Best Practices for Building a Culture of Learning in Your Organization

Design Personalized Learning Journeys



- Design learning journeys based on individual preferences and needs
- Let learners progress based on evidence of competency, not seat time
- Nudge learners with the right content in the flow of their work

Choose the Right Learning Environment

- Set up the right systems and tools
- Make learning easily accessible and available at the point of need
- Deliver learning in a format preferred by your learners
- Facilitate regular communication and feedback



03

Build Learning Programs that Engage



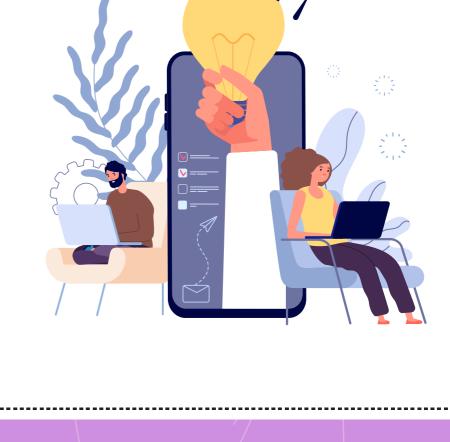
- Focus on learner experience
- Experiment with interactive learning formats like gamification, scenarios, storytelling, videos, assessments, and more
- Include short and crisp learning bites that are available in the flow of work

Make Learning a Core Value

learning as one of your organizational values Lead by example – leaders regularly talking about their learning plans and

Depict leadership buy-in by including

- goals Commit to resources required to support learning initiatives



05

Enable Collaborative Learning



information Encourage informal and social learning

are motivated to share knowledge

Create communities to exchange

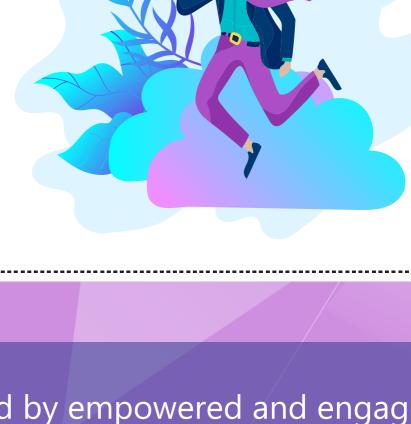
Provide an environment where people

platform

Utilize certificates, badges, and

Reward it Right

- leaderboard features of your learning Link learning achievements with public
- recognitions and manager citations Include monetary incentives



Continuous learning is a cultural shift facilitated by empowered and engaged employees who believe in learning and growing at every step. Empower your employees with an optimum learning strategy and engaging learning content.

