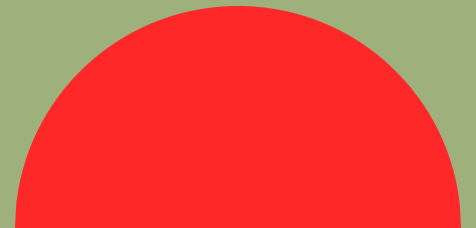
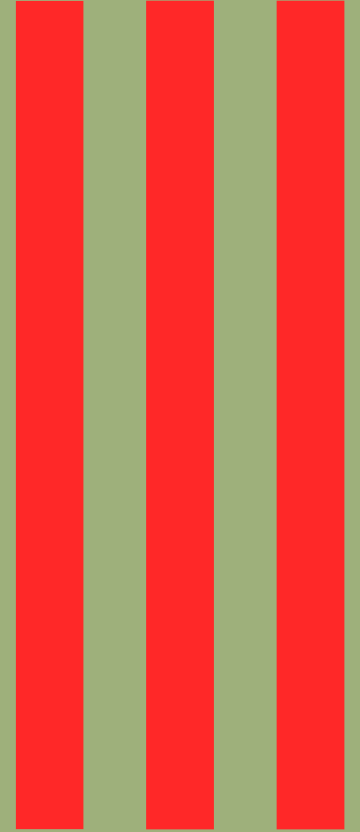


# **Mod 9.2 - Learning Culture**

**Vincent Ryan**

**02/23/2025**



# Why learn?



Software is an ever-changing landscape; with a scope that touches all kinds of concepts and programs.

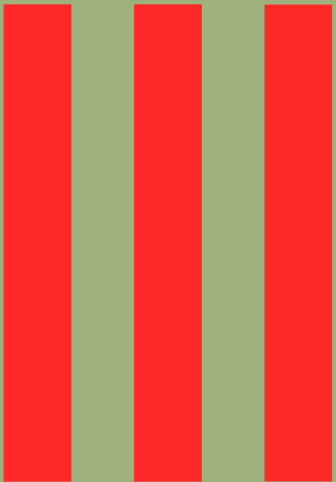
As the world changes, we as programmers have to change to keep up with it.

Learning takes time and investment though, so how we do implement that into work?

