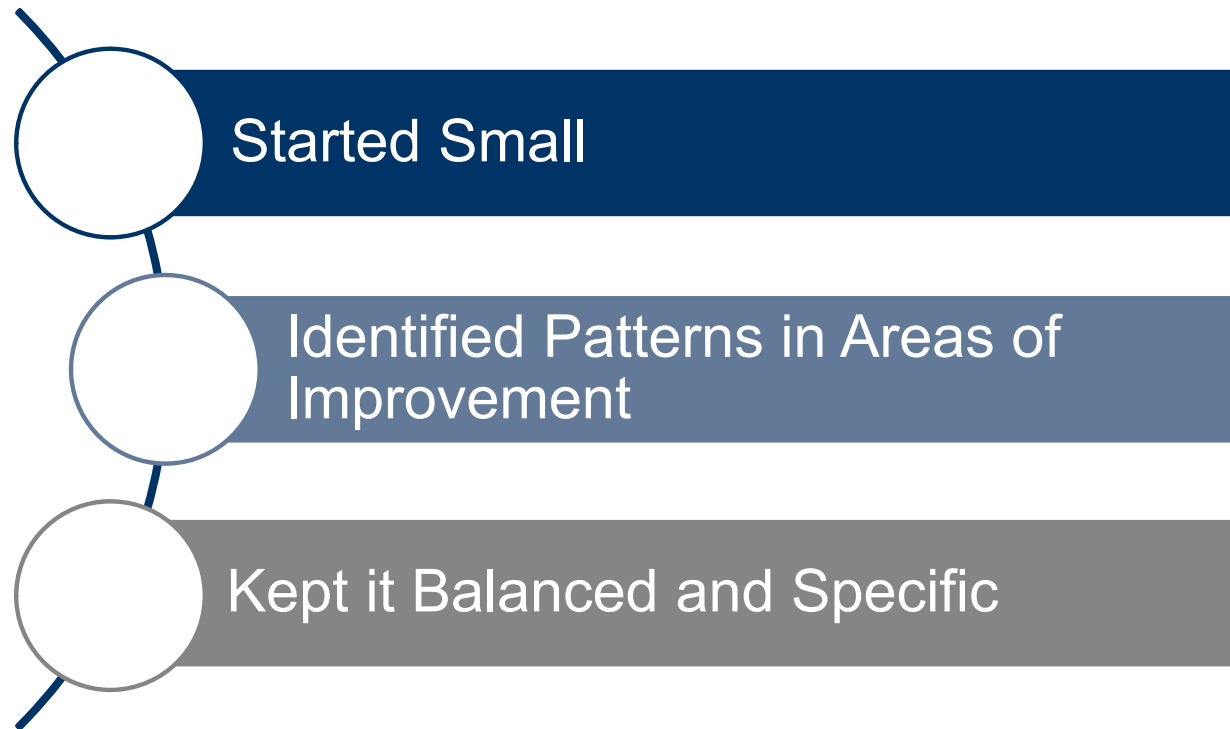
Give Meaningful and Constructive Feedback

POLL 

Start Small
Balanced and Specific
Look for Patterns



How to Get Caught Giving Meaningful Feedback



Attendance Check!



