

## The Seven Factors in the Transfer of Learning Process

1. The Planning Process
2. Learner Characteristics and Motivation
3. Design and Delivery Method
4. Learning Context
5. Immediate Application
6. **Workplace Environment**
  - Developing a Culture of Learning
7. Eliminating Barriers



## Developing a Culture of Learning

Organizations are investing more time and money in training and professional development, but have you ever wondered if your organization is getting the most out of these opportunities? Have you created a culture that is conducive to learning – where learning is meaningful, valued, and expected?

It's important for organizational leaders to actively build and nurture a learning culture – where learning is part of your strategy and integrated into the work experience as a part of the normal daily activity.

### What is a culture of learning?

*"A learning culture is one with organizational values, systems, and practices that support and encourage both individuals, and the organization, to increase knowledge, competence, and performance levels on an ongoing basis. This, in turn, promotes continuous improvement and supports the achievement of goals, innovation, and the ability to deal with change."*<sup>1</sup>

A culture of learning consists of a variety of learning experiences including:

- Traditional in-person training.
- Conferences and workshops.
- Online courses.
- Informal on-the-job learning opportunities.
- Performance supports.
- Stretch assignments (a project/task given that falls outside of an employee's typical duties for the purpose of developing their skills and abilities).



<sup>1</sup> Blackwood, Karmen. "Benefits of Creating an Organizational Learning Culture." Business Vancouver. 2014.

Any opportunity that increases the knowledge, skills, and job performance of the individual, and are guided by the organization's mission and goals, is valuable.

### Who is part of a culture of learning?

**Everyone!** Everyone in the organization plays a role when building and promoting a culture of learning; however, it starts at the top. This means there must be a community of leaders and learners who:

- Value life-long learning.
- Strategically plan and actively manage the learning process.
- Look for informal and formal learning opportunities.
- Are motivated to learn.
- Apply what they've learned.
- Share their knowledge and learnings with others.

### What are the benefits of having a culture of learning?

There are many benefits to having a culture of learning including:

- Increased employee engagement and productivity.
- Reduced staff turnover.
- Enhanced service delivery.
- Builds and creates the 'growth' mindset.
- Develops leaders throughout the organization.
- Better able to adapt and prepare for the future.

Having a learning culture promotes continuous improvement and supports the achievement of organizational goals, resulting in a successful and sustainable organization.

#### Sources:

1. Kelleher, Bob. "How to Foster a Learning Culture Among Employees." 2013. 5 Sep 2018. <<https://www.dummies.com/business/human-resources/employee-engagement/how-to-foster-a-learning-culture-among-employees/>>
2. Growth Engineering. "What is a Learning Culture and Why do You Need One?" 5 Sep 2018. <<http://www.growthengineering.co.uk/what-is-learning-culture/>>
3. Blackwood, Karmen. "Benefits of Creating an Organizational Learning Culture." Business Vancouver. 21 Sep 2014. 5 Sep 2018. <<https://biv.com/article/2014/09/benefits-creating-organizational-learning-culture>>
4. Garvin, David A. "Building a Learning Organization." Harvard Business Review. 1993.