

Working together to encourage
a learning environment

AIMS

- What is a learning culture?
- How to create a learning culture
- Spotlight on...succession planning
- Action planning

- *RECOGNISING AND SUPPORTING LEARNING*
- *FLEXIBLE FUTURES*

Introduce yourself

Share what you learned from your workshop this morning

1. The workshop was about...(in one sentence!)
2. The most interesting thing I learned was, and why it was interesting...



What is a learning culture?

'...finding the best possible people and giving them the freedom and encouragement to flourish'

'...a set of attitudes, values and practices that support the process of continuous learning'

Benefits of a learning culture

- Increased efficiency and productivity
- Increased employee satisfaction
- A growth mindset among employees
- A sense of ownership and accountability
- Ease in succession/transition
- Enhanced ability of staff to adapt to change

IS YOUR AREA/DEPT/ORGANISATION A LEARNING CULTURE?

LEARNING PLANS

COACHING AND MENTORING

KNOW YOUR PEOPLE

KNOWLEDGE SHARING

CONTINUOUS LEARNING

CELEBRATE LEARNING

SUCCESSION PLANNING



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Succession planning

the process of identifying and developing potential future leaders

ensuring leadership continuity and building talent from within

- assessing the present and the future
- right people, with the right skills, in the right job.

Scenario

You have 8 supervisors. 4 of them are likely to leave within the next 3 years...

What are your options?



Today's workshops

- **Learning to Lead**
- **How do you like to learn?**
- **Ready, steady, learn**
- **What presses your buttons?**
- **Mentoring**
- **Getting more out of your PDPR conversation**
- **Flexible Futures**

THANK YOU!

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