In this week’s live session, we focused our discussion our the importance of organizational learning. Continuous learning in an organization drives innovation and impacts employee experience. In our discussion groups, we recognized that we have all experienced learning cultures within our organizations at different calibers. While having a learning culture, management and leadership are responsible for facilitating and supporting an environment that cultivates psychological trust and safety. While success should be celebrated, a lot can be learned from mistakes. A space where psychological trust and safety gives space for employees to take accountability for mistakes and better develop. In many of our experiences, management and leadership lack the compassion to allow employees to ask questions and feel. Flexibility is required when leading a team. Different employees have different levels of experience and education. The goal is to meet people where they are rather than expect them to fit into one mold.