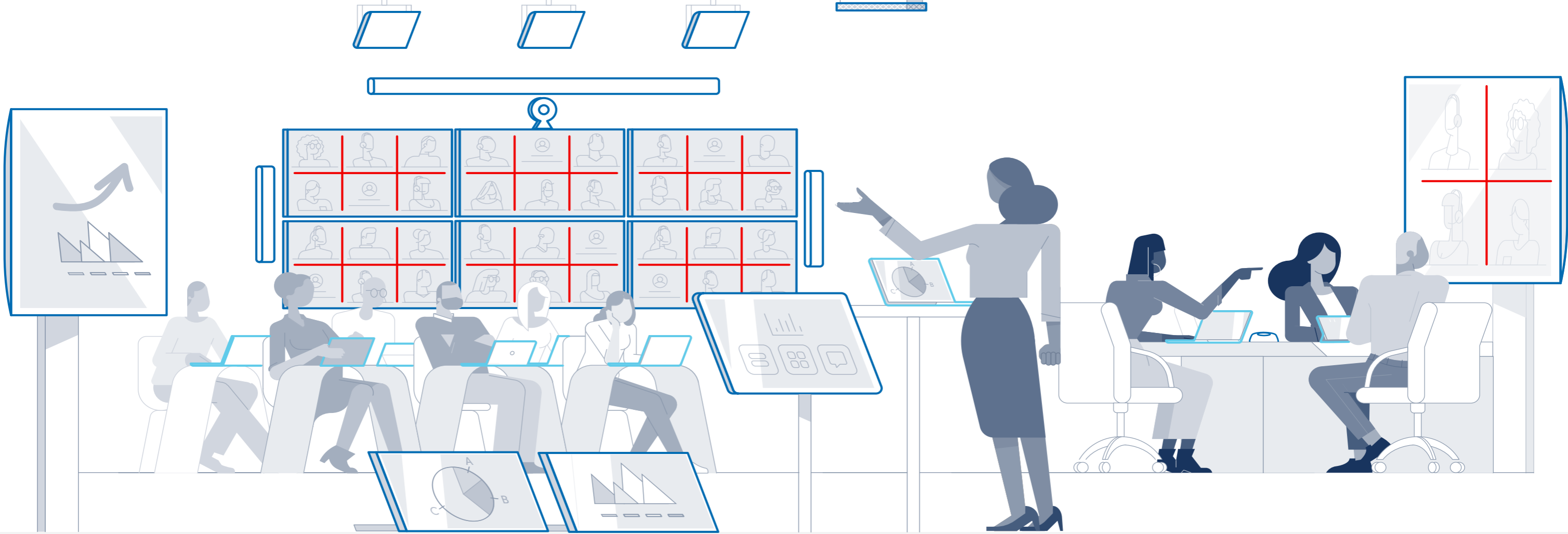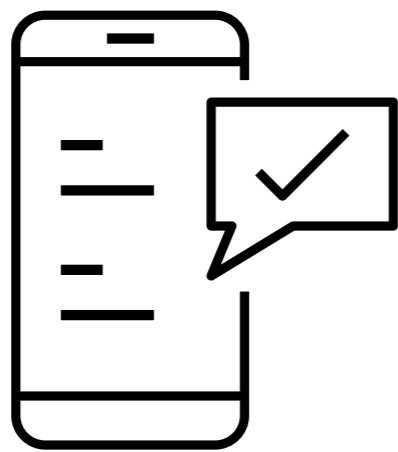# 17 tips to build a culture of learning in your organization

Lead by example

- Ensure higher management and people managers are engaged in continuous learning.
- Encourage them to share their experience, struggles and successes.
- Convince them to take an active role by providing mentorship and 1-to-1 coaching.

Make learning accessible and interesting

- Consult employees on preferred learning formats. Spoiler alert: flexibility will be key.
- Ensure you have a technology solution that enables successful training in all modes: onsite, hybrid or virtually.
- For live instructor-led training, make sessions relevant and interactive. Take advantage of features such as polls and quizzes, breakout rooms, interactive whiteboard, etc.
- Complement live sessions with asynchronous learning: pre-recorded videos, e-books, cheat sheets.
- Make training material available on-demand and mobile accessible.

Incentivize learning

- Award badges or certificates that employees can shared on LinkedIn or internal channels.
- Put top achievers in the spotlight during company-wide meetings.
- Feature them in internal campaigns in newsletters, interviews and articles to support that culture of learning.
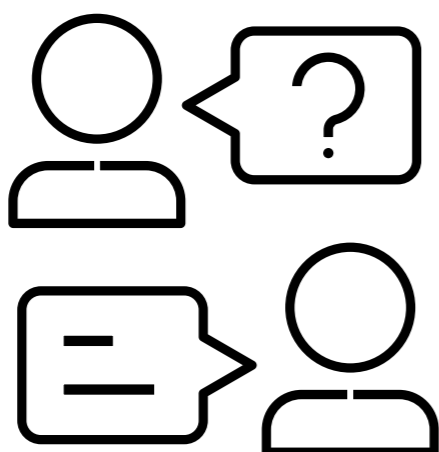
Optimize journeys

- Ask for regular feedback from both trainers and trainees.
- Use analytics of engagement, attention and interaction with the training material and other participants to assess if learning programs are working.
- Compare business metrics (deals closed, customer satisfaction, leads generated, productivity etc.) before and after training.

Promote wellbeing

- Create a general sense of stability regarding the future of the company and of everyone´s jobs.
- Check up on employees to make sure they are well and able to manage stress levels and workload.
- Drive internal wellness initiatives. E.g. healthy lifestyle newsletters, sports and wellness memberships or vouchers, active teambuildings, stress management workshops.

ENABLING BRIGHT OUTCOMES

BARCO