



## The Importance of a Learning Culture

Dan Nolan

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input code #H150

Wifi Code -

Network – etcvenues

Password – wifi9099





# WHAT IS A LEARNING CULTURE?



To make learning a priority at  
all levels of your organisation

# Why should we care?



Estimates indicate 75 million jobs may be displaced

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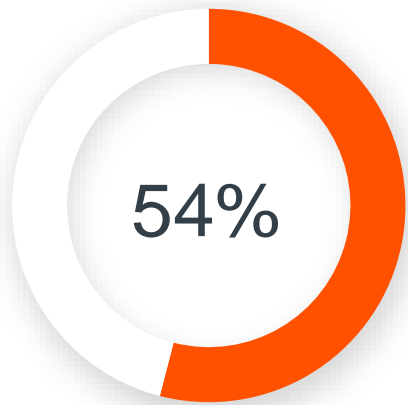


**133 million** new jobs are estimated to emerge

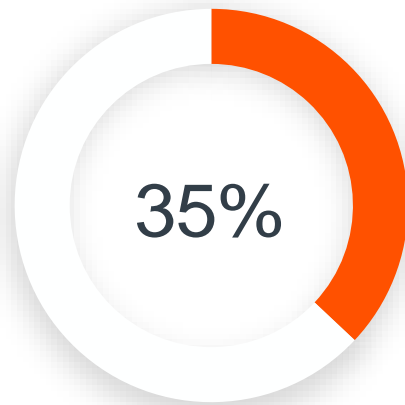
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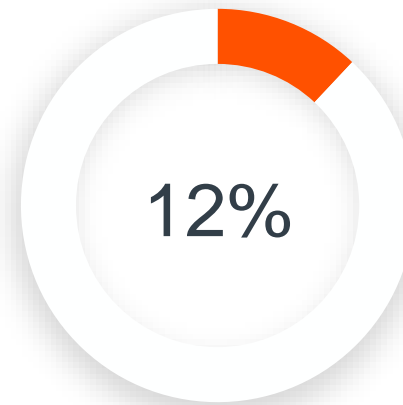
By 2020...



Of all employees  
will need  
upskilling



Require at least 6  
months of training



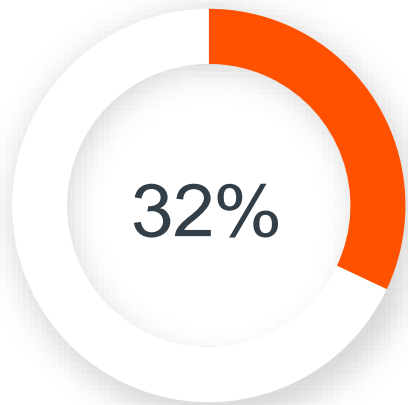
Require at least 12  
months



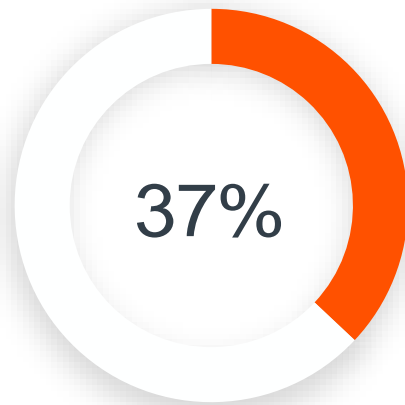
Will require  
over a year's  
worth of  
training

“Getting better at getting better”

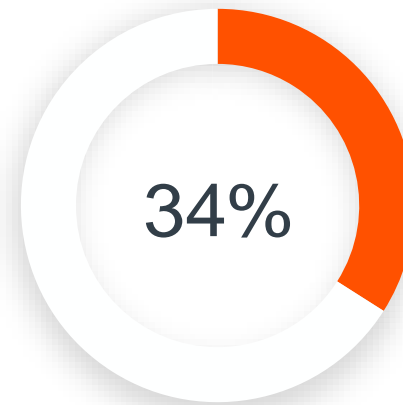
## Organisations who have a successful Learning Culture are...



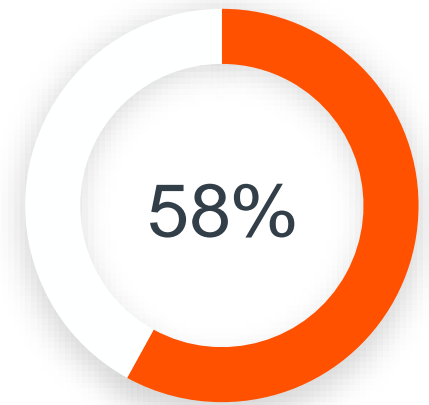
More likely to be  
first to market



Greater employee  
productivity



Better response to  
customer needs



Skills to meet  
future demand







Challenge



Effort



Mistakes



Feedback



WHAT HAPPENS IF YOU  
DON'T HAVE A LEARNING  
CULTURE?

