

ACTIVITY | Is Yours a Learning Organization?



GOAL | To build an organizational culture that promotes and supports learning.



RELEVANT FOR

- Executive
- Middle Manager
- Supervisor
- Caseworker



DESCRIPTION | Look at your programmatic area and consider what you can do to promote a learning culture for all staff.

For example, do you...

- Recognize and allow for different learning styles, including cultural differences?
- Allow staff to bring mistakes to your attention and use them as learning opportunities (rather than as punishment)?
- Coach new staff in needed aspects of their work?
- Serve as a coach and mentor to incoming staff?
- Bring new resources and articles in for discussion and learning?
- Support staff in training session attendance?
- Ask staff to present what they learned from training to you and others in the unit or program area you supervise?
- Offer a “book club” or “article swap” or otherwise encourage ongoing learning?

Assess your organization’s learning organization culture by completing the activity.



MORE INFO

[Learning Organizations](#)



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DEFINITION OF A LEARNING ORGANIZATION

“In a learning organization, employees continually create, acquire, and transfer knowledge.”
(Garvin, Edmondson, and Gino, 2008, p. 1)

THREE BUILDING BLOCKS OF A LEARNING ORGANIZATION

1. A supportive learning environment
2. Concrete learning processes
3. Leadership that reinforces learning

DO YOU BELONG TO A LEARNING ORGANIZATION? Find out by taking the learning organization assessment from Harvard Business Review and reflect on the results:

1. How does your organization compare to the benchmarks?
2. What are your organization's areas of strength?
3. What opportunities does the assessment provide?
4. How do issues of diversity, equity, and inclusion fit with your assessment?
5. What can you do expand the dialogue on being a learning organization?