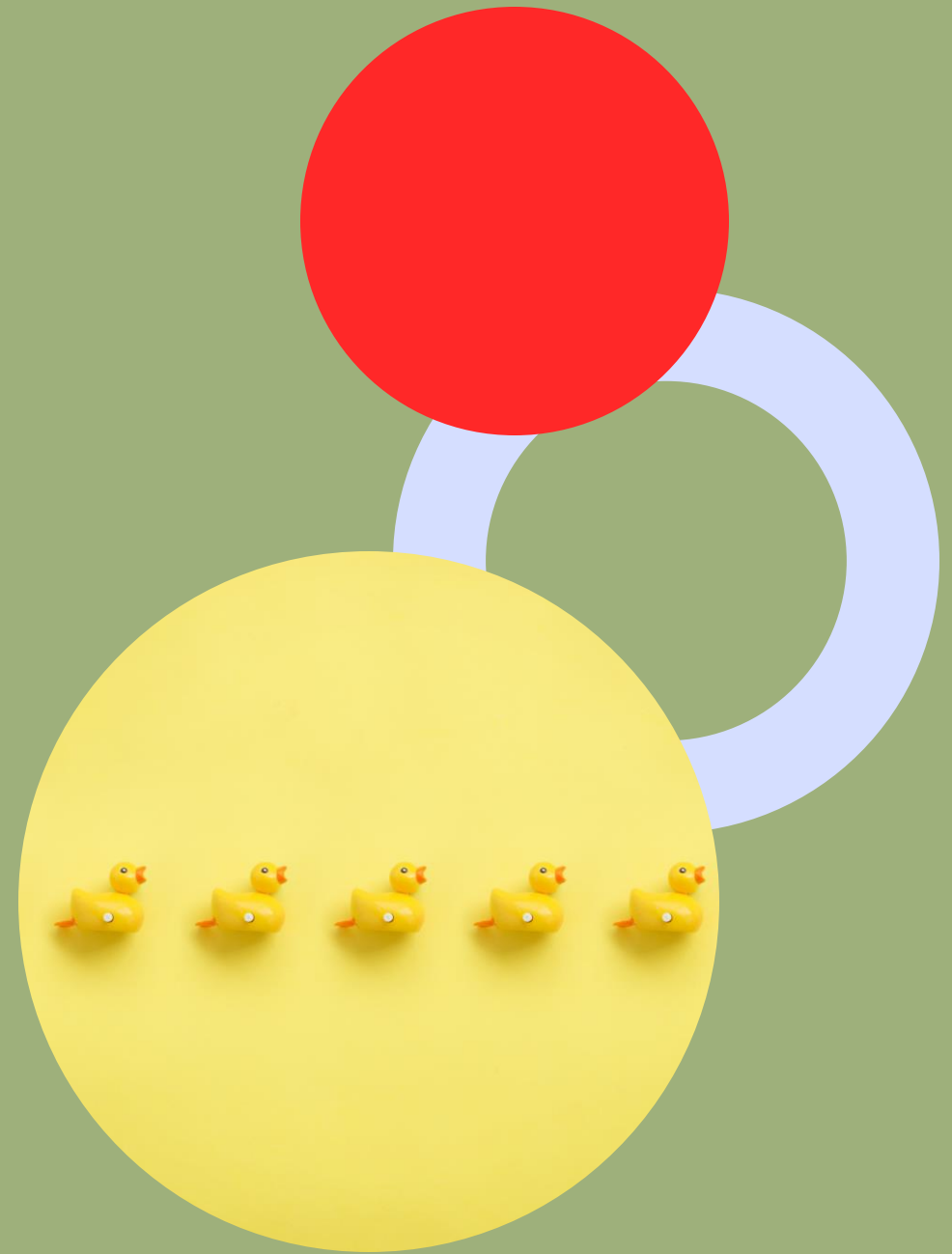
# Steps to Implement



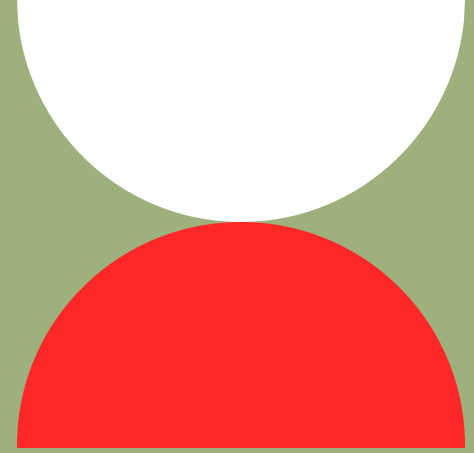
- It Starts with Leadership
- Embrace the Risk
- Create Opportunities



# **It Starts with Leadership**



# Lead the Way



Be open and encouraging that learning is worth the investment.

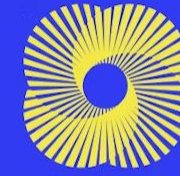
Find ways to add learning into an employee's current work routine.

Bring opportunities to your team that help them feel collaborative and open to trying things.

Demonstrating these commitments brings an energetic sense to a team.

If leadership doesn't take the initiative, when or where will employees get those chances?

# Employers are responsible for workforce development



Q: Which entities in society do business and HR leaders think are primarily responsible for workforce development?

