**Discussion Topics: Principles of DevOps**

Select one of the following and find at least two articles on the topic. Summarize the major points of each article, and provide an opinion on which of those points is most important, and why.

1. Limit Work In Processes (WIP).
2. Eliminate Hardships and Waste in the Value Stream.
3. Enable Optimizing for Downstream Work Centers.
4. Institutionalize the Improvement of Daily Work.
5. Transform Local Discoveries into Global Improvements.
6. Leaders Reinforcing a Learning Culture.

To start this module, I will discuss two articles that cover leaders reinforcing a learning culture.

The first article I found on leaders reinforcing a learning culture was on Forbes by Chelsea Williams. Williams (2024) focuses on three main steps to help strengthen a learning culture: "foster knowledge sharing, deliver continuous feedback, and encourage digital learning and live events". Teaching employees reaps many benefits. When learning is a continuous effort by employers to employees, it increases retention (Williams, 2024). Fostering knowledge sharing involves expressing new information freely and openly (Williams, 2024). This can be done daily through company updates, job shadowing, role switching, and mentorships (Williams, 2024). Receiving constructive feedback can help foster growth and improve operations (Williams, 2024). It is important for feedback to be helpful and informative without being biased (Williams, 2024). Encouraging digital learning and live events engages employees in and outside of office environments. Overall, fostering knowledge sharing seems to be the most important part since it emphasizes learning constantly.

Stephanie Trovas wrote the second article that I found about reinforcing a learning culture at the Center for Creative Leadership. Trovas (2022) believes cultivating a learning culture makes work more meaningful and strengthens skills, further engaging employees. Trovas (2022) provides four main steps to build a learning culture: "attract and develop agile leaders, create an environment that supports psychological safety, encourage better conversations and feedback throughout the organization, and make learning an explicit organizational priority". Making learning an explicit organizational priority seems to be the most important of the four steps. Launching company learning initiatives makes it easier for leaders to reinforce learning practices.

***Before you submit your thread, put your name in the subject line.***

**Assignment Requirements and Grading:**

1. An initial post of approximately 250 words is due by **Thursday, 11:59 p.m., CST**.
2. For the initial post to be considered substantive, it should be at least 250 words in length and fully cover the topics being presented. Single-sentence definitions or responses will not be awarded points.
3. Submit your post by clicking on the **Assignment Link** above, then **Create Thread**. You must create a thread in order to view your peers' posts. Tip: Create your post in a Word document and then copy and paste your work into the thread.
4. A minimum of three (3) responses, **to the original threads of other students**, of 100-200 words each are due by **Sunday, 11:59 p.m., CST**.
5. To view the rubric grading criteria, click on the following link: [Discussion Board Grading Rubric](https://content.bellevue.edu/cst/csd/rubricdbv3.pdf).

**(50 points)**