

building a learning culture

***from
control to
culture***

um festival
internacional de
cultura de
aprendizagem

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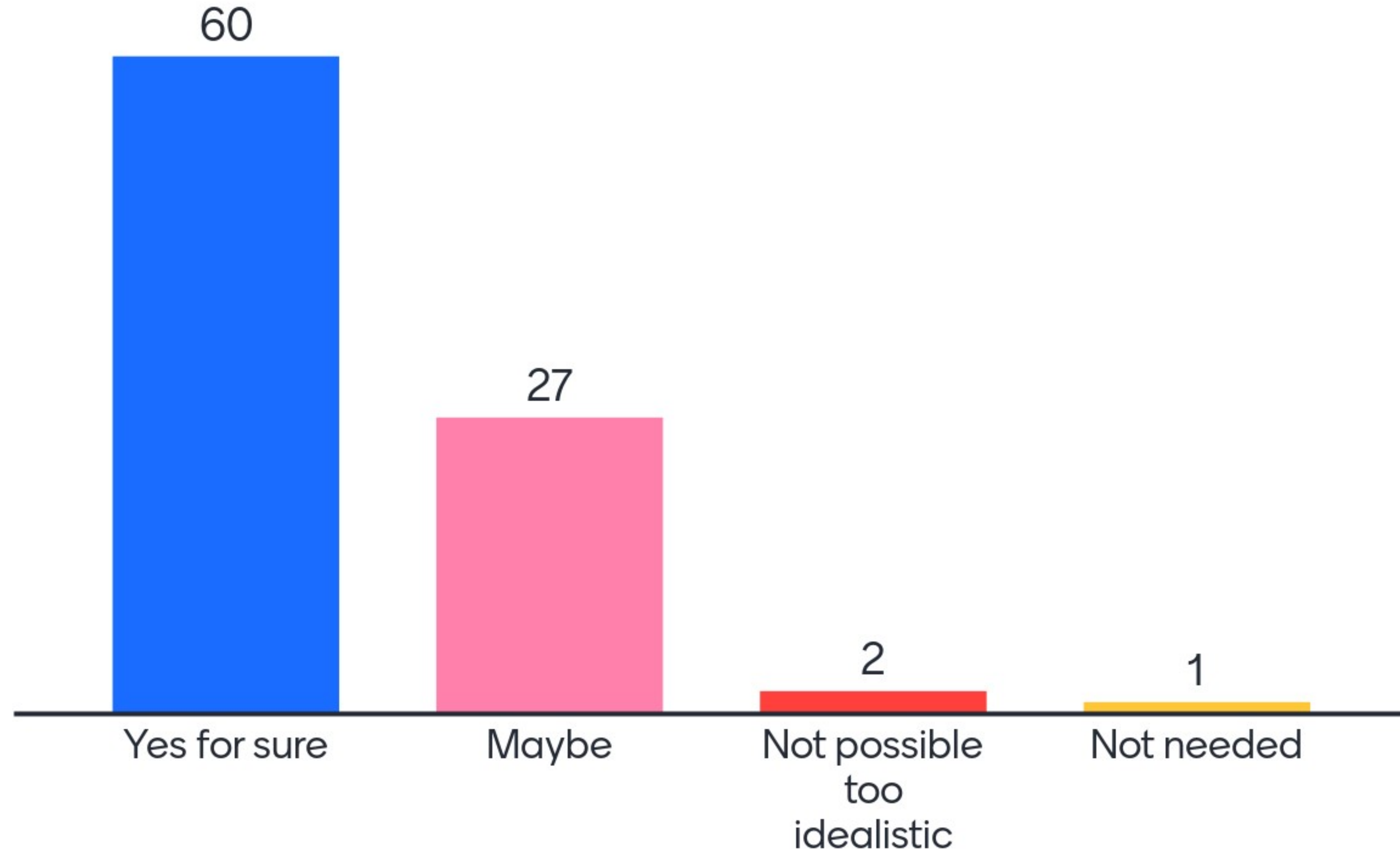
From Safe Spaces to Brave Spaces





The code 37 80 26 4

Is that possible?



