

# **CHALLENGES TO CREATING A LEARNING CULTURE**

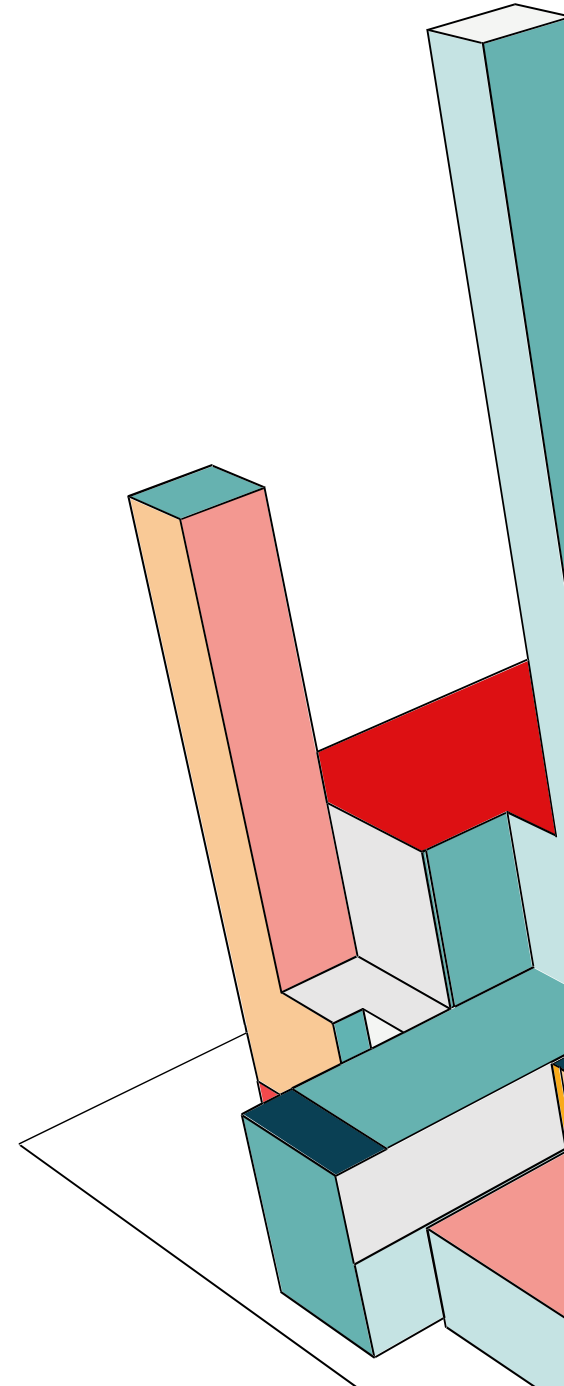
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# WHAT IS A LEARNING CULTURE?

A learning culture is when an organization supports and motivates continual learning by designating time and resources towards education for all members. This is not a simple declaration or one-time effort but a continuous practice by leadership and staff.

## WHY SHOULD WE DEDICATE TIME AND RESOURCES TO THIS?

Industry is constantly changing especially in the tech sphere. Organizations are either leveraging new technologies or falling behind. In the current market, those who aren't working to build a learning culture risk missing out on new technologies.





58%

of employees say that professional development contributes to their job satisfaction (**CompTIA**)



On average, employees clocked

**31 HOURS**  
**OF TRAINING PER YEAR**

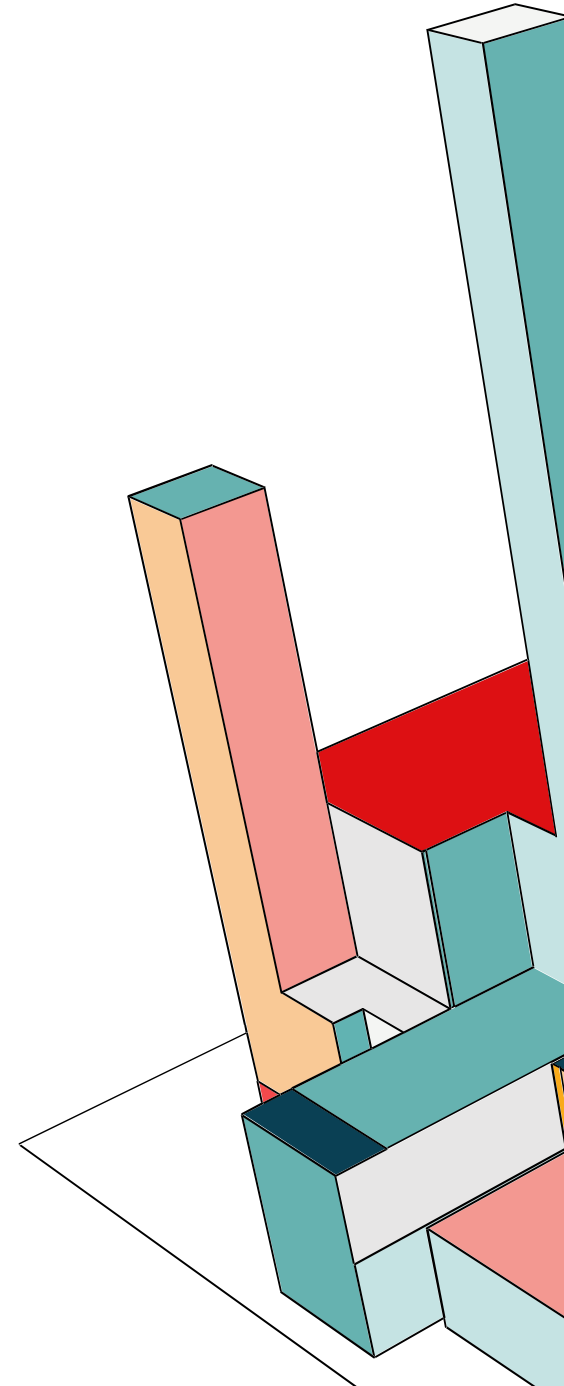


Employees who derive meaning and significance from their work are more than **3 TIMES** as likely to stay with their organizations, reported **1.7 TIMES** higher job satisfaction and are **1.4 TIMES** more engaged (**The Energy Project**)

Graphics courtesy of go1.com

# FOUR PRIMARY BARRIERS TO CREATING A CULTURE OF LEARNING

- Lack of support from leaders and managers
- Lack of time
- Lack of resources
- Resistance to new processes/change





# HOW LEADERS CAN SUPPORT EMPLOYEE LEARNING

- Serve as a role model
- Build conversations of learning into group standups and one and ones
- Incorporate a form of group learning with group labs or reading
- Show active, genuine interest in employees' endeavors



# HOW TO MAKE TIME FOR LEARNING

- Prioritize learning amongst work tasks
- Schedule learning opportunities
- Provide time off for approved seminars and trainings
- Create regular blocks of time that are for training.





# HOW TO PROVIDE LEARNING RESOURCES

- Pay for a learning service like Pluralsight
- Request trainings from relevant vendors/resources
- Share articles and other findings to the group
- Challenge higher level employees to write and teach lessons in their field

# HOW TO FIGHT RESISTANCE TO CHANGE

- Use clear communication on expectations
- Allow open channels for concerns
- Highlight how learning is beneficial to everyone in the end
- Over time, results will reduce people's worry and skepticism





# FINAL TIPS & TAKEAWAYS

- Building a learning culture takes time and a concerted effort
  - This won't happen overnight!
- It starts with leaders. Managers need to serve as role models and learning cheerleaders
- Learning is not free!
  - Setting aside company time and providing resources costs something but it pays back in innovation and retention



# THANK YOU

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Sources:

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