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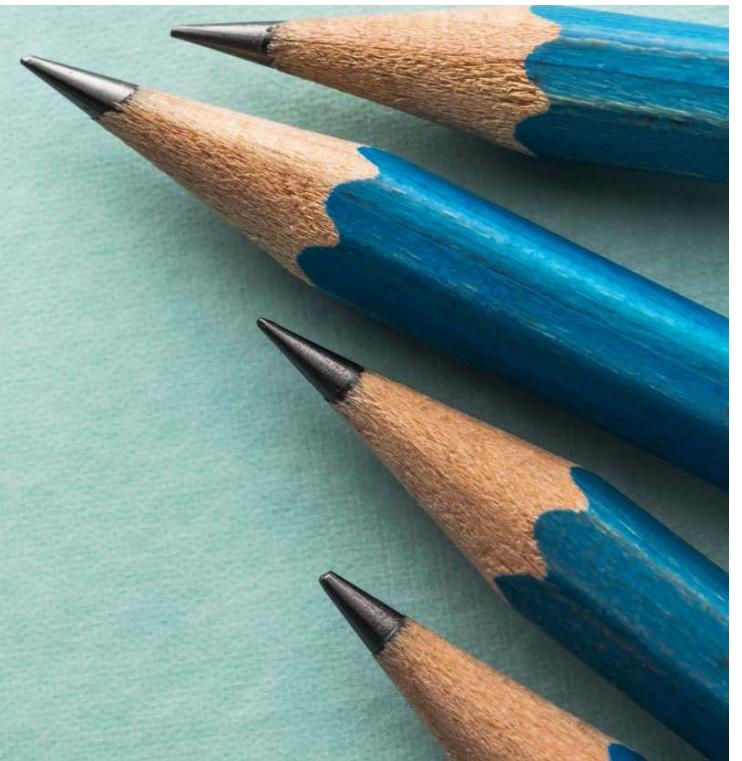
Lead by Example