1

Strategic

Learning
Enabler

Value
Creator

Learning Value

Business Value

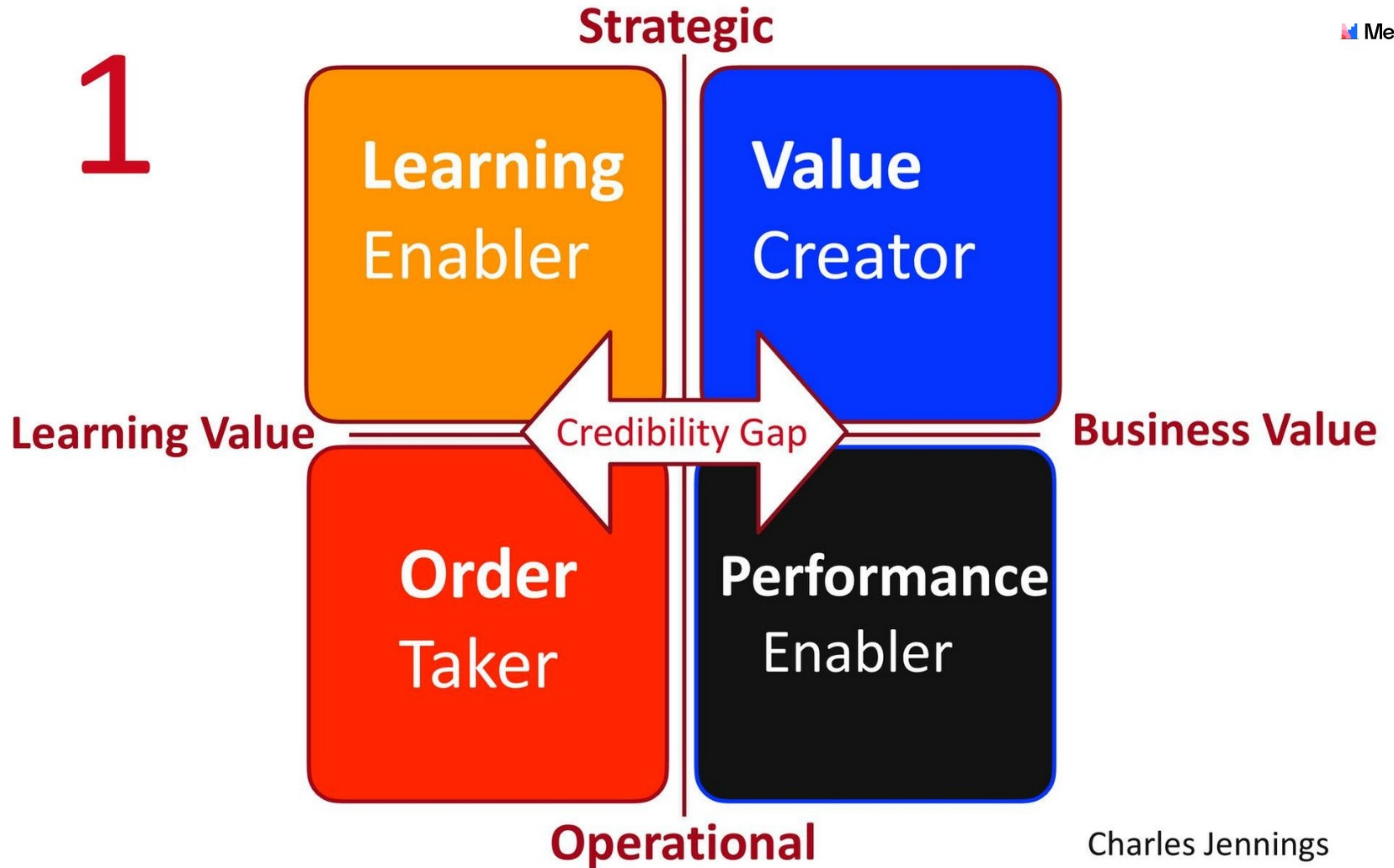
Order
Taker

Performance
Enabler

Operational

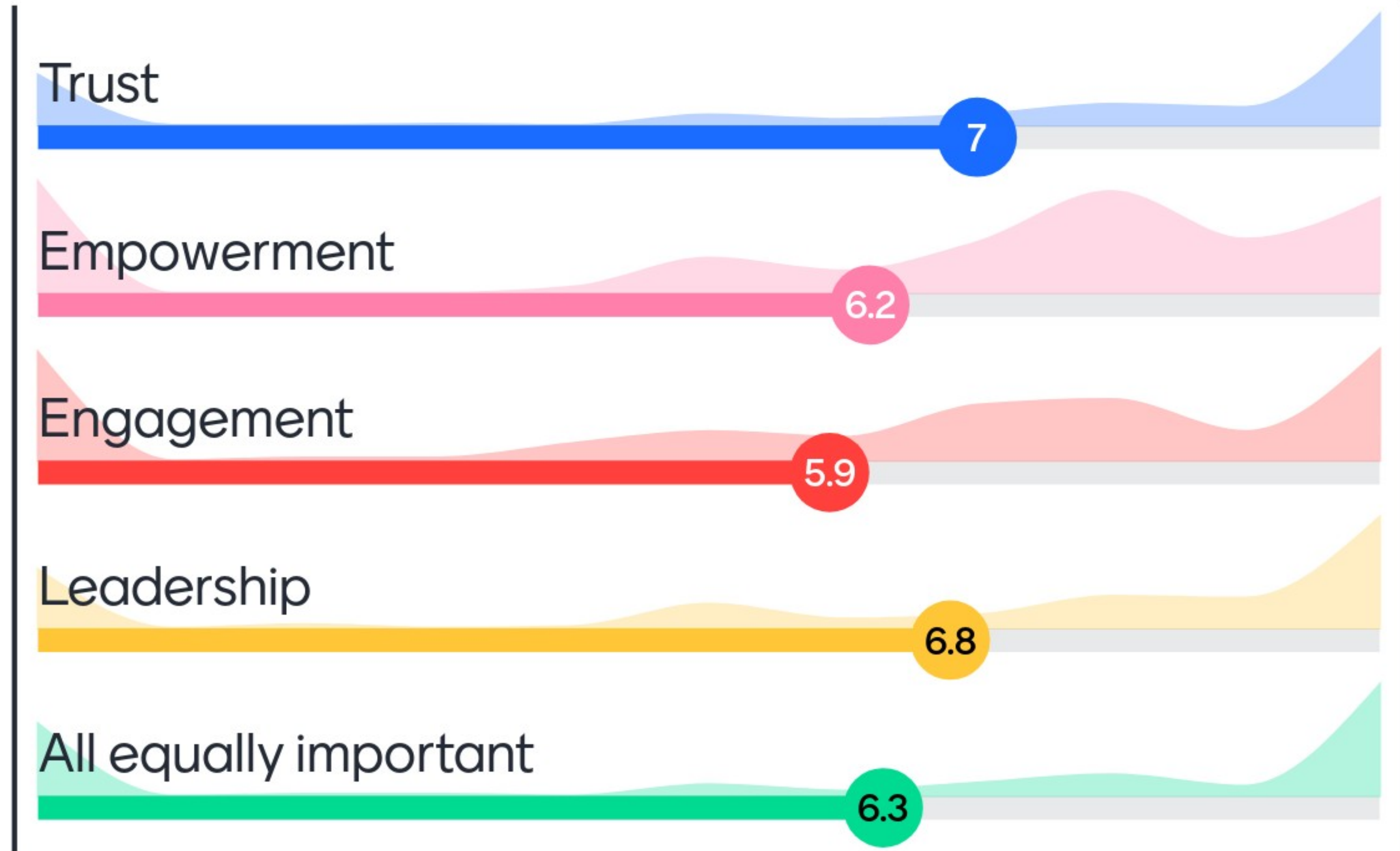
Charles Jennings

1

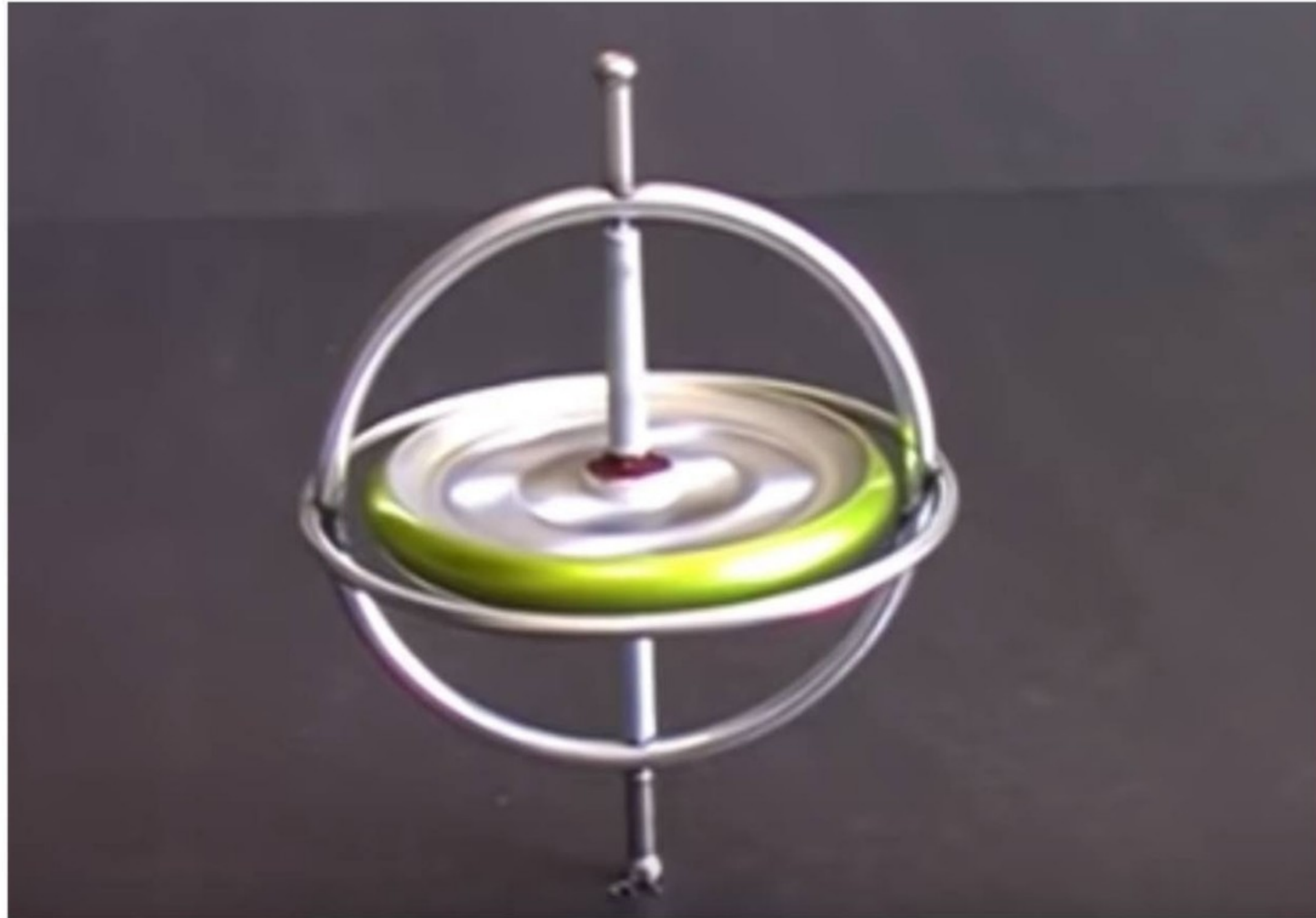


LISTEN UNDERSTAND CONTACT

Which Element is most Important?



