Hello,

For the Module 01.1 discussion, I will focus on the Leaders Reinforcing a Learning Culture as my topic to expand on. Two articles I found that are related to the topic of reinforcing a learning culture come from opensource.com and DASA.org.

Colin Willis writes more on the importance of open informal learning and how it impacts a business. What is interesting is that even though informal learning is informal, it must be able to be measured in an empirical way as well. Steps that are needed in the process are planning, reflecting, adapting, experimenting, and other behaviors as well. Experimentation and Reflection are key points and these two are key indicators that leaders can utilize to find if employees are willing to try new things and how an employee asks and processes feedback. Experimental behaviors correlate with job performance and potential, while Reflection pairs with organizational loyalty and integration (Willis).

While the first article covered how a leader can use types of learning behaviors to key in on finding a better employee. The second article on DASA.org covers good strategies to use to enable those types of positive behaviors. These include providing a safe place where employees can take a risk learn without repercussions for mistakes. Also having leadership show how they try to learn, the risks they take, and how they overcome challenges that occur from their decisions. Feedback is needed to show development is acknowledged and reinforces efforts to learn and grow. Stopping the bad practice of micromanagement and allowing autonomy of employees allows them to claim ownership of achievements rather than feeling deprived of recognition for their efforts. The last major takeaway is to have learning be a part of the daily operations rather than a separate task so that it is a habit formed to be included rather than effort taken outside of the norm (Zarskute).

The biggest point driven home in both articles is that learning takes place best if feelings of trust and safety get demonstrated on a regular basis rather than disciplinary actions meted out regularly to drive fear of risk into the front of an employee’s mind rather than confidence that efforts will be rewarded. The phrase that “people don’t quit their jobs, they quit their managers” is the simplest way to drive home how important it is for the environment to encourage growth with learning new things rather than strangle it from fear of making a mistake and making an environment toxic to employees. Hope my thoughts didn’t stray too far.

Thank you for your time,

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References:

Willis, C. (2019, July 23). Building an organization that’s always learning: Tips for leaders. Opensource.com. <https://opensource.com/open-organization/19/7/continuous-learning-tool>

Zarskutė, S. (2023, June 30). Developing a learning culture to enhance DevOps success. DASA. <https://www.dasa.org/blog/developing-a-learning-culture-to-enhance-devops-success/>