



## 90 second reads

towards a learning organisation. Create the right culture.

What's the learning like in your organisation? We tend to think that businesses with a training team and a structured development plan for all individuals have got it right but more recent thinking may suggest that they are no nearer being a learning organisation than those who are bumbling along hoping for the best.

Controversial? Read on to find out how you can build the culture that will support learning throughout your organisation.

**Don't get stuck, get started!**

It may well be a controversial comment but if you believe what many commentators on the world of workplace learning are saying - that 80% of our learning at work comes from informal methods - then you may begin to see the point. Some training departments can also foster a dependency on formal learning when in fact there are other more effective ways to improve performance. Take the manager who sends someone on a course rather than manage a performance issue themselves.

Add to that the fact that many Learning and Development professionals have become so preoccupied with methods - classroom, distance learning, e-learning, m-learning, social networking and analysing and choosing the best method and missing one very simple fact.....

**Most people do most of their learning with no intervention from anyone at all - least of all L&D.**

**So do we just let them get on with it?**

Well the answer to that is yes and no! Yes, in terms of avoiding the temptation to try and manage informal learning. And 'no' in the sense that you can't simply hand responsibility for learning over to learners unless they are ready to take it. How ready learners are to take on that responsibility depends very much on the culture of your organisation.

As a start here are our Top 3 indicators for an easy transition to a highly effective informal learning culture:

**Trust:** Do your managers truly trust people to achieve results or do they want to micro-manage? Here's a good indicator 'Does your business allow people free access to the internet, including social networking sites or are some sites blocked (other than those with inappropriate content)?

**Openness:** Do people talk at work - about their strengths, weaknesses, hopes and desires? How easy is it for people to admit to mistakes without the fear of blame?

**Innovation:** Can people experiment and try out new ideas. Is this actively encouraged?

If you are already there with this type of culture we'd be surprised if you haven't already embraced informal learning. If you have some way to go then your Learning and Development function has two key roles:

1. Helping to develop a culture throughout the organisation from CEO to new recruit that supports informal learning
2. Helping people to rediscover the joy and power of informal learning by showing them what's out there and how to be a great learner.

To read more download our free report '3 practical steps towards a learning organisation' here [www.quickwinonline.com](http://www.quickwinonline.com)