The Importance of Learning Culture



Prepare Yourself

3

Mindset

Skillset

Toolset



Fixed Mindset

Growth mindset



Avoid
Give up
Unpleasant
Defensive
Threatened

Challenges

Obstacles

Effort

Criticism

Success of others

Embrace

Persist

A way to mastery

Take action

Inspirational



Microsoft

“The key to the culture change I wanted was individual empowerment.”

“The vision was...**three business-critical principles...**

First,**the curiosity and desire to meet a customer’s unarticulated and unmet needs.**

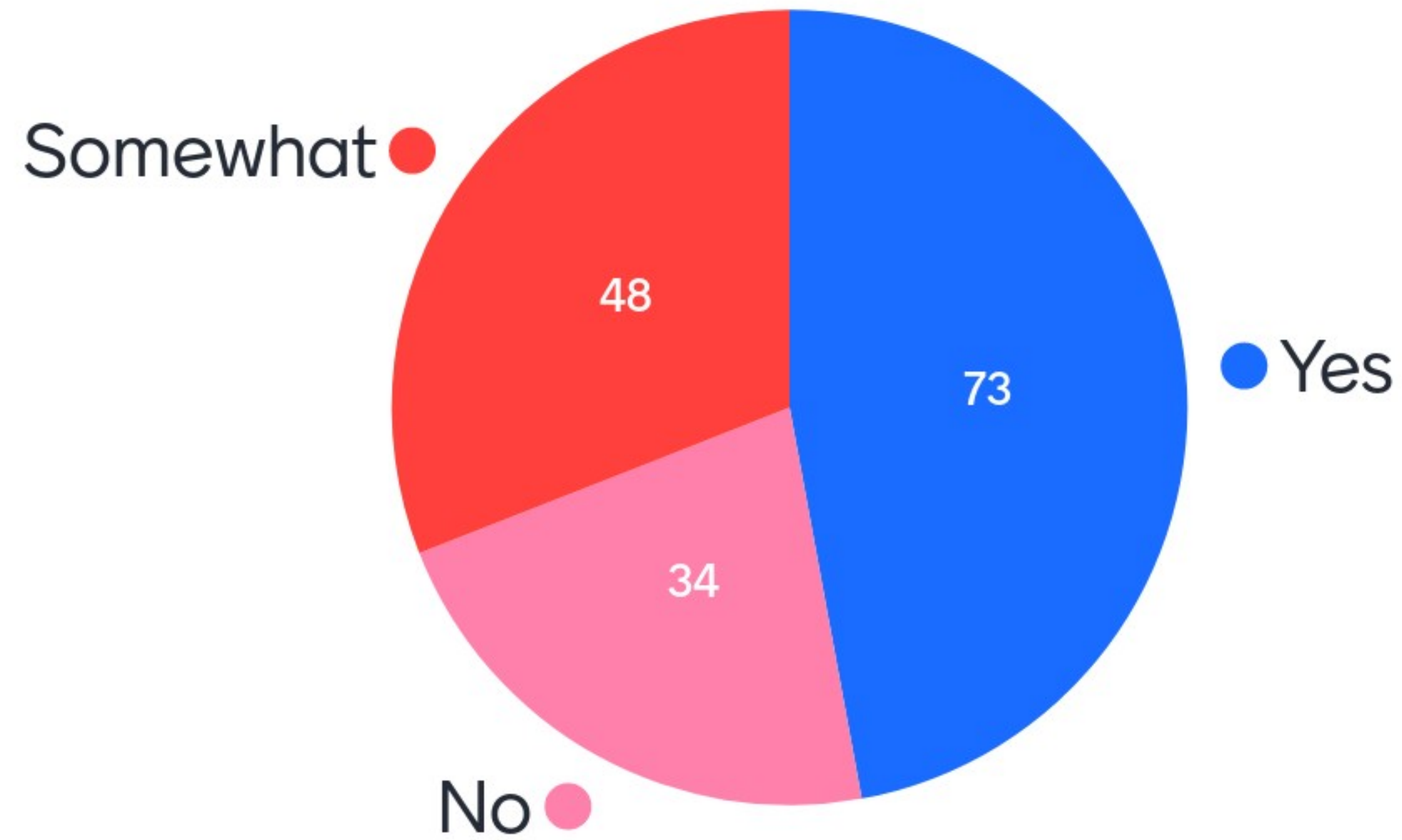
Second,**actively seek diversity and inclusion.**

