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Nurture a Learning Culture

What exactly is a learning culture?

A learning culture is an environment that supports continuous learning and promotes innovation and creative thinking. It's constantly acquiring knowledge and then values the application of that knowledge on the job to achieve goals and strategic initiatives.

What is the point of creating a learning culture?

Employees will be more receptive to change, more engaged with learning initiatives, will perform better, and will be happier and more productive. It'll transform the organization into one that sees mistakes as learning and one that is agile in adapting to new everyday work processes.

What are the benefits of creating a learning culture?

It generates new ways of looking at things, thinking outside of the box, looking at problems as one piece of the jigsaw puzzle that needs to be solved. Employees are more likely to embrace change and feel invested in implementing changes. It also helps to attract and retain talent.

Now comes the hard part: How to create a learning culture?

Well the first step begins with all of you, our leaders. Emphasize the importance of learning and personal development. We know that if we want to be our best, lifelong learning and adaptation is required.

The journey to a learning culture is not straight forward and takes time. This is not a quick and easy fix. It's about change, and change is seldom easy. It requires commitment. You need to invest time and energy in building the framework for a learning culture to emerge.

That's perhaps where many leaders steer away or presume it's an impossible dream. It shouldn't just be a dream; it is achievable and essential in this climate of uncertainty.

A learning culture is a win/win for everyone. People are key to the success of the entire organizational strategy. They have so much knowledge and experience stored in their heads, so much talent and so many skills. People are the great untapped resource in our organizations. Leaders and managers are essential to provide the right permissions and to lead by example.

A learning culture is about building the kind of organization where people can thrive and dismantling the inhibitors that prevent that process. Fundamentally, it's about people and harnessing the collective power of people for the greater good so everyone benefits. You've heard the saying "knowledge walking out of the door." Well, not in a learning culture. It's all about growth – growth of individuals and organizational growth.

At its core, a learning culture is about unlocking and unblocking knowledge and skills, upskilling and reskilling, sharing, collaboration and empowerment. It's about people building communities of practice, learning and growing together. It's also about organizational resilience.

A learning culture is agile and continual and able to change course.

A learning culture is everyone's responsibility.

Let's build a learning culture of trust and support together!

View the [Organizational & Talent Development web page](#) and contact us at 464-3796 or learning@pinellascounty.org.