Organizations

73%

Individuals

54%

Educational institutions

19%

Governments

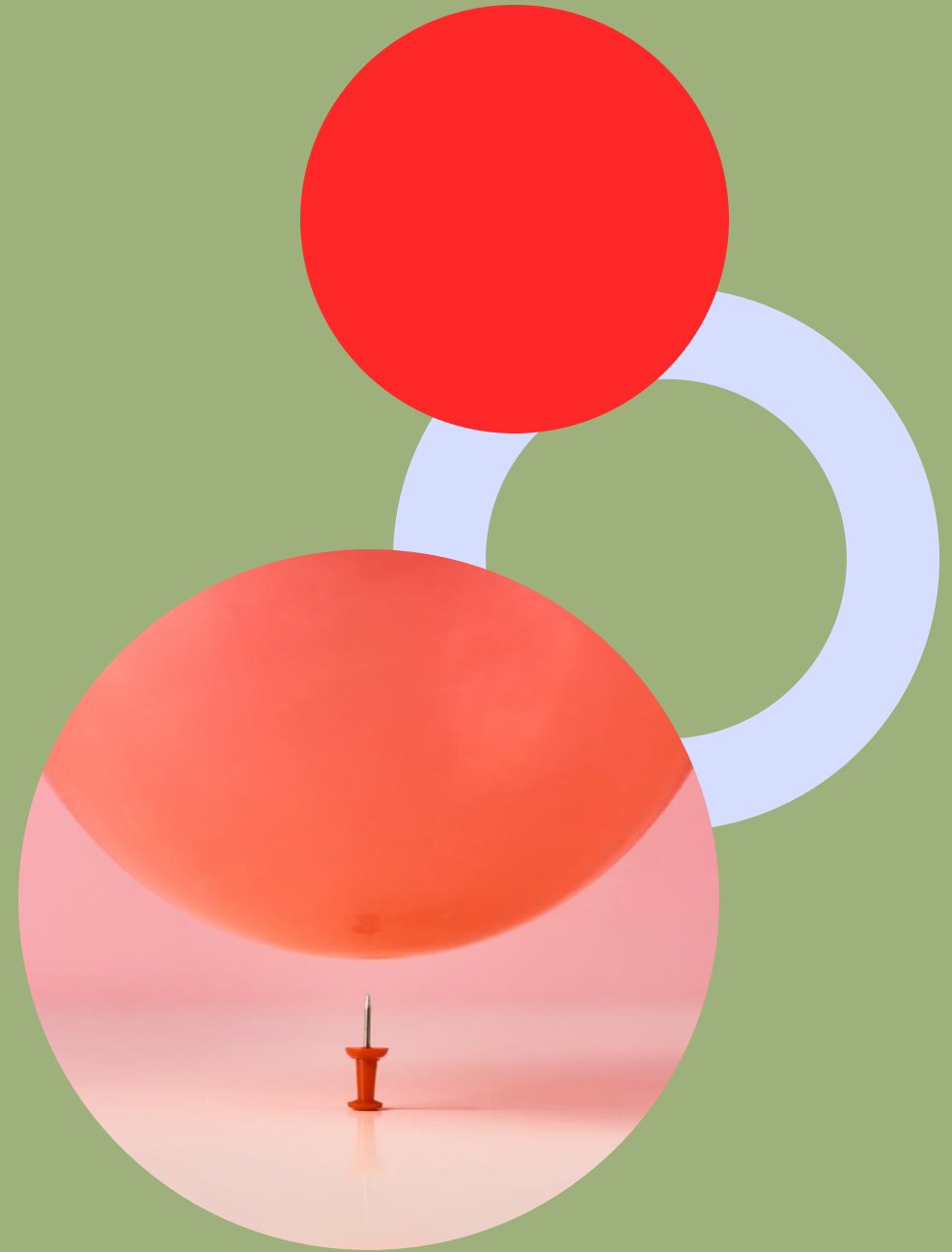
10%

Professional associations/unions

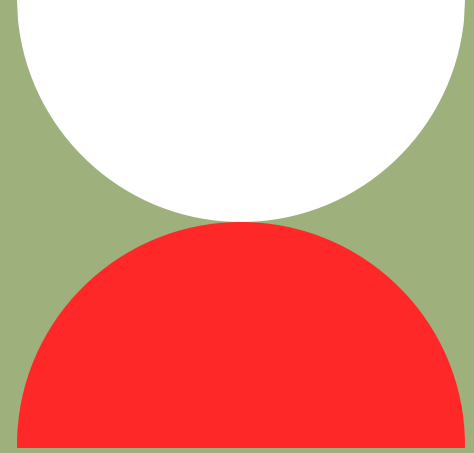
8%

Source: Deloitte Global Human Capital Trends survey, 2020

# Embrace the Risk



# Mistakes Happen



Mistakes are indicative of a system, not a person.

When mistakes happen, avoid scolding, instead treat them as learning opportunities.

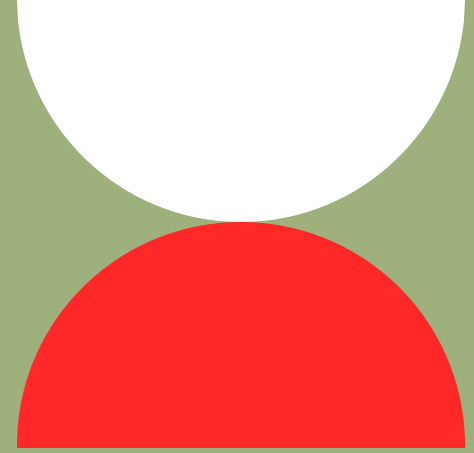
Employees who are afraid of the repercussions will learn to avoid things rather than embracing change and experimenting with their solutions.



# Create Opportunities



# Learning and Opportunities



Employees who are learning are more likely to share with others.

This sharing spreads knowledge beyond just the one class.

This enhances morale since their work feels more valued.

If there are opportunities available, employees will feel that they can take them.

This strengthens an employee's skill base and fosters loyalty to a company.

# Citations

(2023, June 30). *The Impact of a Robust Learning Culture on Software Delivery Performance*. Dasa Hub. Retrieved February 23, 2025, from <https://www.dasa.org/blog/developing-a-learning-culture-to-enhance-devops-success/>