Finally, we **are one company**,...—not a confederation...”

Source: *Hit Refresh: The Quest to Rediscover Microsoft’s Soul and Imagine a Better Future for Everyone*, Satya Nadella

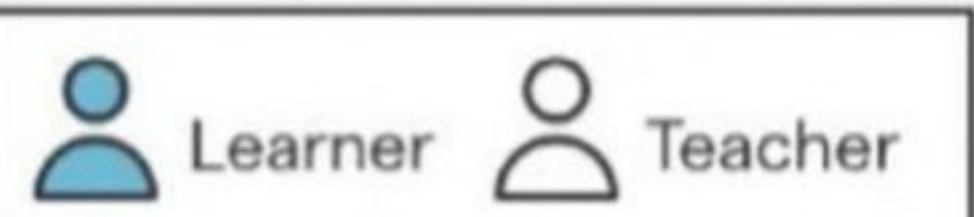
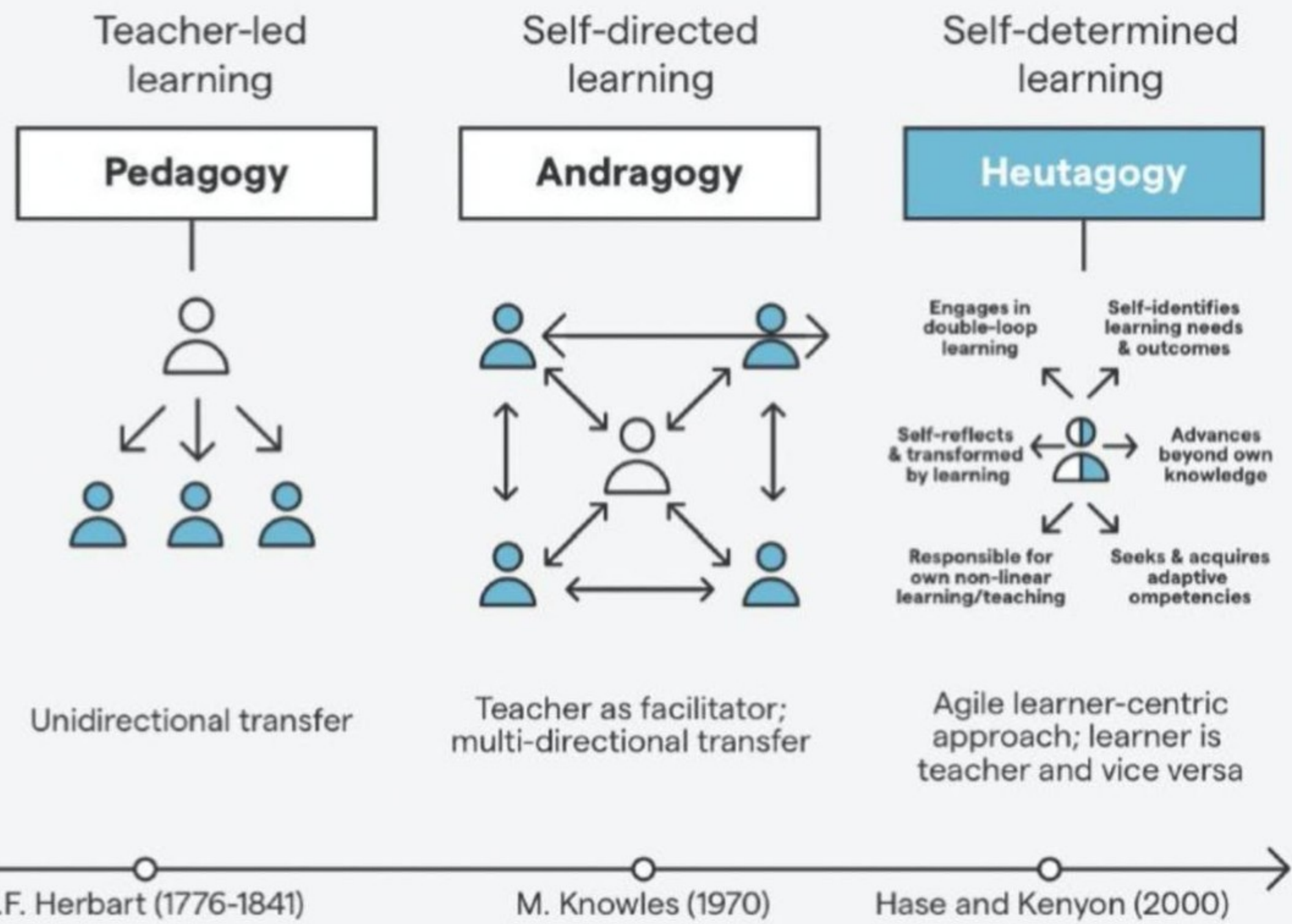
Shifts in the World of Work

