**Assignment 7.1 Establishing a Just Learning Curve**

*Becca Buechle*

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For this week’s discussion board assignment, research “Establishing A Just, Learning Culture” and compose a brief summary of the main points and value it adds to an organization. A structured post has an introduction, a conclusion, and a developed body that flows well – generally at least a few paragraphs. For inspiration, review page 273 of the course's textbook.

**The initial post must be in essay format (introduction, body, and conclusion) and a minimum of 250 words. Points will be deducted for not meeting the specified word count requirements.**

A learning culture is an extremely important thing in the workplace. It is what keep your employees learning and asking for help instead of hiding out and helping that they don’t make any mistakes. An employer that doesn’t lecture their employees about doing something the wrong way but instead teachers them how to do it correctly tends to have a higher retention rate. Below I’ll talk a little bit about the methods to do this.

In our book Dr. Dekker talked about the Bad Apple Theory. This is where upper management treat people on there teams like if they do something wrong, they will be punished in one way or another. The managers also believe that they need to control and command their teams. They also have procedures that help to eliminate errors so that they don’t happen. Dr. Dekker believe that when human errors happen that they are not our cause of trouble, that they are rather a consequence of the design of the tools we have been given to work with. (Kim, G.) In a learning culture, team members should be able to make errors without facing any blaming or shaming. When an error is found the person should be helped to work towards the solution so that in the future, they know the correct way to go around the problem. The goal should always be to educate which helps to really reinforce that we value actions that expose and share more in the workplace. (Kim, G.) Things like this really helps a person flourish and feel empowered instead of being toward down.

To sum it up empower your employees by teaching them when they have made and error on something instead of writing them up. Not only will you teach them how to do XYZ correctly next time you’ll keep them asking for help instead of hiding thinking they are going to be fired the next time a mistake is made. Doing this will also help keep a higher retention rate of employees.

**Bibliography**

Kim, G., Humble, J., Debois, P., & Willis, J. (2016). DevOps Handbook. Portland, OR: IT Revolution Press.