Schedule Your Own Learning




Lead by Example

Schedule Your Own Learning
Ask Someone to Teach You



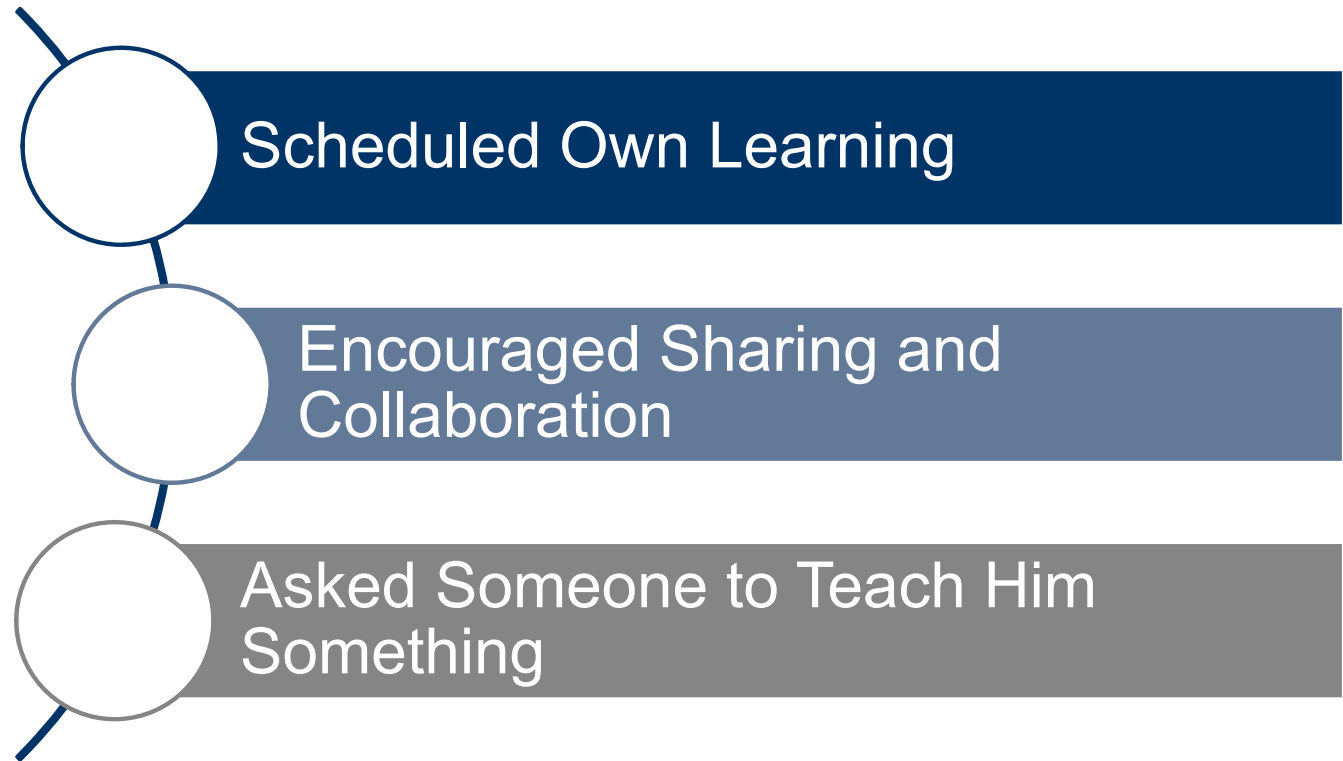
Lead by Example

POLL 



Schedule Your Own Learning
Ask Someone to Teach You
Encourage Collaboration and Sharing