Is your organisation's PURPOSE clear?



Different Models of Learning

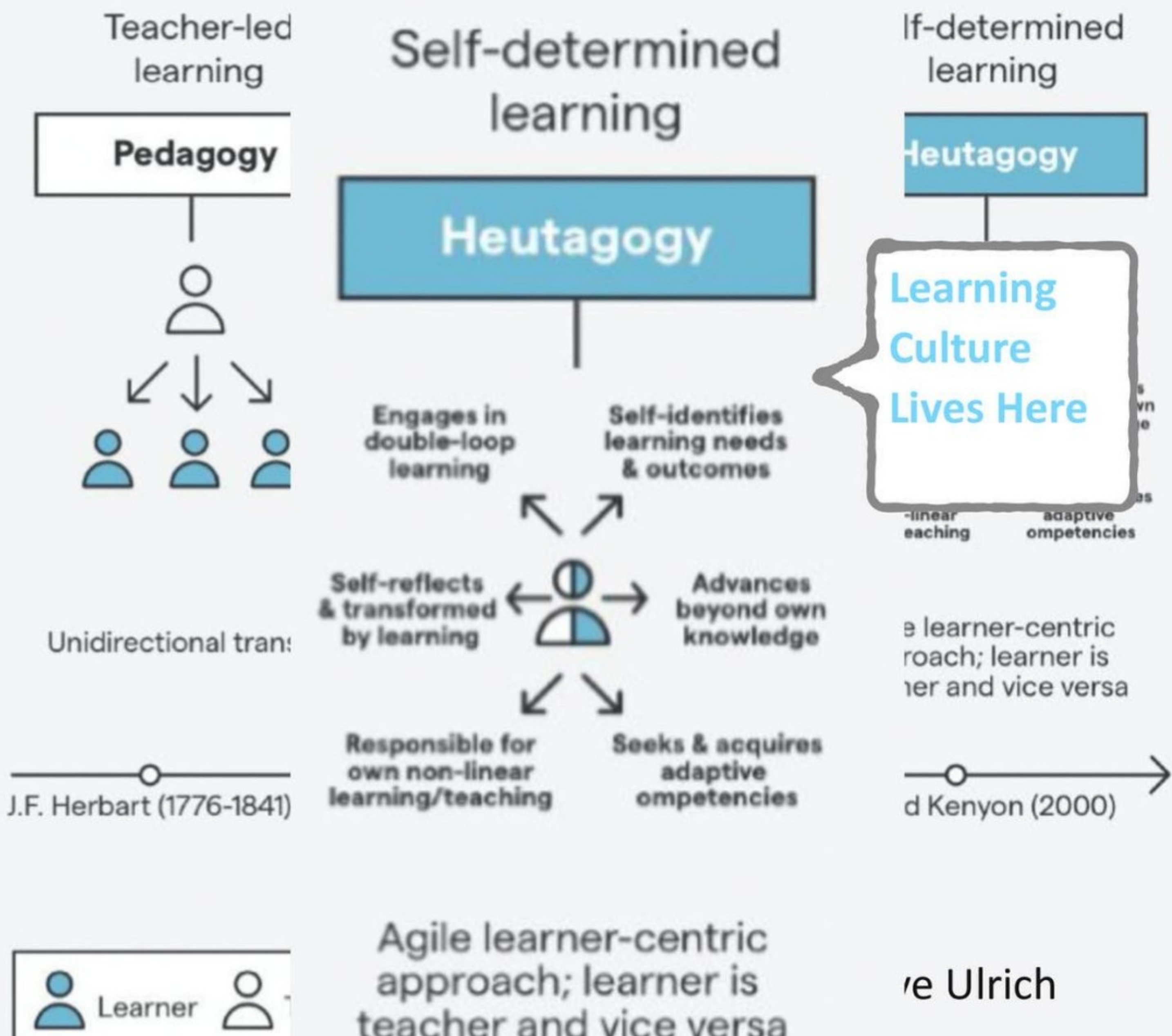
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