

Learning environment

Recruiting a team is crucial for any organization but once recruited, and to achieve retention, several things are needed including Education and Motivation.

In our modern world it is important that we are willing to be “life-long learners” to match the changing needs of the workplace and ever-rapidly accelerating pace of innovation and change.

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Tips

- 1 Simulations:
Create a safe environment that allows a group to practice new skills, share knowledge and experience practical situations that have application to their own workplace. There is real value in simulations having structure, often being facilitated by one or more people who are not part of the organization and who can bring objectivity and innovation to the group.
- 2 Story-driven:
Throughout the ages people have learned through telling and/or hearing stories. Parables have existed throughout history. Being able to describe situations in human terms and encourage human responses is a wonderfully effective way for individuals and groups to learn
- 3 Key Business and Global issues.
Find ways to expand the breadth of thinking by introducing discussion on business and global topics that effect individuals and organizations. Does your organization have a newsletter? Consider including items of general interest to stimulate staff thinking.
- 4 Management and Strategic Models
We have all heard the expression “A picture is worth a thousand words”. Developing visual models to capture ideas and processes is a powerful form of communication. Many a creative idea started as a doodle on a napkin or an inspired diagram on a white board
- 5 Learning styles.
Thank goodness we are not all cardboard cut-outs or clones. For a team to be truly effective, it is probably essential that there be a mix of personalities and learning styles, supported by empathetic leadership and open communication