How to Get Caught Leading by Example



Agenda — How to Get Caught Building a Learning Culture

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04 Lead by Example

05 Find and Celebrate Curious People

Celebrate Curious People



Encourage Questions

Celebrate Curious People



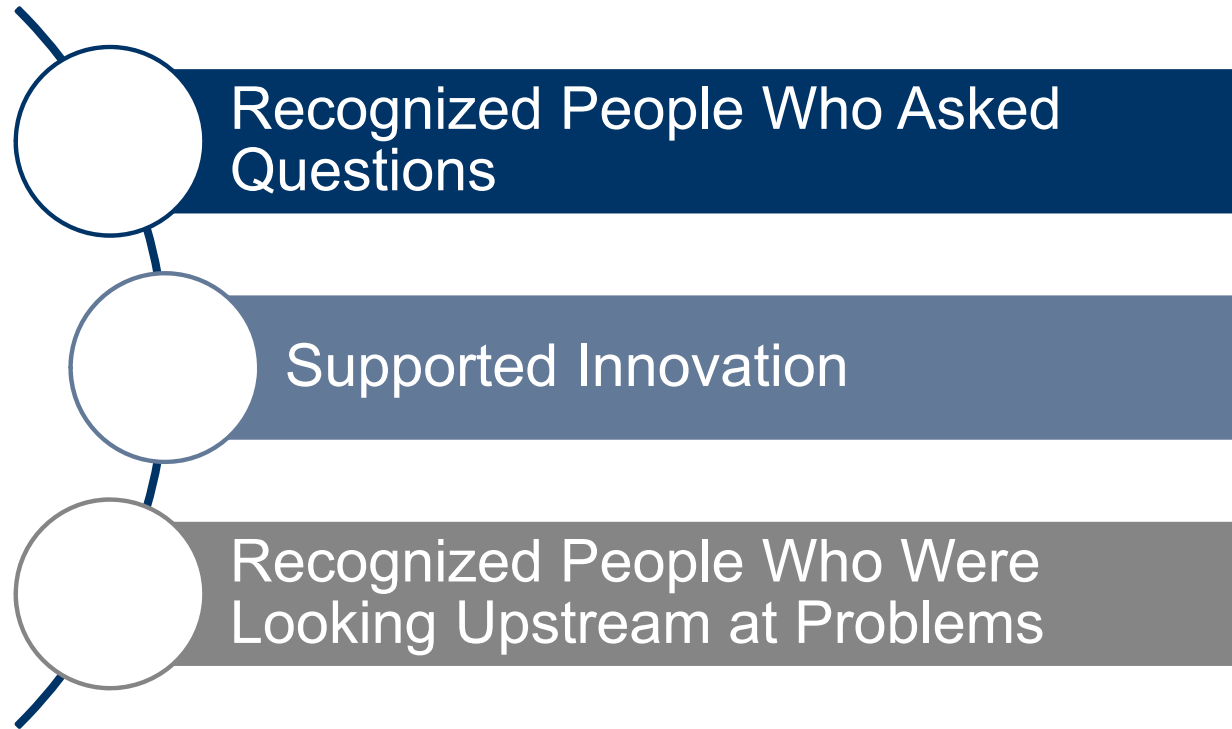
Encourage Questions
Support Innovation

Celebrate Curious People



Encourage Questions
Support Innovation
Look for People Who Go
Upstream

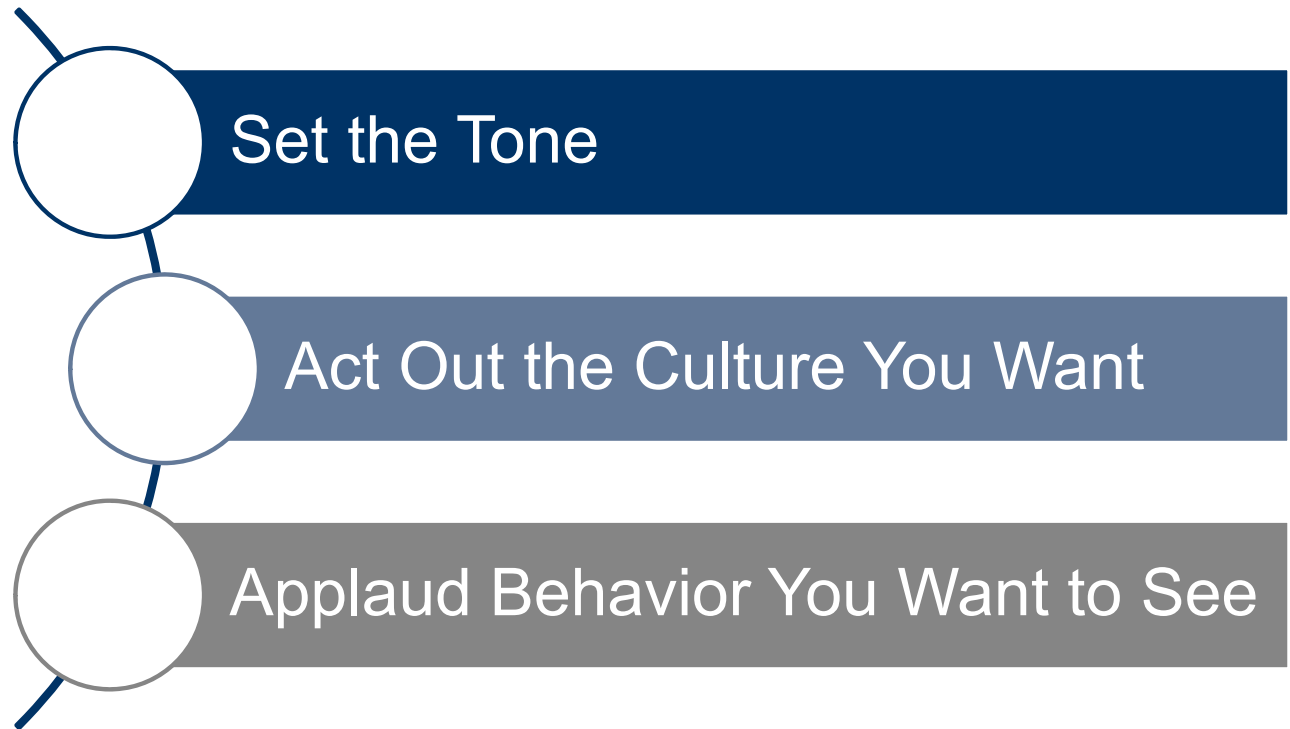
How to Get Caught Celebrating Curious People



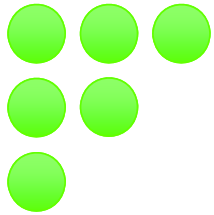
“The single biggest driver of business impact is the strength of an organization’s learning culture”.

Josh Bersin

How to Get Caught Building a Learning Culture



Now, you can...



Create awareness of learning opportunities

Recognize and support development

Create a culture where your team members know the difference they make every day



Thank You!