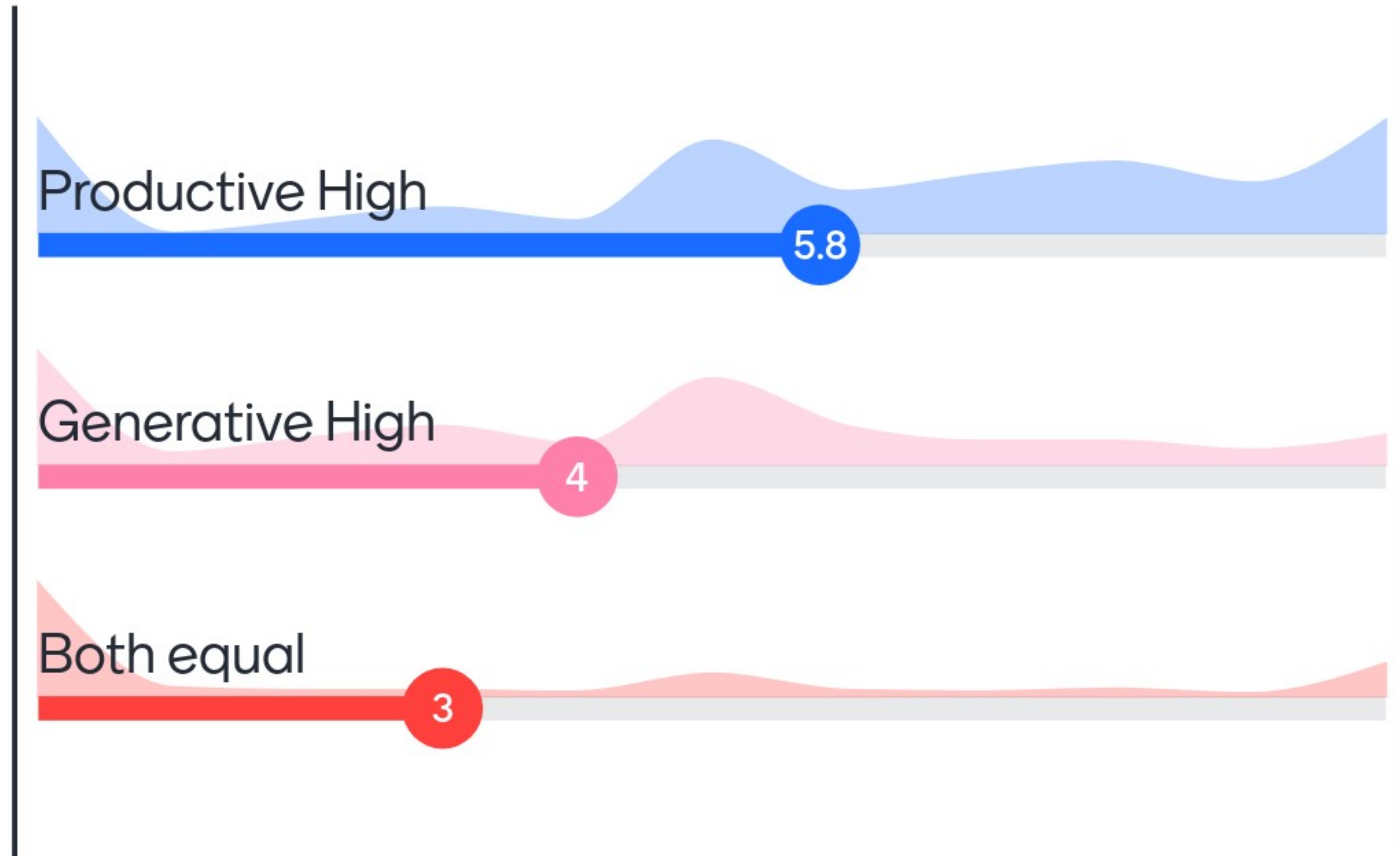
Dave Ulrich

Different Models of Learning

4



What is the balance between productive and generative in your organization?



