

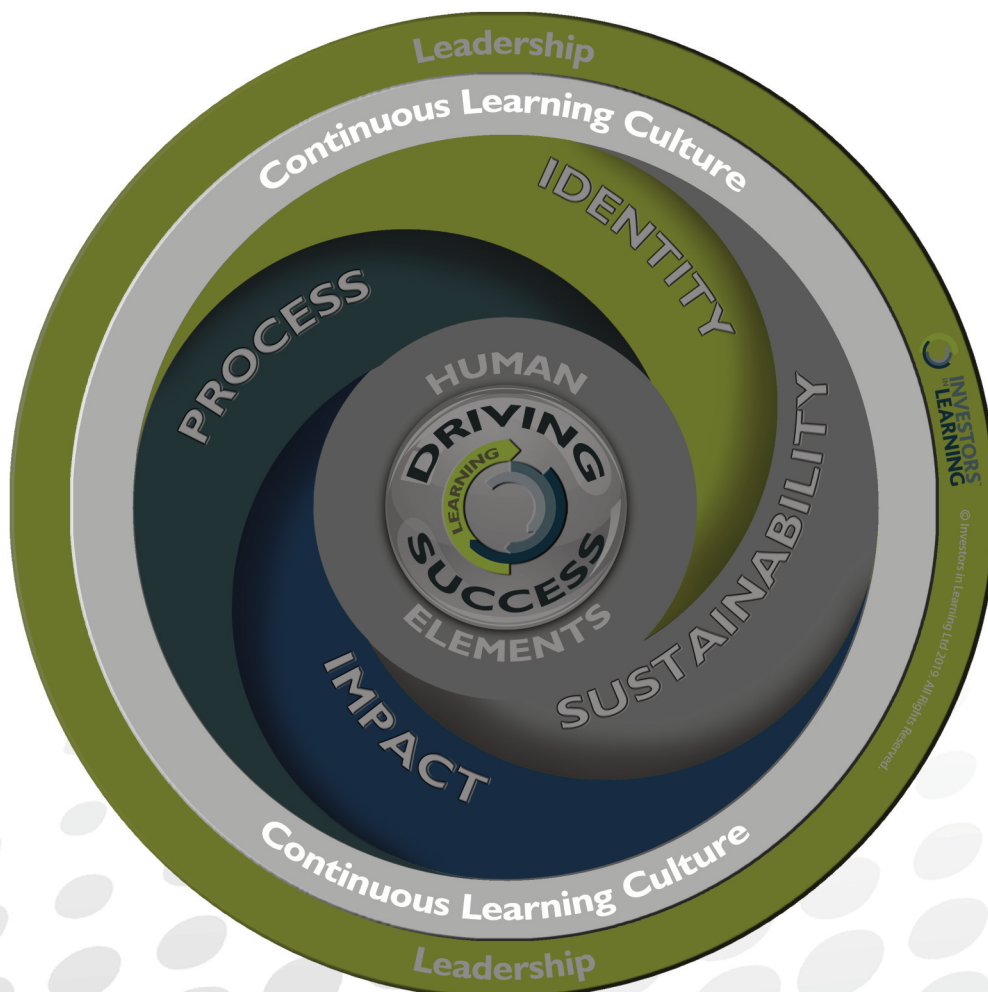


**INVESTORS
IN
LEARNING**

Building Resilient Learning Cultures

***The Key Driver of Long-Term Success,
our Aim and our Focus...***

Building Resilient Continuous Learning Cultures



Why is the development of a Continuous Learning Culture so important?

To create long term Success we need to foster a **Continuous Learning Culture**. Our Driving Success Model includes factors that need to be implemented to help people and organisations thrive and therefore provides an essential framework for long term success.

Understanding how to optimise human performance in order to retain our ability to function optimally, and to be the best version of ourselves into the long term, should be the aim of any forward-thinking organisation. It is an essential imperative element of success, human engagement, productivity, and happiness.

Your People Are Your Greatest Asset...and yet..

Lack of productivity and lack of engagement is a growing international phenomenon in our fast-paced changing world. Developing a **Continuous Learning Culture** addresses this international issue of lack of engagement and productivity.

Our Building a Courageous and Agile Learning Culture Programme addresses all aspects of the Driving Success model and how these can be applied to your specific context.

Please see more information to our Building a Courageous and Agile Learning Culture programme. on our website. Go to Solutions and then it is under **Sustainability**.

