



Reinforcing a Learning Culture Model

Description

An increasingly important aspect of leadership roles in organizations is to foster environments in which continuous learning and development occurs. When leaders are focused on cultivating a learning culture, they are focused on asking questions — of teams or individuals — that reinforce these phases of the learning cycle:

1. Recognizing learning and development gaps.
2. Taking action to stretch into new experience.
3. Reflecting on action to notice impact and results.
4. Reassessing what adjustments are needed to move forward.

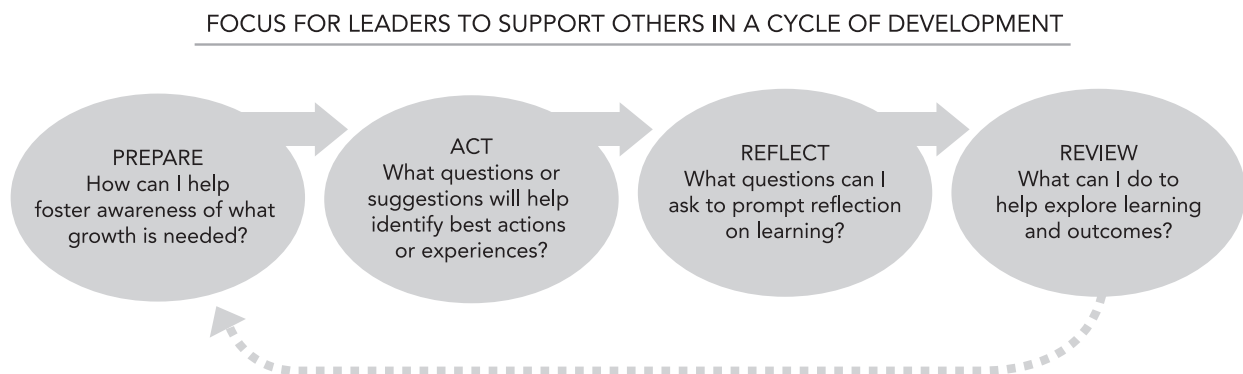
Keeping this model in mind can assist leaders in Reinforcing a Learning Culture both for individuals and teams.

Instructions

To use the model to support cultivation of a learning culture:

1. Familiarize yourself with the phases of the model, and the orientation that is adopted by a leader in each phase.
2. Review the lists of powerful coaching questions to help stimulate conversation and thinking in each phase

Model: Reinforcing a Learning Culture





Reinforcing a Learning Culture: Powerful Coaching Questions

Phase	Leader's Focus	Powerful Questions
Prepare	How can I foster awareness of what growth is needed?	<ul style="list-style-type: none"> • What holds you back? • In what areas do you want to see better results? • What stops you? • How are you playing smaller than you want? • What risks or challenges are you avoiding? • What area of growth would be most satisfying? • How do you most want to learn, grow and develop? • What learning is next for you? • Where are you sensing that it has become too comfortable or easy for you?
Act	What questions or suggestions will help identify best actions or "stretch" experiences?	<ul style="list-style-type: none"> • What activity would be a stretch for you? • How could you take a bold step in the direction you want? • What action would give you the experience you want? • What do you want to do that you are reluctant to say or ask for? • How could you practice that?
Reflect	What questions can I ask to prompt reflection on learning in the midst of or following action?	<ul style="list-style-type: none"> • What happened? • What was effective about that? • What didn't work? • What were you telling yourself at the time? • What helped you the most? • What got in your way? • What was your impact?
Review	How can I help explore learning, outcomes, and any needed adjustments?	<ul style="list-style-type: none"> • What's needed next? • How do you need to adjust? • How would you redefine what learning is needed now? • What's next? • What results do you want to aim for now?