Deloitte's Human Capital Trends Report 2020

5



Belonging: From comfort to connection to contribution

Belonging, Wellbeing & Purpose

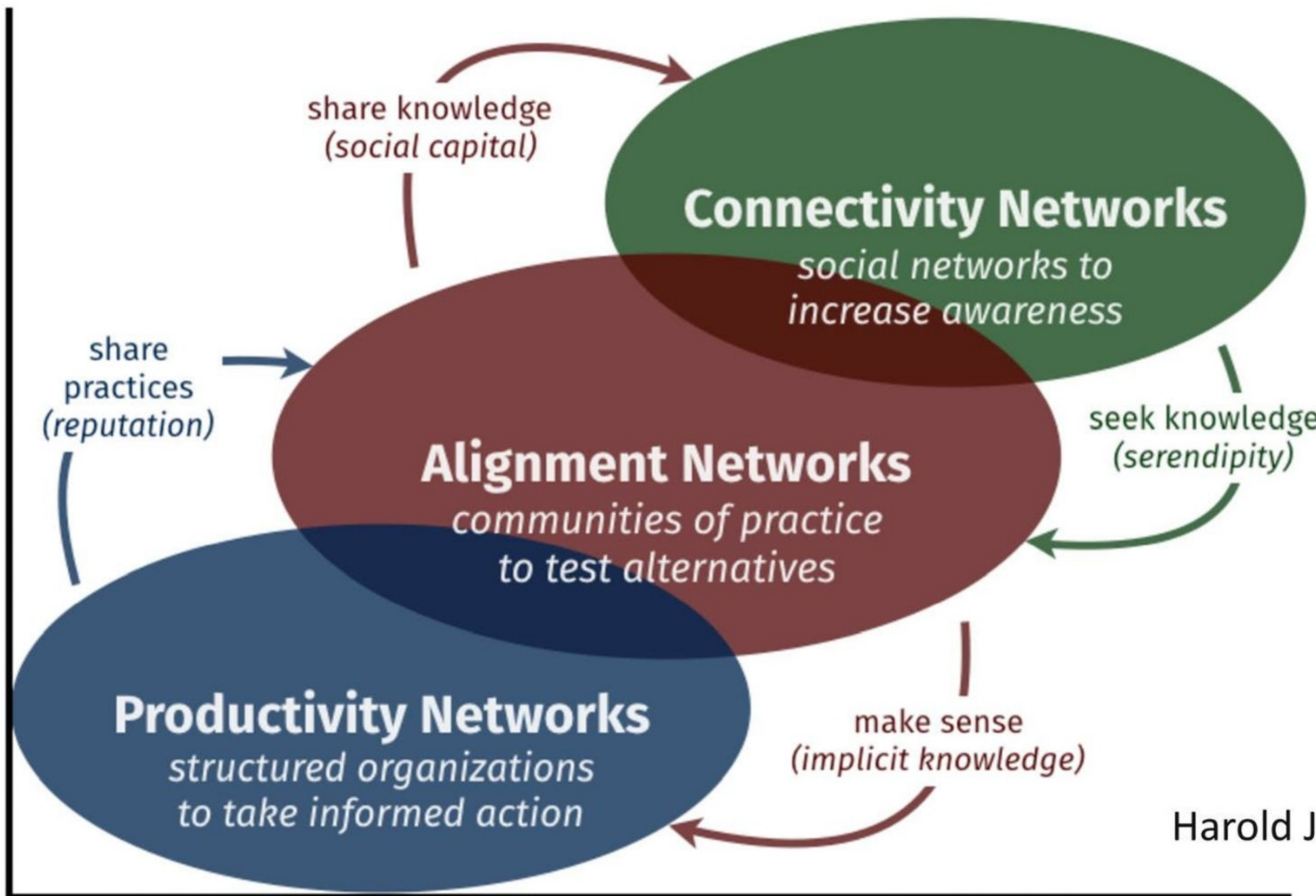


<https://www2.deloitte.com/au/en/pages/human-capital/articles/human-capital-trends.html>

fostering connections & creating intersections

Seek > Sense > Share

unstructured:
informal networks




structured:
negotiated hierarchies

Harold Jarche

getting things done:
collaboration

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learning new things:
cooperation



User experience

Design

It is all in
this book!

www.koganpage.com