# Organisation A

'We've always done  
it this way'



Short termism



Solely in the  
performance zone



Comfort zone



Ideas not shared



Hoard knowledge



No innovation!





# Organisation B

Space to spend  
time on learning



Consider new ideas



Implement these  
new ideas



Time to reflect



Innovation



Share ideas and  
best practice



Engaged  
workforce



A woman with long hair in a ponytail, wearing a black athletic top and dark pants, stands with her back to the camera on a wide, outdoor concrete staircase. Her hands are on her hips, and she is looking up the stairs. The scene is brightly lit, suggesting a sunny day. The text "SO, LETS CREATE ORGANISATION B" is overlaid in white, bold, sans-serif font on the lower left side of the image.

SO, LETS CREATE  
ORGANISATION B



WHAT ABOUT  
TRUST?





 Virtual College



WHAT ABOUT  
TRUST?

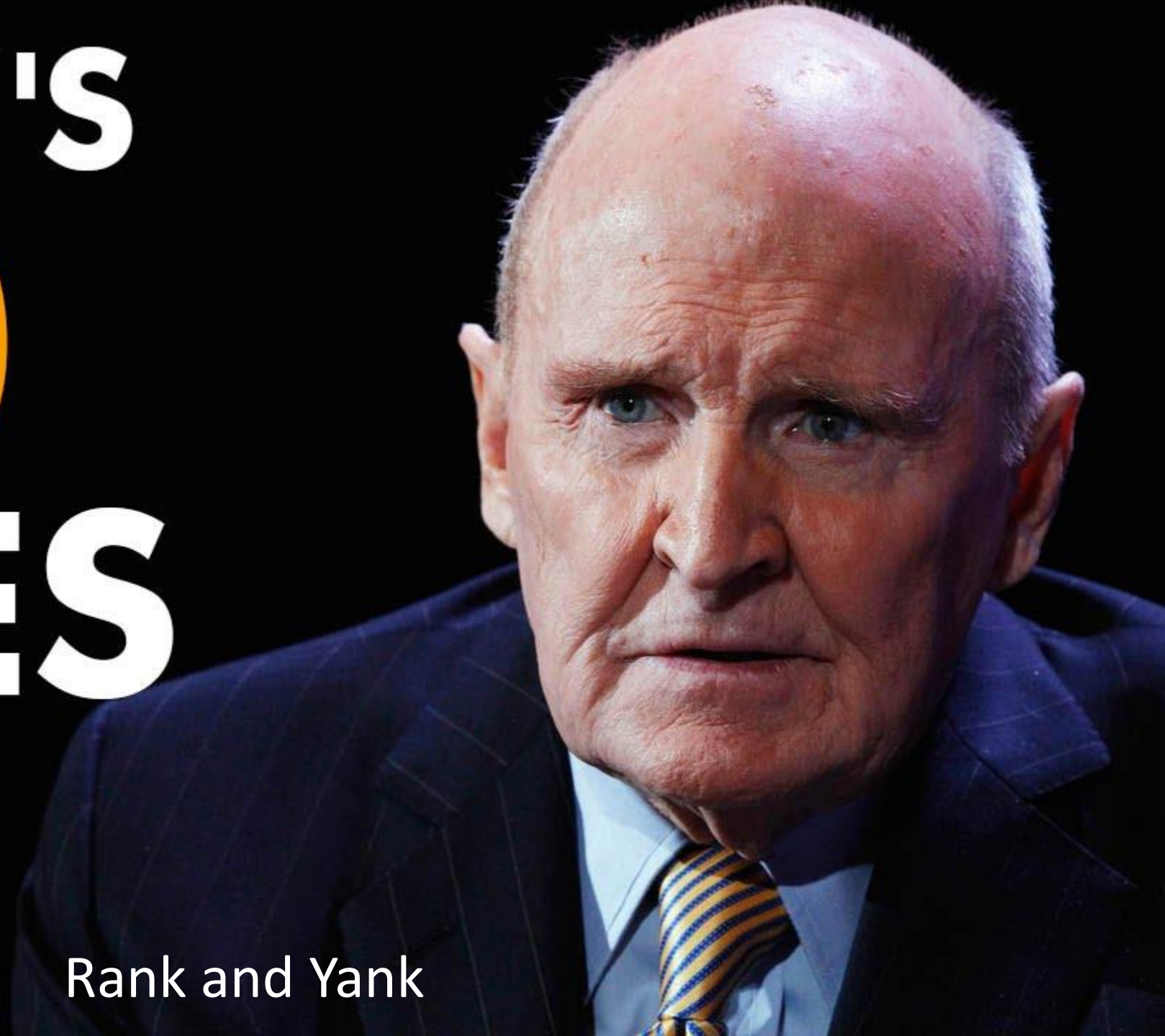




# WELCH'S 10 RULES



Rank and Yank



"An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage"

# Poll





# SHORT TERM TO LONG TERM

# Poll





# Any Questions