

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**
 - Tips for Promoting a Culture of Learning
7. Eliminating Barriers



Tips for Promoting a Culture of Learning

A culture of learning should be promoted, valued, and ingrained as a natural part of the organization's overall culture, but you may be wondering how to do this.

Consider the following tips to help you promote a culture of learning within your organization:

1. **Develop a comprehensive organizational training strategy** – for formal training/professional training opportunities. Be sure to include training for position-specific requirements, as well as general staff training/team building sessions.
2. **Encourage leaders to take ownership of the learning culture** – for themselves and all employees. Purposefully integrate learning into the workday, encourage questions, and never stop learning.
3. **Recognize and encourage learning as a natural part of the daily work** – learning doesn't always have to be a scheduled event; look for, and use, natural learning moments as they arise.
4. **Make it safe to learn** – encourage employees to take acceptable risks, try new things, and even fail at times on their way to learning and improving.
FAIL = First Attempt In Learning
5. **Empower employees** – research shows that people learn and retain information better when they have the opportunity to ask questions, find their own answers, and practice what they've learned.
6. **Use coaching questions** – teach Supervisors and Managers to ask coaching questions and provide opportunities for Learners to build their own wisdom, confidence, and competence (i.e. How would you like to handle the situation?).
7. **Make knowledge sharing a habit** – whether it comes from years of experience or formal training, employees should be encouraged and expected to share and apply their knowledge – learn from one another.

8. **Recognize learning** – develop recognition strategies and reward employees who embrace and are committed to learning, growth, and improvement. This will help encourage the ‘growth mindset’ to spread throughout the organization.

“It is very difficult to become knowledgeable in a passive way.”

(David A. Garvin, Harvard Business Review)

Sources:

1. Andreatta, Britt. “Creating a Culture of Learning in 6 Steps.” [LinkedIn Learning with Lynda.com content](#).
2. Garvin, David A. “Building a Learning Organization.” [Harvard Business Review](#). 1993 Issue.
3. ORACLE – Human Capital Management. “Seven Steps to Building a High-Impact Learning Culture. 2013. 6 Sep 2018. < <http://www.oracle.com/us/chro-docs/june-2013-chro-deck4-1961622.pdf>>