

Best Practices for Building a Culture of Learning in Your Organization

01

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

02

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

04

Make Learning a Core Value

- Depict leadership buy-in by including learning as one of your organizational values
- Lead by example – leaders regularly talking about their learning plans and goals
- Commit to resources required to support learning initiatives



05

Enable Collaborative Learning



- Provide an environment where people are motivated to share knowledge
- Create communities to exchange information
- Encourage informal and social learning

06

Reward it Right

- Utilize certificates, badges, and leaderboard features of your learning platform
- 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.