Learning Cultures create Engagement... Engagement is not just a nice to have!

- Engagement is an absolutely essential aspect of a long-term effective and productive workplace. **Engagement and Productivity are completely intertwined.**
- **Happy, engaged people are more likely to stay healthy**, which provides the energy and vitality that is required to drive essential productivity and in turn we are creating a virtuous cycle within our organisations and across all our communities.
- If people are engaged in their work and they are provided with the environment and the **supportive culture** that allows them to **express themselves, be themselves, working with their natural strengths**, then we will also get the best results, and the best performance from them. So, it becomes a complete win-win.
- People who feel valued, engaged and in a place where there are no barriers to learning, where there is the necessary psychological safety and trust, will be the best thinkers and decision-makers and be able use their energy effectively, they will have a sharpened focus, which will drive the desired success and impact we all wish to see.



We now have so much research and evidence from organisations around the world, which illustrate the power and impact of organisations where people pay attention to developing a Learning Culture.

Just like Senge says:

“In the long run, the only source of competitive edge is your organisation's ability to learn faster than its competitors”

Peter Senge. "The Fifth Discipline: The Art and Practice of the Learning Organisation"

Lizzy Lowenstein, MD of Investors in Learning, inspired by Senge applies it directly to performance and productivity:

“In the long run, the only source of sustainable productivity and performance is your organisation's ability to learn at the individual, team and organisational levels”

Harness the Power of Learning in your people, understand how to increase motivation and engagement and you will directly increase productivity.

It will make the key fundamental difference to productivity and performance.

Focusing on the factors in our Driving Success Model will make all the difference to the ability of people to be the best they can be, to have the sustained energy that motivates and keeps the mind alive and clear, securing the success of your organisation into the long term.

We need to create an intentional Continuous Learning Culture to create the behaviours we wish to see...

We want to see involvement, passion, curiosity, great conversation, solution- focused thinkers, problem-solvers, a sense of urgency, accountability, pro-active behaviours where people have enthusiasm, ideas, curiosity is visible, where conversations are dynamic and explorative, where people ask questions, and are alive and awake to possibilities, innovations and opportunities. This does not happen by default; it all needs deliberate intent, design and planning.

If we harness the factors that help people to learn effectively, then we are more able to create a situation in which people's minds open up and where people thrive in the culture and environment of expectations of high standards, where people can truly become alive and work with their strengths and passions.

Learning is an integral, automatic part of how we function as human beings. If that process is inhibited by any internal or external factors, then this impacts on our performance immediately. Over time the impact becomes more and more ingrained, until new unhelpful and destructive patterns form, which then have a long-term impact.

We now understand the psychological and biological impact of threat, stress or fear. Any sort of threat or fear will directly impact on our attentional mechanisms and our ability to learn, to think clearly; it will affect our decision-making skills, and performance in any capacity. The factors that influence learning affect everything we do.

We need authentic resilience and strength in our organisations in order to ensure that organisations are able to thrive into the long term, and people continue to be happy and engaged.

Some of the key Benefits of Authentic Resilient Learning Cultures

If the factors influencing learning are right then this will also maximise the Engagement, Motivation and Performance of people across the organisation.

- Improves Engagement, Performance & Productivity
- Builds an authentically emotionally resilient workforce
- Creates open, collaborative and trust-based behaviours
- Promote and maintain psychological safety; reduce and tackle any potential fear
- Develops a sustainable high-performance climate
- Transforms/ improves the interpersonal skills of technical experts
- Focuses talent development and recruitment on the leadership qualities that are critical for future success
- Future-proofs organisations
- Improves communication, listening, attention, thinking and decision- making skills
- Maximises agility and the ability to embrace change
- Ensures we learn our lessons
- Raises self-awareness, self-knowledge and self-confidence
- Encourages people to speak up without fear
- Provides the essential psychological safety
- People start listening to each other and understand the benefits of listening!
- Improves the quality of conversations, dialogue and understanding of multiple perspectives
- Encourages equality and diversity
- Provides a supportive culture for all
- Respects the vital Human Elements – essential to our healthy human condition
- Allows people to thrive
- Reduces and manages stress
- Provide the essential ingredients for ensuring that humans can achieve their unique peak performance
- Gives people intrinsic value and makes people feel valued
- Increases retention and reduces turnover of staff
- Gives people confidence that they are part of a long-term dynamic learning journey

