Learning organisations

- Creating dedicated time, resources and rewarding learning and working on new ideas
- Enabling environment for making mistakes let go of criticism, open-mind, frame when it is needed
- Mentoring and coaching sessions
- Become a more diverse organization / not only listen to seniors

Learning Organisations Leadership Processes & Practices

Environment

for learning

- Leaders set an example and set the process and time for the above
- Be a role model
- Be learners themselves
- Create space and give priority to learning
- Know/assess the capacity needs of staff and their time available
- Knowledge transfer
- HR reflective documents to include questions on values/competencies

- Build on, and reflect on practices, focus more on longer-term goals
- Collect and analyze information to test assumptions and learn
- Experimentation (new ideas) resources innovation labs and funds
- Integrate learning goals linked to competencies in personal development plans
- Allocate training budget and ensure time for learning organize learning events